

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/023224-2025>

Tender

## **Culture Change - Consultancy**

Environment Agency

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-023224

Procurement identifier (OCID): ocds-h6vhtk-050d90

Published 20 May 2025, 1:20pm

## **Changes to notice**

This notice has been edited. The [previous version](#) is still available.

- Update to contact information
- Upload of template and clarification document
- Updated submission dates

## **Scope**

## **Description**

The Environment Agency is inviting quotations from experienced consultants to assist in the creation of the EA Cultural Framework.

With the introduction of EA2030, the new strategy of the Environment Agency, we need a consultant who can offer essential guidance, support, and strategies to effectively implement our refreshed values, expectations, behaviours, and practices. This consultant will play a key role in formulating an action plan to integrate these elements into our operations and performance.

We are looking for a consultant with proven experience in devising strategies to embed organisational culture change within large organisations.

## **Total value (estimated)**

- £49,999 excluding VAT
- £59,998 including VAT

Below the relevant threshold

## **Contract dates (estimated)**

- 16 June 2025 to 6 September 2025
- 2 months, 21 days

## **Main procurement category**

Services

## **CPV classifications**

- 79410000 - Business and management consultancy services

## **Contract locations**

- UK - United Kingdom

---

## **Participation**

### **Particular suitability**

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

---

## **Submission**

### **Enquiry deadline**

15 May 2025, 5:00pm

### **Tender submission deadline**

23 May 2025, 5:00pm

### **Submission address and any special instructions**

To apply for this opportunity you must submit your quotation meeting the requirements detailed in the Request for Quotation (RFQ) attached.

Your response must be sent to [devri.addison@environment-agency.gov.uk](mailto:devri.addison@environment-agency.gov.uk) by 23/05/2025

on 17.00.

If you have any clarification questions linked to this opportunity or the procurement process please submit these via email to [devri.addison@environment-agency.gov.uk](mailto:devri.addison@environment-agency.gov.uk). Please note that, unless commercially sensitive, both the question and the response will be circulated to all tenderers.

## **Tenders may be submitted electronically**

No

---

## **Award criteria**

Please see the Commercial Response Template in attachments

---

## **Procedure**

### **Procedure type**

Below threshold - open competition

---

## **Documents**

### **Associated tender documents**

[Request for Quotation\\_Transforming our Culture\\_FINAL.docx](#)

[Order Form EA Standard Goods Services Terms and Conditions\\_EA Culture\\_FINAL.docx](#)

[Commercial Response Template.ods](#)

[Culture Consultancy\\_Clarification Document\\_20.05.2025.pdf](#)

---

## **Contracting authority**

### **Environment Agency**

- Public Procurement Organisation Number: PNWW-1475-NYLN

Seacole Building, 2 Marsham Street

London

SW1P 4DF

United Kingdom

Email: [devri.addison@environment-agency.gov.uk](mailto:devri.addison@environment-agency.gov.uk)

Region: UKI32 - Westminster

Organisation type: Public authority - central government