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Planning

Recruitment Services

Government Legal Department

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

Notice identifier: 2025/S 000-016033

Procurement identifier (OCID): ocds-h6vhtk-050529

Published 17 April 2025, 4:11pm

Scope

Reference

GLD027 2025

Description

RFI Scope

GLD requires information on the provision of recruitment and associated assessment services for qualified lawyers at G7 and G6 levels, early talent schemes (including legal trainees and others), recruitment of permanent staff for other corporate roles and at SCS level plus media and advertising provision for all the above roles. The support we need from providers:

We invite your organisation to attend an online, MS Teams briefing session where we will set out GLD's recruitment requirements. We will answer questions about what we might need and invite all providers to submit their views in writing to support the development of a specification.

If we choose to proceed with a procurement, we will return to the market with a specification supported by our engagement with the market.

Background To GLD

The Government Legal Department is the largest provider of legal services across government, working on high profile matters that are frequently scrutinised in Parliament and the media. Our work includes:

- Developing and drafting legislation
- Providing legal advice on policies
- Securing our economic and trade relationships
- Ensuring value from commercial contracts worth billions of pounds
- Providing the Civil Service's employment law advice
- We are at the heart of delivering the Government's priorities and our success depends on our people.

GLD is a non-ministerial government department, sponsored by the Attorney General. We are headed by the Treasury Solicitor, our Permanent Secretary and employ over 3400 people, including over 2600 legal professionals. Our offices include London, Leeds, Bristol, Croydon and Manchester as well as overseas. We provide specialist legal services including Litigation, Employment and Commercial Law as well as advising most Government Departments on the policies and services they deliver.

GLD also depends on a range of vital corporate services. These are essential to the smooth and efficient running of the Department and provide the foundation to enable GLD to deliver outstanding legal services. Our corporate functions include Strategy, HR, Finance, Digital, Data and Technology, Communications, Security, Commercial and Project delivery.

Our vision is to be an outstanding legal organisation and a brilliant place to work where everyone can thrive and fulfil their potential. This is an exciting time for GLD, with cutting edge legal work on global issues and a transformation agenda which is ensuring the Department exemplifies the Modern Civil Service.

Background to the Requirement

Our Requirements

GLD's HR Department provide recruitment and associated assessment services for our legal specialisms and corporate services. We also provide media and advertising for these roles. GLD is looking for a recruitment partner that will provide these services.

What do we need?

We require provision of the following services:

G6 and G7 Lawyers - recruitment process outsourcing for permanent G7 and G6 lawyers, including for specialist roles.

Early Talent Scheme - recruitment and associated assessment services for legal trainee solicitors and pupil barristers. Also includes solicitor apprentice, law placement schemes and paralegals and Executive Officer (EO) and Higher Executive Officer (HEO) levels.

Corporate Services - recruitment of permanent roles for all our corporate services teams.

Senior Civil Servant (SCS) - assessments, sifting/pre-sifting for high volume campaigns, help with end-to-end recruitment process should volume of campaigns surge unexpectedly at SCS1 level. Talent mapping in specific locations e.g. Manchester/Leeds recently

Media and Advertising - advice on relevant media (online and/or offline) for all the above roles, develop and deliver social media strategy across GLD and suppliers' channels, arranging for adverts to be placed on agreed media etc.

Management Information - identify management information required to effectively deliver the service, provide insight and reporting, use data to improve the end-to-end process.

Continuous Improvement - actively identify ways to improve the end-to-end service and implement agreed actions. Work with GLD to implement already identified process improvement processes e.g. assessment type/approach.

Contract dates (estimated)

- 1 April 2026 to 31 March 2030
- Possible extension to 31 March 2032
- 6 years

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Contract locations

- UK - United Kingdom

Engagement

Engagement deadline

27 May 2025

Engagement process description

GLD will host an event on MS Teams, to receive details of this event and to express an interest in attending please write to bids@governmentlegal.gov.uk - the event will be at 2pm on Tuesday 20th May

Following the event, you are invited to make a written submission about your views on our needs. We would ask you to limit this to one document of five A4 pages not including the cover sheet to be submitted to bids@governmentlegal.gov.uk by 2pm on Tuesday 27th May

After written submissions, GLD is likely to decide on next steps of its procurement options by July 2025.

Participation

Particular suitability

Small and medium-sized enterprises (SME)

Procedure

Special regime

Concession

Contracting authority

Government Legal Department

- Public Procurement Organisation Number: PGPQ-1671-NQQJ

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London

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United Kingdom

Email: bids@governmentlegal.gov.uk

Region: UKI32 - Westminster

Organisation type: Public authority - central government