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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): ocds-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

Telephone

+44 2073758175

Country

United Kingdom

NUTS code

UKI - London

Internet address(es)

Main address

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

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

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

Economic and financial affairs

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

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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

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

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

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

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

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

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