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Tender

## **School Teacher Recruitment Marketing Campaign**

Department for Education

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-010886

Procurement identifier (OCID): ocds-h6vhtk-04f7de ([view related notices](#))

Published 24 March 2025, 12:15pm

### **Scope**

### **Description**

The objective of the School Teacher Recruitment Marketing Campaign is to support recruitment of c. 35,000 people into Initial Teacher Training every year, alongside the government priority to recruit an additional 6,500 new expert teachers across our schools, both mainstream and specialist, and our colleges over the course of this parliament. (This campaign will only target school teachers).

Our aim is to inspire and attract candidates and grow the appeal of teaching amongst students and graduates under the age of 30, who are the group most likely to train to become a teacher.

We are looking for a lead creative and strategic agency that will set a new direction for the school recruitment marketing campaign to tackle a challenging, ever-changing graduate recruitment market and ensure the campaign delivers communications excellence and innovation, as demanded by Government Communications Service professional standards.

The deliverables of this campaign are:

- Campaign strategy and platform.

- Brand strategy and guardianship to support wider marketing activities.
- Creative development and production for paid advertising and to support the application of the creative strategy and platform across other marketing touchpoints, including the Get Into Teaching website.
- Strategy, development and content production for direct marketing journeys (segmented email programmes).

This tender notice is for the award of a public contract through a competitive flexible procedure in accordance with section 20(1) and (2)(b) of the Procurement Act 2023.

### **Total value (estimated)**

- £7,200,000 excluding VAT
- £9,000,000 including VAT

Above the relevant threshold

### **Contract dates (estimated)**

- 1 October 2025 to 30 September 2029
- 4 years

### **Options**

The right to additional purchases while the contract is valid.

Options to purchase additional services as required.

### **Main procurement category**

Services

## **CPV classifications**

- 79340000 - Advertising and marketing services

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## **Participation**

### **Legal and financial capacity conditions of participation**

Details can be found in the PSQ

### **Technical ability conditions of participation**

Details can be found in the PSQ

### **Particular suitability**

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

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## **Submission**

### **Enquiry deadline**

31 March 2025, 5:00pm

**Submission type**

Requests to participate

**Deadline for requests to participate**

18 April 2025, 5:00pm

**Submission address and any special instructions**

<https://education.app.jaggaer.com>. Search for: Project\_9736 or ssq\_569

**Tenders may be submitted electronically**

Yes

**Languages that may be used for submission**

English

**Award decision date (estimated)**

28 July 2025

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**Award criteria**

<b>Name</b>	<b>Description</b>	<b>Type</b>	<b>Weighting</b>
Technical	This award criteria is for ITT stage. The percentage weighting may be refined at the launch ITT stage.	Quality	65%
Price	This award criteria is for ITT stage. The percentage weighting may be refined at the launch ITT stage.	Price	25%
Social value	This award criteria is for ITT stage	Quality	10%

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## **Other information**

### **Conflicts assessment prepared/revised**

Yes

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## **Procedure**

### **Procedure type**

Competitive flexible procedure

### **Competitive flexible procedure description**

#### 1. Participation Stage

This stage will include three scored technical questions.

A brief and more information on the evaluation criteria and scoring methodology can be found in the PSQ documents.

A clarification process will be used during the tendering period to allow bidders to seek clarification from the Authority. The deadline for clarification questions will be 31st March 2025.

The deadline for submitting responses for the Participation stage is 18th April 2025. The estimated date of providing results for this stage to bidders is 30th April 2025.

A maximum number of eight highest scoring bidders will proceed to stage 2.

## 2. ITT (Invitation to tender)

This stage will include:

A) Technical envelope

B) Commercial envelope incl. FVRAT (financial viability risk assessment tool)

The estimated launch of this stage will be 1st May 2025. This is when all ITT documentation will be provided. The key documents provided at this stage will include ITT bidding guidance, detailed brief, ITT evaluation criteria, scoring methodology, commercial envelope, technical questions, draft contract and KPIs.

A dialogue (chemistry meeting) will be part of this stage.

A clarification process will be used during the tendering period to allow bidders to seek clarification from the Authority. The estimated deadline for clarification questions will be 16th May 2025.

The estimated deadline for submitting responses for this stage is 30th May 2025. The estimated date of providing results for this stage to bidders is 10th June 2025.

A maximum number of four highest scoring bidders will proceed to stage 3.

## 3. Presentations

During this stage bidders will be required to demonstrate their strategic and creative expertise related to the campaign brief.

A dialogue (tissue meeting) will be part of this stage.

The estimated launch of this stage will be 11th June 2025. This is when the brief and the

scoring methodology and evaluation criteria for the presentation will be provided.

The estimated dates of the presentations are 14th and 15th July 2025. The estimated date of publishing the result of this stage is 28th July 2025.

Please note all dates are subject to change.

The Authority reserves the right to amend the procurement, where such amendment would not be substantial, as follows, including and not limited to;

- amendments to the tender documents which may provide clarification
- refining the specification as the competitive flexible procedure progresses

The tender can be accessed at <https://education.app.jaggaer.com>. Search for: "Project\_9736 or ssq\_569" .

All communication with the Authority during all stages must be submitted via the Jaggaer messaging portal.

A PIN for the market engagement event can be found here:

<https://www.contractsfinder.service.gov.uk/Notice/f8ea5daf-d9ad-4965-9b7c-eb7a0794ceeb>

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## Documents

### Documents to be provided after the tender notice

ITT documents will be provided at the launch of stage 2 (ITT).

Presentation brief will be provided at the launch of stage 3 (presentations).

All documents will be provided via Jaggaer.

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## **Contracting authority**

### **Department for Education**

- Public Procurement Organisation Number: PDZG-3487-DPVD

Sanctuary Buildings, 20 Great Smith Street

London

SW1P3BT

United Kingdom

Email: [core.procurement@education.gov.uk](mailto:core.procurement@education.gov.uk)

Region: UKI32 - Westminster

Organisation type: Public authority - central government