

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/028990-2022>

Contract

## **Executive and Non-Executive Recruitment Services**

The Minister for the Cabinet Office acting through Crown Commercial Service

F03: Contract award notice

Notice identifier: 2022/S 000-028990

Procurement identifier (OCID): ocids-h6vhtk-031714

Published 14 October 2022, 12:06pm

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

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

The Minister for the Cabinet Office acting through Crown Commercial Service

9th Floor, The Capital, Old Hall Street

Liverpool

L3 9PP

#### **Email**

[supplier@crowncommercial.gov.uk](mailto:supplier@crowncommercial.gov.uk)

#### **Telephone**

+44 3450103503

#### **Country**

United Kingdom

#### **Region code**

UK - United Kingdom

**Internet address(es)**

Main address

<https://www.gov.uk/ccs>

**I.2) Information about joint procurement**

The contract is awarded by a central purchasing body

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

Ministry or any other national or federal authority

**I.5) Main activity**

Other activity

Public Procurement for Executive and Non-Executive Recruitment Services

---

**Section II: Object**

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

**II.1.1) Title**

Executive and Non-Executive Recruitment Services

Reference number

RM6290

**II.1.2) Main CPV code**

- 79600000 - Recruitment services

**II.1.3) Type of contract**

Services

**II.1.4) Short description**

Crown Commercial Service, as the authority, has put in place an agreement for the supply of recruitment Services to UK public sector bodies including central government departments (and their arm's length bodies and agencies) and non-departmental public bodies, as well as wider public sector organisations, hereby known as the Customer.

This is a replacement agreement for the Executive Search services found within Permanent Recruitment Solutions (RM6002).

Executive and Non-Executive Recruitment Services will provide permanent, fixed term, inward secondment and supporting services including, but not limited to;

- Executive & Non Executive Recruitment
- Talent Development Services
- Talent Mapping
- Reserve Lists & Talent Pools
- Executive Development and Coaching
- Technology Services
- International Recruitment

The number of suppliers that have been awarded a Framework Contract for each lot is:

Lot 1 up to 53 Operators

Lot 2 up to 25 Operators

Lot 3 up to 26 Operators

CCS reserved the right to award a framework to any bidder whose final score is within 1% of the last position.

#### **II.1.6) Information about lots**

This contract is divided into lots: Yes

#### **II.1.7) Total value of the procurement (excluding VAT)**

Value excluding VAT: £45,000,000

## **II.2) Description**

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

Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)

Lot No

1

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

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79635000 - Assessment centre services for recruitment

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

NUTS codes

- UK - United Kingdom

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

The successful framework suppliers will provide core and non-core services to contracting authorities with candidate requirements at Grade 6, SCS1 & SCS2 or their equivalents across the Public Sector Core Services

-Customer planning

-Candidate identification and attraction

-Candidate assessment and evaluation

-Offer and appointment

Non Core Services

-Talent Development Services

-Talent Mapping

-Reserve Lists & Talent Pools

-Executive Development and Coaching

-Technology Services

-International Recruitment

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

Quality criterion - Name: Quality / Weighting: 90

Price - Weighting: 10

### **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**

Executive Search - SCS3 & SCS4 (and equivalents)

Lot No

2

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

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79635000 - Assessment centre services for recruitment

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

NUTS codes

- UK - United Kingdom

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

The successful framework suppliers will provide core and non-core services to contracting authorities with candidate requirements at SCS 3 & SCS 4 (or their equivalents across the Public Sector).

#### Core Services

- Customer planning
- Candidate identification and attraction
- Candidate assessment and evaluation
- Offer and appointment

#### Non-Core Services

- Talent Development Services
- Talent Mapping
- Reserve Lists & Talent Pools
- Executive Development and Coaching
- Technology Services
- International Recruitment

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

Quality criterion - Name: Quality / Weighting: 90

Price - Weighting: 10

#### **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**

Non-Executive and Public Appointments

Lot No

3

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

- 79600000 - Recruitment services
- 79610000 - Placement services of personnel
- 79635000 - Assessment centre services for recruitment

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

NUTS codes

- UK - United Kingdom

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

The successful framework suppliers will provide core and non-core services to contracting authorities with candidate requirements for either Non-Executive or Public Appointments (or their equivalents across the Public Sector).

Core Services

- Customer planning
- Candidate identification and attraction
- Candidate assessment and evaluation
- Offer and appointment

Non-Core Services

- Talent Development Services
- Talent Mapping

- Reserve Lists & Talent Pools
- Executive Development and Coaching
- Technology Services
- International Recruitment

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

Quality criterion - Name: Quality / Weighting: 90

Price - Weighting: 10

#### **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

---

## **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.2.1) Previous publication concerning this procedure**

Notice number: [2022/S 000-004216](#)



---

## **Section V. Award of contract**

### **Contract No**

RM6290

### **Lot No**

1

A contract/lot is awarded: Yes

### **V.2) Award of contract**

#### **V.2.1) Date of conclusion of the contract**

4 October 2022

#### **V.2.2) Information about tenders**

Number of tenders received: 110

Number of tenders received from SMEs: 92

Number of tenders received by electronic means: 110

The contract has been awarded to a group of economic operators: No

#### **V.2.3) Name and address of the contractor**

See Contracts Finder Notice for full supplier list

9th Floor, The Capital, Old Hall Street

liverpool

L3 9PP

Email

[supplier@crownccommercial.gov.uk](mailto:supplier@crownccommercial.gov.uk)

Telephone

+44 3450103503

Country

United Kingdom

NUTS code

- UK - United Kingdom

Internet address

<https://www.gov.uk/ccs>

The contractor is an SME

No

**V.2.4) Information on value of contract/lot (excluding VAT)**

Total value of the contract/lot: £45,000,000

---

## Section VI. Complementary information

### VI.3) Additional information

As part of this contract notice the following documents can be accessed at:

<https://www.contractsfinder.service.gov.uk/Notice/f36d63c3-0dc9-4ea5-b76f-c99c8>

- 1) Contract notice transparency information;
- 2) Contract notice authorised customer list;
- 3) Rights reserved for CCS framework.

On 2.4.2014 Government introduced its Government Security Classifications (GSC) scheme which replaced Government Protective Marking Scheme (GPMS). A key aspect is the reduction in the number of security classifications used. All bidders should make themselves aware of the changes as it may impact this requirement. This link provides information on the GSC at:

<https://www.gov.uk/government/publications/government-security-classifications>

Cyber Essentials is a mandatory requirement for Central Government contracts which involve handling personal information or provide certain ICT products/services. Government is taking steps to reduce the levels of cyber security risk in its supply chain through the Cyber Essentials scheme. The scheme defines a set of controls which, when implemented, will provide organisations with basic protection from the most prevalent forms of threat coming from the internet. To participate in this procurement, bidders must be able to demonstrate they comply with the technical requirements prescribed by Cyber Essentials, for services under and in connection with this procurement for all Lots. Cyber Essentials Plus may be required by some Customers at call off stage and this will apply to all Lots.

Some purchases under this framework Agreement may have requirements that can be met under this Framework Agreement but the purchase of which may be exempt from the Procurement Regulations (as defined in Attachment 1 - About the framework within the invitation to tender documentation). In such cases, Call-offs from this Framework will be unregulated purchases for the purposes of the Procurement Regulations, and the buyers may, at their discretion, modify the terms of the Framework and any Call-off Contracts to reflect that buyer's specific needs.

Central Government decided that a reduction from the initial 4 lot structure to a refined 3 lot structure would be preferable.

The existing structure is as below:

Lot 1: Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)

Lot 2: Executive Search - SCS2 (and equivalents)

Lot 3: Executive Search - SCS3 & SCS4 (and equivalents)

Lot 4: Non-Executive and Public Appointments

The new structure is as follows:

Lot 1: Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)

Lot 2: Executive Search - SCS3 & SCS4 (and equivalents)

Lot 3: Non-Executive and Public Appointments

The rationale behind this decision is that there is not a sufficient difference between SCS1 and SCS2 recruitment principles to warrant a standalone lot for SCS2.

**PLEASE NOTE:**

All certificates issued prior to 1 April 2020 or before 30 June 2020 on the existing scheme are valid until 30 June 2021. This includes those issued by Accreditation Bodies other than IASME.

On 30 June 2021, any certificate issued under the old scheme will expire.

Refer to <https://www.ncsc.gov.uk/information/cyber-essentials-faqs> for more information.

CCS reserve the right to award a framework to any bidder whose final score is within 1% of the last position.

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

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

The Minister for the Cabinet Office acting through Crown Commercial Service

9th Floor, The Capital, Old Hall Street

Liverpool

L3 9PP

Email

[supplier@crowncommercial.gov.uk](mailto:supplier@crowncommercial.gov.uk)

Telephone

+44 3450103503

Country

United Kingdom

Internet address

<https://www.crowncommercial.gov.uk/>

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

The Minister for the Cabinet Office acting through Crown Commercial Service

9th Floor, The Capital, Old Hall Street

Liverpool

L3 9PP

Email

[supplier@crowncommercial.gov.uk](mailto:supplier@crowncommercial.gov.uk)

Telephone

+44 3450103503

Country

United Kingdom

Internet address

<https://www.gov.uk/ccs>