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Tender

TfL 94905 - Assessment Framework

Transport for London

F02: Contract notice

Notice identifier: 2021/S 000-013676

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

Published 16 June 2021, 5:49pm

Section I: Contracting authority

I.1) Name and addresses

Transport for London

Palestra, 197 Blackfriars Road

London

SE1 8NJ

Contact

Mrs Alexandra Ebert-Brading

Email

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Telephone

+44 12345

Country

United Kingdom

NUTS code

UK - United Kingdom

Internet address(es)

Main address

<https://tfl.gov.uk>

Buyer's address

<https://tfl.gov.uk>

I.2) Information about joint procurement

The contract is awarded by a central purchasing body

I.3) Communication

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://procontract.due-north.com/>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://procontract.due-north.com/>

I.4) Type of the contracting authority

Regional or local authority

I.5) Main activity

Other activity

Transport

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

TfL 94905 - Assessment Framework

Reference number

DN548558

II.1.2) Main CPV code

- 75000000 - Administration, defence and social security services

II.1.3) Type of contract

Services

II.1.4) Short description

This is a competitive procurement for Framework for online Pre-Application Testing and Assessment Services for recruitment.

It is to be conducted under the Public Contracts Regulations (PCR) 2015, The Open Procedure is

used. The Framework will be valid for up to 4 years. Other members of the GLA (Greater London Authority) Group may at a later stage choose to call off from these services in the future.

The success of Transport for London (TfL) relies on the talent that it brings in. It is vital that this talent, at all levels, reflects both the future business needs of the organisation and the demographics of the population that TfL serves; equally representing a fit with the values we hold as an organisation. Testing is used to reduce volumes to a manageable pool to take forward to role specific assessment centres or interview stage

Each year TfL receives around 150,000 applications per annum for a wide range of roles across all areas and levels within our business.

These roles vary from entry level positions in customer facing roles through to specialist operational and functional positions, up to senior management level. Some of our roles are quite unique, we currently often look into a more tailored approach to our testing

The Framework will be made up of the following :

Lot 1 Testing for High Volume recruitment

Lot 2 Testing for General recruitment

Lot 3 Testing for Talent Acquisition

Lot 4 Testing for Graduate and Apprentice recruitment

II.1.6) Information about lots

This contract is divided into lots: Yes

Tenders may be submitted for all lots

II.2) Description

II.2.1) Title

Lot 1 Testing for High Volume recruitment

Lot No

1

II.2.2) Additional CPV code(s)

- 75000000 - Administration, defence and social security services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

Lot 1 • High Volume recruitment – This area manages recruitment campaigns for which there are more than 10 vacancies per role. These roles are generally, but not exclusively, operational/customer facing roles or operationally specialist roles (e.g. train operator). High Volume campaigns can attract between 5000-14000 candidates per campaign and TfL can run multiple campaigns at any given time, throughout the year. We are responsible for up to 2000 hires into the organisation.. As some of our roles are quite unique, we currently often look into a more tailored approach to our testing. We also currently use online assessments for our internal campaigns as they attract high volumes

too.

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 60

Price - Weighting: 40

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

Duration in months

48

This contract is subject to renewal

No

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

II.2) Description

II.2.1) Title

Lot 2 Testing for General recruitment

Lot No

2

II.2.2) Additional CPV code(s)

- 75000000 - Administration, defence and social security services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

Lot 2 Testing for General recruitment – these are recruitment campaigns with less than 10 vacancies per role. These roles are generally, but not exclusively, within specific business functions (e.g. finance, procurement, engineering, planning etc).

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 60

Price - Weighting: 40

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

Duration in months

48

This contract is subject to renewal

No

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

II.2) Description

II.2.1) Title

Lot 3 Testing for Talent Acquisition

Lot No

3

II.2.2) Additional CPV code(s)

- 75000000 - Administration, defence and social security services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

- Lot 3 Talent Acquisition – this area manages recruitment campaigns for senior management levels (including board level roles) across the business. As with general recruitment these roles are generally, but not exclusively, within specific business (e.g. finance, procurement, engineering, planning etc) and can include the Greater London Authority. For some campaigns the attraction and initial shortlisting process may be undertaken by a 3rd party search agency.

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 60

Price - Weighting: 40

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

Duration in months

48

This contract is subject to renewal

No

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

II.2) Description

II.2.1) Title

Lot 4 Testing for Graduate and Apprentice recruitment

Lot No

4

II.2.2) Additional CPV code(s)

- 75000000 - Administration, defence and social security services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

Lot 4 Testing for Graduate and Apprentice recruitment - This area manages recruitment campaigns for roles within TfL aligned to specific “schemes” and initiatives within different business areas. Each year TfL receives around 12,000-15,000 applications for our Graduate and Apprenticeship schemes and we use testing as a way to reduce that number to a manageable pool of applicants to take to the assessment centres for each role. Each testing scenario is used to test candidates in a different way to obtain the best potential talent from the applications. We currently make use of online assessments to indicate candidates' fit against TfL values and video interviewing to indicate their motivational fit into the scheme that they have applied for.

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 60

Price - Weighting: 40

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

Duration in months

48

This contract is subject to renewal

No

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Open procedure

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

The procurement is covered by the Government Procurement Agreement: No

IV.2) Administrative information

IV.2.2) Time limit for receipt of tenders or requests to participate

Date

16 July 2021

Local time

12:00pm

IV.2.4) Languages in which tenders or requests to participate may be submitted

English

IV.2.7) Conditions for opening of tenders

Date

16 July 2021

Local time

12:00pm

Section VI. Complementary information

VI.1) Information about recurrence

This is a recurrent procurement: No

VI.4) Procedures for review

VI.4.1) Review body

Transport for London

14 Pier Walk, North Greenwich

LONDON

SE10 0ES

Country

United Kingdom