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Planning

Pre-employment Background Screening

The British Council

F01: Prior information notice

Prior information only

Notice identifier: 2021/S 000-013345

Procurement identifier (OCID): ocds-h6vhtk-02bb94

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Section I: Contracting authority

I.1) Name and addresses

The British Council

1 Redman Place, Stratford, London

United Kingdom

E20 1JQ

Contact

Ahmed Akram

Email

ahmed.akram@britishcouncil.org

Country

United Kingdom

NUTS code

UK - United Kingdom

Internet address(es)

Main address

<https://www.britishcouncil.org/>

Buyer's address

<https://in-tendhost.co.uk/britishcouncil>

I.3) Communication

Additional information can be obtained from the above-mentioned address

I.4) Type of the contracting authority

Other type

Registered Charity

I.5) Main activity

Other activity

Registered Charity

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Pre-employment Background Screening

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.1.4) Short description

The British Council will be seeking to appoint a suitable provider via a future tender to deliver Background Screening service who can support its PAS policy. This service will verify the background of approximately 2,000 new hires annually across 100+ countries and an annual rescreening programme of approximately 10,500 employees. The system should be capable of supporting web-based candidate data entry and integrate with our Candidate Management system (SAP Success Factors) for Orders and reporting. We are also interested in solutions that would enable us to screen consultants and contract workers to the same standards.

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
- 79720000 - Investigation services
- 79710000 - Security services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

The British Council is looking for a global solution to support background screening of all new hire employees and ongoing annual rescreening cycle of approximately 10,500 employees. The British Council utilises SAP Success Factors so an ability to order screening via an integration to the recruitment module is a critical requirement. The British Council currently delivers global background screening via a combination of in-house resource and outsourced contract. Our intention is to continue to outsource all background screening for

British Council employees to one global screening supplier. The British Council is currently undergoing transformation and business realignment and anticipates needing to bring the screening of consultants and contractors into scope of the same model at a later date.

Key Areas:

- Risk Profile** We have identified four broad risk profiles for our new hire employees and require the supplier to be able to tailor their operation to deliver these different screening packages. Similarly, internal transfers between roles require 2 different screening packages and finally our existing employees have 3 different re-screening profiles.
- Operational reach** We are head quartered in the UK, but our in-house screening team are based in, India. We have operational bases in 100+ countries and require supplier capability to perform background screening checks in all our operational locations where legally permissible to do so.
- Technology and process** The solution should allow recruiters from 100+ country bases to order screening via their instance of Success Factors. We would expect the process to broadly run thus. Supplier acknowledges screening order and commences work; progress report feed is visible to recruiter via data feed to Success Factors recruitment requisition. Supplier updates Background screening team with progress on attempts to verify, seeking to minimise unable to verify and decisional elements. When screening is closed a report and snips or .pdf evidence is sent to British Council for audit and compliance purpose. Our orders for recurrent screening should ideally also integrate with SAP Success Factors, but will be ordered by our team in Noida, reports and evidence snips where necessary should be returned to British Council for upload into SAP Success Factors.
- Account Management & Customer Service** British Council requires one global account manager/lead to manage its screening requirements along with regional point of contacts for each region. However, attention should be paid to the global reach of our organisation and consideration given to an approach that supports a global corporate "head office" in London, UK and a service delivery manager and team based in Mumbai and Noida, India. Further details can be found in the PIN notice attached.

II.2.14) Additional information

If you are interested in expressing an interest and/or bidding for this project, please go to <https://in-tendhost.co.uk/britishcouncil> . You may then have to register your company before you can express an interest for this project and get access the documents.

II.3) Estimated date of publication of contract notice

30 July 2021

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: No

Section VI. Complementary information

VI.3) Additional information

If you are interested in expressing an interest for this PIN, please go to <https://intendhost.co.uk/britishcouncil> You will need to login (or register and then login) before you can express an interest for this PIN