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Tender

## **Leadership Academy Faculty Framework 2022**

NHS England

F02: Contract notice

Notice identifier: 2022/S 000-026640

Procurement identifier (OCID): ocids-h6vhtk-036acf

Published 23 September 2022, 9:48am

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

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

NHS England

Quarry House, Quarry Hill

Leeds

LS2 7UE

#### **Contact**

NHS Leadership Academy Faculty Framework Team

#### **Email**

[faculty@leadershipacademy.nhs.uk](mailto:faculty@leadershipacademy.nhs.uk)

#### **Country**

United Kingdom

#### **Region code**

UK - United Kingdom

**Internet address(es)**

Main address

<https://www.england.nhs.uk/>

Buyer's address

<https://www.england.nhs.uk/>

**I.3) Communication**

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

<https://health-family.force.com/s/Welcome>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://health-family.force.com/s/Welcome>

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

<https://health-family.force.com/s/Welcome>

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

Body governed by public law

**I.5) Main activity**

Health

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**Section II: Object**

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

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

Leadership Academy Faculty Framework 2022

Reference number

C67212

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

- 80511000 - Staff training services

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

Services

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

To establish a faculty framework of highly expert practitioners, attuned to the needs of leaders in the health and public sectors, embracing the best expertise of effective leadership and leadership development, who have values congruent with the NHS Constitution.

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

Value excluding VAT: £30,000,000

### **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**

Lot number 1 - Leadership Development

Lot No

1

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

- 79633000 - Staff development services
- 80511000 - Staff training services

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

NUTS codes

- UKE - Yorkshire and the Humber

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

Through this Lot, the Academy is seeking to secure the provision of cadre of leadership development 'practitioners' with a broad range of knowledge, skills, attributes and expertise in leadership development education, design, delivery and facilitation.

Practitioners will provide targeted support for the design and/or delivery of national, regional, and system-based leadership development interventions at the system, organisation, team, and individual level – with varying degrees of complexity.

Applicants against this lot may have expertise in one or more of the following areas (including but not restricted to):

- Systems Leadership Development
- Organisational Development
- Culture Change
- Improvement
- Digital Leadership
- Board Development
- Deep skills of support and challenge
- Small and large group facilitation at a variety of levels and delivery methods
- Innovative leadership development programme / intervention design

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

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

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

Start date

1 April 2023

End date

31 March 2026

This contract is subject to renewal

No

#### **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) Description**

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

Lot number 2 - Talent Management

Lot No

2

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

- 79633000 - Staff development services
- 80511000 - Staff training services

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

NUTS codes

- UKE - Yorkshire and the Humber

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

The scope of this Lot will include providers who can work collaboratively and flexibly with the internal talent function to complement existing expertise and capacity when required.

Through this Lot, we are therefore seeking to secure the provision of Talent Management expertise across the areas/specialisms of talent attraction, identification, development, engagement, retention, and deployment.

Expertise should relate to both an 'inclusive approach that mobilises the many rather than the few' and an 'exclusive approach, focusing on critical and senior leadership roles.

Applicants applying for this lot should be experienced in the following areas (including but not restricted to):

- Inclusive talent management practices and those which improve diversity at all levels of leadership
- Delivering talent conversations and succession planning at scale and at senior levels
- Competency framework development
- Assessment of potential and readiness
- Evidence-based Talent Management, data management and analytics involving collating, synthesising, and providing data for example on the profile of Talent pools to inform decisions as to how to capitalise on this talent by organisations/systems e.g., for succession planning, career pathway mapping and employee value proposition
- Talent development as complementary to leadership development
- Facilitation and training of senior leaders and experts relating to talent – including Board facilitation and Talent expert Chartered Professional Development
- Sponsorship programme delivery and training

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

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

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

Start date

1 April 2023

End date

31 March 2026

This contract is subject to renewal

No

#### **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) Description**

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

Lot number 3 - Research and Evaluation

Lot No

3

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

- 79633000 - Staff development services
- 80511000 - Staff training services

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

NUTS codes

- UKE - Yorkshire and the Humber

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

This Lot is seeking to secure the provision of expert research and evaluation services to support a range of leadership and talent management requirements.

The purpose of this Lot is two-fold:

1. To assess and evaluate the effectiveness and impact of Leadership and Talent interventions on individuals, organisations and systems
2. To undertake original research and synthesis of latest thinking to ensure programmes have on-going relevance and longevity for managers and leaders

Specifically, we are seeking providers who can

- Deliver robust quantitative and qualitative evaluation as well as
- Offer innovative evaluation services including assessment of impact and ROI/SROI

Additionally, we seek expert research provision to support our future work including international horizon scanning and thought leadership using a variety of research techniques.

Applicants against this lot should be experienced in a broad range of areas such as the following (including but not restricted to):

- Original and secondary research
- Systematic Review
- Rapid Review
- Thought Leadership
- Extended case studies / 'leadership stories'
- Data analysis and statistics
- Evaluation of leadership development
- Formative evaluation
- Literature reviewing
- Occupational psychology
- Programme evaluation
- Qualitative evaluation methods
- Quantitative evaluation methods
- Realistic evaluation
- Evaluation (quantitative and qualitative) including Return on Investment / Social Return on Investment
- Scoping exercises/studies
- Social research
- Summative evaluation
- Horizon scanning
- Market research
- Health economics including modelling
- R&E consultancy (e.g., advice, development, writing)
- Access to NHS databases
- Action research
- Ethnography
- Operations research
- Social marketing

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

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

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

Start date



1 April 2023

End date

31 March 2026

This contract is subject to renewal

No

#### **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) Description**

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

Lot number 4 - Specialist EDI

Lot No

4

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

- 79633000 - Staff development services
- 80511000 - Staff training services

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

NUTS codes

- UKE - Yorkshire and the Humber

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

Provision of specialist Equality, Diversity, and Inclusion (ED&I) advice and expertise to support the work of the Academy across its internal operations and the provision of highly specialised interventions through the specific lens of ED&I, for example inclusive recruitment training.

Applicants should have expertise in the following areas (including but not restricted to):

- Specialist Equality, Diversity and Inclusion knowledge, skills and practices
- Cultural change
- Focused development work for delivering Social Justice, Equality, Diversity, and Inclusion
- Experience of working on inclusive change initiatives with a range of staff including very senior leaders in complex and challenging organisations

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

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

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

Start date

1 April 2023

End date

31 March 2026

This contract is subject to renewal

No

#### **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

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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.1.8) 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

24 October 2022

#### **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**

Tender must be valid until: 23 March 2023

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

Date

24 October 2022

Local time

5:00pm

Place

<https://health-family.force.com/s/Welcome>

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## **Section VI. Complementary information**

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

This is a recurrent procurement: No

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

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

The High Court

Strand

London

WC2A 2LL

Email

[generaloffice@administrativecourtoffice.justice.gov.uk](mailto:generaloffice@administrativecourtoffice.justice.gov.uk)

Country

United Kingdom

Internet address

<https://www.gov.uk/courts-tribunals>

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

High Court and Court of Appeal of England and Wales

Strand

London

WC2A 2LL

Email

[InternationalRelationsJudicialOffice@judiciary.uk](mailto:InternationalRelationsJudicialOffice@judiciary.uk)

Country

United Kingdom

Internet address

<https://www.judiciary.uk/>