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Tender

## **FSCS388 Specialist Recruitment and Consultancy Services**

Financial Services Compensation Scheme

F02: Contract notice

Notice identifier: 2022/S 000-016322

Procurement identifier (OCID): ocids-h6vhtk-034667

Published 14 June 2022, 4:05pm

### **Section I: Contracting authority**

#### **I.1) Name and addresses**

Financial Services Compensation Scheme

Beaufort House, 15 St. Botolph Street

London

EC3A 7QU

#### **Contact**

Jean Mutudza

#### **Email**

[Jean.Mutudza@fscs.org.uk](mailto:Jean.Mutudza@fscs.org.uk)

#### **Telephone**

+44 2073758175

#### **Country**

United Kingdom

**NUTS code**

UKI - London

**Internet address(es)**

Main address

[www.fscs.org.uk](http://www.fscs.org.uk)

**I.3) Communication**

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

<https://www.delta-esourcing.com/tenders/UK-UK-London:-Recruitment-services./D79279Q8WU>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

[www.delta-esourcing.com](http://www.delta-esourcing.com)

Tenders or requests to participate must be submitted to the above-mentioned address

Electronic communication requires the use of tools and devices that are not generally available. Unrestricted and full direct access to these tools and devices is possible, free of charge, at

[www.delta-esourcing.com](http://www.delta-esourcing.com)

**I.4) Type of the contracting authority**

Body governed by public law

**I.5) Main activity**

Economic and financial affairs

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

FSCS388 Specialist Recruitment and Consultancy Services

Reference number

FSCS388

#### **II.1.2) Main CPV code**

- 79600000 - Recruitment services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

The success of the Financial Services Compensation Scheme is dependent upon the calibre of people employed by our business and, as such, we are committed to the recruitment and selection of colleagues with the right blend of skills, qualifications, competencies, experience, knowledge and attitude. The Framework will facilitate provision of HR specialist services under the following three 'Lots' , details of which are set out at below:

- Lot 1: Specialist Recruitment & Selection (Niche) and Supply of Temporary Personnel Services

- Lot 2: Staff Talent Management and Leadership Development Services

- Lot 3: Executive and wider staff coaching services:

- oLot 3a: Executive coaching (Board, CEO and "C-Suite")

- oLot 3b: Leadership Coaching (Senior Leaders and Managers)

- oLot 3c: Team & Group coaching

- oLot 3d: Individual employee coaching

#### **II.1.5) Estimated total value**

Value excluding VAT: £1,600,000

### **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**

Specialist Recruitment & Selection and Supply of Temporary Personnel Services

Lot No

1

### **II.2.2) Additional CPV code(s)**

- 79600000 - Recruitment services

### **II.2.3) Place of performance**

NUTS codes

- UKI - London

Main site or place of performance

LONDON

### **II.2.4) Description of the procurement**

To successfully to provide an executive search and selection service to FSCS to identify and provide candidates for FSCS consideration for appointment to senior, executive or specialised positions within FSCS.

Executive, Senior and Specialist Recruitment & Selection

As part of the above:

- provide a comprehensive assessment of each assignment and provide the expertise to present innovative solutions (e.g., direct sourcing / digital / social media channels) to fulfil the role requirement.

- provide a personal 'high touch' and consultative service to hiring managers. Experienced consultants shall be closely involved in all aspects of the assignment.
- provide a highly professional and broad-based recruitment process which is clearly communicated and inclusive of 'informed research and evaluation' on short-listed candidates.
- source candidates (temporary/fixed term and permanent) to the required standard in line with the role profile provided by FSCS, and ensure the candidate is made aware of the recruitment timescales and any relevant security requirements.
- manage the candidate journey to ensure the best possible candidate experience, including but not limited to:
  - okeeping candidates informed and engaged throughout the recruitment process
  - oproviding the candidate with timely updates on the process and ensure they receive feedback where appropriate
- use innovative methods to effectively promote the customer's Employer Value Proposition (EVP), the role(s) and the benefits/opportunities.
- able to demonstrate robust and effective procedures to protect FSCS from operational and reputational risks.
- able to demonstrate a commitment to delivering additional value for money throughout the lifetime of the agreement. Able to evidence examples of how this can be achieved.
- confirm FSCS recruitment process, timescales and any relevant UK security vetting and other personal requirements.

#### Board Director Candidate Search & Selection

Provide an executive search and selection service to FSCS to identify and provide candidates for FSCS consideration for appointment to positions as FSCS executive or non-executive directorships (including, where required, the position of chair of the FSCS board).

As part of the above:

- Ability to evidence a track record of sourcing Board Chair, NED and 'C level' talent from Fortune 500, FTSE 100, AIM-listed companies, financial services sector and from leading not for profit organizations.

- Significant experience (10 years plus) of using appropriate recruitment and selection methods such as head hunting, focused advertising campaigns as part of an integrated Executive Search & Selection Assignment.
- Supplier will have the ability to carry out benchmark of internal applicants to ensure the right hire is achieved every time.
- Ability to deploy teams with a mix of talents, with contacts at the highest levels of all sectors, drawing on both a UK and international talent pool.
- Display a range of soft skills to tune into the FSCS culture.

#### **II.2.5) Award criteria**

Price is not the only award criterion and all criteria are stated only in the procurement documents

#### **II.2.6) Estimated value**

Value excluding VAT: £1,200,000

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

Duration in months

24

This contract is subject to renewal

Yes

Description of renewals

FSCS reserve the right to extend the framework agreement twice by up to 12 months on each occasion, potentially making it a maximum term of 4 years (48 months).

#### **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.2.14) Additional information**

To respond to this opportunity please click here: <https://www.delta-sourcing.com/respond/D79279Q8WU>

## **II.2) Description**

### **II.2.1) Title**

Staff Talent Management & Leadership Development Services

Lot No

2

### **II.2.2) Additional CPV code(s)**

- 79635000 - Assessment centre services for recruitment

### **II.2.3) Place of performance**

NUTS codes

- UKI - London

Main site or place of performance

LONDON

### **II.2.4) Description of the procurement**

Talent Management is a constant process that involves attracting and retaining high-quality employees, developing their skills and continuously motivating them to improve their performance. At FSCS, the concept of Enterprise leadership is integral to our performance. We achieve this through recruiting well as well as identifying, growing and developing our best, internal talent.

The assessment activity relates to a variety of assessments used for:

- Executive, Non-Executive (Board) and C-Suite selection
- Leadership Development

- Talent and Succession planning

The type of activity would typically include, but not be limited to:

- Carry out and /or aid with talent assessment as part of recruitment processes
- Carry out and / or aid with talent assessment as part of succession planning
- Aid with developing Talent Management strategies and plans

#### **II.2.5) Award criteria**

Price is not the only award criterion and all criteria are stated only in the procurement documents

#### **II.2.6) Estimated value**

Value excluding VAT: £200,000

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

Duration in months

24

This contract is subject to renewal

Yes

Description of renewals

FSCS reserve the right to extend the framework agreement twice by up to 12 months on each occasion, potentially making it a maximum term of 4 years (48 months).

#### **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.2.14) Additional information**

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## **II.2) Description**

### **II.2.1) Title**

Executive/Staff Coaching Services

Lot No

3

### **II.2.2) Additional CPV code(s)**

- 79998000 - Coaching services

### **II.2.3) Place of performance**

NUTS codes

- UKI - London

Main site or place of performance

LONDON

### **II.2.4) Description of the procurement**

The provision of Coaching services to develop FSCS employees (at all levels) skills and knowledge so that their job performance improves, leading to the achievement of organisational or individual objectives.

Provide coaches that are experienced, qualified and curious. The coaching material should be diverse and influenced by philosophy, psychology, cognitive science, arts, biology, linguistics and more.

The Coaching services will assist FSCS in its development of its employees at all levels, including coaching in skills and knowledge so that employees' job performance improves, leading to the achievement of organisational or individual or Career Pathway objectives.

The People team wish to regularise and improve access arrangements to a range of

coaching and mentoring related services.

The required coaching services will be divided into 4 sub-lots:

- Lot 3a: Executive Coaching – Board/CEO & C-Suite
- Lot 3b: Leadership Coaching – Senior Leaders & Managers
- Lot 3c: Team & Group Coaching
- Lot 3d: Individual Employee Coaching

Lot 1 to 2 will appoint up to five (5) suppliers each under the search and selection and talent management scope and Lot 3 will establish up to three (3) suppliers under each of the coaching and facilitation sub-lots. Suppliers can bid for more than one sub-lot or for all 4 sub-lots if they meet the criteria.

#### **II.2.5) Award criteria**

Price is not the only award criterion and all criteria are stated only in the procurement documents

#### **II.2.6) Estimated value**

Value excluding VAT: £200,000

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

Duration in months

24

This contract is subject to renewal

Yes

Description of renewals

FSCS reserve the right to extend the framework agreement term twice by up to 12 months on each occasion, making the potential maximum term 4 years (48 months).

#### **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.2.14) Additional information**

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## **Section III. Legal, economic, financial and technical information**

### **III.1) Conditions for participation**

#### **III.1.2) Economic and financial standing**

Selection criteria as stated in the procurement documents

#### **III.1.3) Technical and professional ability**

Selection criteria as stated in the procurement documents

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## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Open procedure

#### **IV.1.3) Information about a framework agreement or a dynamic purchasing system**

The procurement involves the establishment of a framework agreement

Framework agreement with several operators

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

The procurement is covered by the Government Procurement Agreement: Yes

## **IV.2) Administrative information**

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

Date

14 July 2022

Local time

2:00pm

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

English

### **IV.2.6) Minimum time frame during which the tenderer must maintain the tender**

Duration in months: 6 (from the date stated for receipt of tender)

### **IV.2.7) Conditions for opening of tenders**

Date

14 July 2022

Local time

2:00pm

Place

London

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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: No

### **VI.2) Information about electronic workflows**

Electronic ordering will be used

Electronic invoicing will be accepted

Electronic payment will be used

### **VI.3) Additional information**

The contracting authority considers that this contract may be suitable for economic operators that are small or medium enterprises (SMEs). However, any selection of tenderers will be based solely on the criteria set out for the procurement.

For more information about this opportunity, please visit the Delta eSourcing portal at:

<https://www.delta-esourcing.com/tenders/UK-UK-London:-Recruitment-services./D79279Q8WU>

To respond to this opportunity, please click here:

<https://www.delta-esourcing.com/respond/D79279Q8WU>

GO Reference: GO-2022614-PRO-20310897

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

The Royal Court of Justice

The Strand

London

Email

[procurement@fscs.org.uk](mailto:procurement@fscs.org.uk)

Telephone

+44 2073758175

Country

United Kingdom

**VI.4.2) Body responsible for mediation procedures**

The Royal Court of Justice

The Strand

London

Email

[procurement@fscs.org.uk](mailto:procurement@fscs.org.uk)

Telephone

+44 2073758175

Country

United Kingdom

**VI.4.4) Service from which information about the review procedure may be obtained**

Financial Services Compensation Scheme

Beaufort House, 15 St. Botolph Street

London

EC3A 7QU

Telephone

+44 2073758175

Country

United Kingdom