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Planning

Applicant tracking system

Network Rail Infrastructure Ltd

F01: Prior information notice

Prior information only

Notice identifier: 2024/S 000-025585

Procurement identifier (OCID): ocds-h6vhtk-048a49

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Section I: Contracting authority

I.1) Name and addresses

Network Rail Infrastructure Ltd

Waterloo General Offices

London

SE1 8SW

Email

Emma.Ditchfield@networkrail.co.uk

Telephone

+44 1908781000

Country

United Kingdom

Region code

UK - United Kingdom

Internet address(es)

Main address

www.networkrail.co.uk

Buyer's address

<https://networkrail.bravosolution.co.uk/>

I.3) Communication

Additional information can be obtained from the above-mentioned address

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

General public services

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Applicant tracking system

II.1.2) Main CPV code

- 48450000 - Time accounting or human resources software package

II.1.3) Type of contract

Supplies

II.1.4) Short description

Network Rail (NR) wish to further understand the service and commercial options available for possible future Applicant Tracking Systems (ATS). Network Rail wishes to invite the market to engage with the opportunity and contribute innovation, experience, and delivery capability to the delivery of these services enabling NR to become an informed client. Currently Network Rail are utilising several ATS systems to support BaU recruitment, as well as campaign style recruitment for multiple roles, in different business areas and the purpose of this engagement is to understand what options are available to support future requirements.

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 48000000 - Software package and information systems
- 72212450 - Time accounting or human resources software development services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

The purpose of this RFI is to engage with the supply base and request information relating to the existing ATS solutions available in the market, specifically this RFI will look to address the following areas

- Identify the existing solutions available in the market and what companies' future development road-maps look like to keep the ATS up to date with predicted changes in the recruitment landscape e.g. AI advancements, integrations with other platforms e.g. MS Teams etc
- Identify the functionality and capabilities of the software services available in the market together with integration capabilities with Oracle or other systems.
- Identify indicative costs of the software solutions available in the market
- Identify any additional capabilities that Network Rail may have not considered
- Understand how the market supports client ATS development and technical management
- Understand what customisation options are available.
- Ensure suppliers who are interested in any potential future tender activity relating to this requirement are aware of the procurement platform that will be used, and provide them with the steps to complete qualification to this platform (should they not have already done so)

The responses to this Questionnaire will be reviewed to identify key market themes, to be shared internally with key stakeholders, to both further inform the sourcing strategy and subsequent procurement process should it be commenced. Insight from this exercise may also shape the service going forward.

Information contained within this document which is related to an eventual sourcing activity is subject to change and is to be used for information purposes only. NR does not bind or commit itself to any proposed model, milestones, or dates. The process that NR is adopting for this pre-procurement engagement with the market is intended to secure that the engagement does not have the effect of distorting competition and does not result in a violation of the principles of non-discrimination and transparency.

For further information relating to Network Rails requirements please review the document – “Applicant Tracking System (ATS)” via the instructions below,

1. Follow the link - <https://networkrail.bravosolution.co.uk/web/login.html>

2. From the welcome screen, access the “View Current Opportunities” link and select “Pre-Market Engagement: Applicant Tracking System (ATS)”.

3. Click on the attachment – “Applicant Tracking System (ATS)– RFI Submission Template”

Please note any discussions which do occur will cease immediately should a formal competition ultimately be announced. Network Rail is committed to ensuring fairness, openness and transparency, and to following EU procurement regulations. The Periodic Indicative Notice is issued solely for the purpose of conducting pre-procurement market engagement via a request for information and does not constitute any commitment to undertake any procurement in the future. Interested parties will not be prejudiced by any response or failure to respond to the PIN event and a response to this PIN does not guarantee any invitation to participate in this event or any future procurement.

This PIN does not constitute a call for competition to procure any services, supplies or works mentioned in this PIN and Network Rail will not accept any proposals offered in response to this PIN. Network Rail is not liable for any costs, fees, or expenses incurred by any party in replying to or attending any PIN event. Any procurement of any services, supplies or works by Network Rail will be carried out strictly in accordance with the provisions of the Utilities Contracts Regulations 2016.

II.2.14) Additional information

Any questions or clarifications in respect of this RFI should be addressed to emma.ditchfield@networkrail.co.uk

Network Rail would like to thank you in advance should you wish to respond to this Request for Information

II.3) Estimated date of publication of contract notice

2 August 2025

Section IV. Procedure

IV.1) Description

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

The procurement is covered by the Government Procurement Agreement: No

Section VI. Complementary information

VI.3) Additional information

Should you wish to respond to this RFI please complete the attached document titled “Applicant Tracking System (ATS)– RFI Submission Template”, this can be accessed via the link and instructions below.

1. Follow the link - <https://networkrail.bravosolution.co.uk/web/login.html>
2. From the welcome screen, access the “View Current Opportunities” link and select “Pre-Market Engagement: Applicant Tracking System (ATS)”.
3. Click on the attachment – “Applicant Tracking System (ATS)– RFI Submission Template”

Once completed please send your submission document via email as attachment to emma.ditchfield@networkrail.co.uk with the email subject " Applicant Tracking System (ATS) RFI". The response deadline for this RFI is the 2nd September 2024 at 5pm