

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/012016-2024>

Planning

Early Careers Recruitment

AWE PLC

F01: Prior information notice

Reducing time limits for receipt of tenders

Notice identifier: 2024/S 000-012016

Procurement identifier (OCID): ocds-h6vhtk-0451e9

Published 12 April 2024, 2:56pm

Section I: Contracting authority

I.1) Name and addresses

AWE PLC

Room 20,Building F161.2 Atomi, C Weapons Establishment

READING

RG74PR

Contact

Kate Sinclair

Email

AWEProcurement@awe.co.uk

Country

United Kingdom

Region code

UKJ11 - Berkshire

Justification for not providing organisation identifier

Partnership

Internet address(es)

Main address

<https://www.awe.co.uk/>

I.3) Communication

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://www.awe.co.uk/>

I.4) Type of the contracting authority

Ministry or any other national or federal authority

I.5) Main activity

Defence

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Early Careers Recruitment

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.1.4) Short description

AWE require one provider to transform the early careers recruitment strategy to hire candidates for campaigns 2024/25 and 2025/26. The new provider's approach will facilitate the AWE 2-year demand plan and position AWE as an employer of choice in chosen audience markets by 2027.

In 2023, AWE recruited c. 566 into early careers roles and this was largely due to a shift towards using advanced intelligence data to target a British citizen audience with new expertise to streamline efficiency within these talent pools. AWE have seen exceptional results so far with a 127% increase in British citizen applications and a 200% increase in overall expected applications received. AWE want to extend this ambition and deepen the understanding of current and hidden talent pools to uncover new mechanisms to access, inspire, and hire from these highly sought after diverse audiences.

For 2024, campaign planning is underway, which will directly inform procurement requirements. This is expected to complete in April 2024 and be updated on an ongoing basis. The procurement requirements are expected to be in three pillars, broadly covering:

Digital - including website updates, job board posting and management, social media marketing and university career service interaction.

Administration - including the act of administering the virtual assessment centres and providing candidate feedback.

Assessment process - including the design and assurance of the virtual assessment process and the development of the platform and questions used in assessment stages.

II.1.5) Estimated total value

Value excluding VAT: £1,600,000

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 79600000 - Recruitment services

II.2.3) Place of performance

NUTS codes

- UKJ - South East (England)

II.2.4) Description of the procurement

Digital Transformation: Initiate a website and recruitment asset design refresh across text, imagery, and video content to appeal to and inspire the intended audience.

Administering of Feedback: Compile and deliver bespoke candidate feedback following each assessment centre, including details on the frequency of the feedback, as well as any features that enhance the post assessment centre candidate experience.

Assessment Design, Implementation and Management: Launch a platform design and delivery strategy as it relates to the assessment material to monitor and track the application pipeline in line with fluctuating demand across channels. Additionally, this would include assessment centre programme management (e.g. timetable creation, set up and management) and an assessor support delivery model.

Develop Brand Awareness: Creating a strategy for increasing brand awareness amongst prospective early careers candidates through marketing the early careers opportunities in a way that resonates with the target audience.

Attraction Strategy: Leveraging a campaign attraction strategy, including a project implementation and delivery plan mapped across the recruitment and academic cycle.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.6) Estimated value

Value excluding VAT: £1,600,000

II.2.7) Duration of the contract, framework agreement or dynamic purchasing system

Duration in months

24

This contract is subject to renewal

Yes

II.3) Estimated date of publication of contract notice

4 June 2024

Section III. Legal, economic, financial and technical information

III.1) Conditions for participation

III.1.2) Economic and financial standing

Selection criteria as stated in the procurement documents

III.1.3) Technical and professional ability

Selection criteria as stated in the procurement documents

Section IV. Procedure

IV.1) Description

IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: Yes

Section VI. Complementary information

VI.2) Information about electronic workflows

Electronic ordering will be used

Electronic invoicing will be accepted

VI.4) Procedures for review

VI.4.1) Review body

AWE

Berkshire

Email

kate.sinclair@awe.co.uk

Country

United Kingdom