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Planning

## **Recruitment Process Outsourcing (RPO)**

The Crown Estate

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-014918

Procurement identifier (OCID): ocids-h6vhtk-065762

Published 18 February 2026, 3:52pm

### **Scope**

### **Description**

The Crown Estate is seeking to appoint a Recruitment Process Outsourcing (RPO) partner to augment our in-house Talent Acquisition (TA) team. This partnership will enable us to scale our hiring capacity, maintain high standards in candidate experience, and ensure we attract, engage, and hire the best talent at all levels for our evolving business needs.

An RPO provider can help us to remain: agile, competitive, innovative, and deliver business continuity with on time delivery of the right people, at the right time for a more cost-effective price. The right partners can help to ensure a positive candidate experience and brand positioning to attract the best talent in service of the nation's future.

We will be running a competitive tender process, inviting submissions from both established RPO providers encouraging innovation, inclusion and healthy competition.

Please note, this is not an Invitation to Tender. The Crown Estate reserves the right to amend any details prior to publishing a contract notice and tender pack.

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

- £1,200,000 excluding VAT
- £1,440,000 including VAT

Above the relevant threshold

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

- 1 July 2026 to 30 June 2029
- 3 years

### **Main procurement category**

Services

### **CPV classifications**

- 79600000 - Recruitment services

### **Contract locations**

- UK - United Kingdom

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## **Engagement**

### **Engagement deadline**

25 February 2026

## Engagement process description

Please find details on our e-tendering platform:

<https://secure.sourcedogg.com/profile/676e86f0-50b5-4563-b7b6-529dcfeb28b7/requests/75106>

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## Contracting authority

### The Crown Estate

- Public Procurement Organisation Number: PYYN-4743-GYVQ

1 St James Market

London

SW1Y 4AH

United Kingdom

Email: [tenders@thecrownestate.co.uk](mailto:tenders@thecrownestate.co.uk)

Region: UKI32 - Westminster

Organisation type: Public authority - central government