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Not applicable

Early Careers Recruitment

AWE PLC

F14: Notice for changes or additional information

Notice identifier: 2024/S 000-012547

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

Published 17 April 2024, 4:19pm

Section I: Contracting authority/entity

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

Not on any register

Internet address(es)

Main address

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

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.

Section VI. Complementary information

VI.6) Original notice reference

Notice number: [2024/S 000-012016](#)

Section VII. Changes

VII.1.2) Text to be corrected in the original notice

Section number

II.1.4

Place of text to be modified

Short description

Instead of

Text

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

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Read

Text

Early Careers Attraction Strategy and programme: lead on refreshing and agreeing attraction plans that result in the timely hiring of all annual early careers candidates into AWE across graduates, apprentices, year in industry and the AWE scholarship programme for the 2024/2025 and 2025/2026 campaigns. Strategy needs to deliver to required application volumes, applicant quality/fit, hiring targets and diversity objectives/targets. Strategy should incorporate digital channels and in person and virtual events.

Early Careers website content and imagery: consultancy services to underpin transformative change in the look and appeal of AWE's early careers website pages, visual assets and content narrative in line with AWE brand, to be informative, engaging and award winning with our target audiences.

Assessor resource: scheduling of assessors into Assessment Centres and management of timetables plus provision of Assessment Centre assessors for c.160 assessment centres per campaign (across all Early Careers pathways; Graduates, Apprentices, Year in Industry and Undergraduate Scholarships) for the 2024/2025 and 2025/2026 campaigns

Section number

II.1.5

Place of text to be modified

Estimated total value

Instead of

Text

£1,600,000.

Read

Text

£1,000,000.

Section number

I.3

Place of text to be modified

Communication

Instead of

Text

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

Read

Text

AWEProcurement@awe.co.uk