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Planning

## **TALENT POOL TECHNOLOGY**

Essex County Council

F01: Prior information notice

Prior information only

Notice identifier: 2022/S 000-029723

Procurement identifier (OCID): ocids-h6vhtk-0377be

Published 21 October 2022, 11:09am

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

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

Essex County Council

County Hall, Market Road

Chelmsford

CM1 1QH

#### **Contact**

Mr Isaac Akingba

#### **Email**

[isaac.akingba@essex.gov.uk](mailto:isaac.akingba@essex.gov.uk)

#### **Country**

United Kingdom

#### **Region code**

UKH3 - Essex

**Internet address(es)**

Main address

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

Buyer's address

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

**I.3) Communication**

Additional information can be obtained from the above-mentioned address

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

Regional or local authority

**I.5) Main activity**

General public services

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## **Section II: Object**

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

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

TALENT POOL TECHNOLOGY

Reference number

DN638647

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

- 72000000 - IT services: consulting, software development, Internet and support

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

Services

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

The Resourcing Team at Essex County Council is looking to procure a talent technology (Talent Pool Technology) that will integrate with our recruitment system (currently Cornerstone).

Our current contract has been running for nearly 2 years and is due to expire in April 2023. We would be looking to procure for an initial 2 years with option to extend and would need to have any new technology in place and live from 02/04/ 2023.

It is also important to understand the process to extract / migrate data from the existing system to any new system we procure if need be.

Please express interest using the link below: -

<https://procontract.due-north.com/Advert?advertId=1cb0ec9a-8e4f-ed11-811a-005056b64545>

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

This contract is divided into lots: No

### **II.2) Description**

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

NUTS codes

- UKH3 - Essex

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

User (Candidate / applicant) requirements

Sign up process via Careers website: link OR direct application: link

Mandatory info required; full name (first name & surname), home address, email address, telephone number (mobile or home) cv upload (word or PDF)

Non mandatory info required – current salary information (range format), salary expectations (range format)

Easy user experience (compatible with multiple device types e.g., mobile phone, table, laptop)

Search criteria filters by job title, function area, salary, location, contract type, work hours and ability to save / update preferences

The solution shall comply with, or be working towards compliance with the 'Web Content Accessibility Guidelines version 2.1 Level AA'

opt in / opt out options to receive job alerts / marketing info

Remove details from the talent pool (automated)

Edit personal information in the talent pool

GDPR and compliance consideration e.g., privacy statement

Job alert email to contain direct link to specified job on Working for Essex (careers site)

Recruitment / professional user requirements

Integrate with recruitment system - currently Cornerstone (CSOD)

Ability to easily distinguish and search on the talent (CV key word search) example –search for a key skill, qualification, or job title

Ability to contact candidates with marketing, jobs, events info if signed to receive this (automated email)

GDPR consideration and compliance e.g., privacy statement

Reporting capability – out of the box standard reports and ability to create our own

Ability to manually add and remove / edit candidates' information in the talent pool including cv upload

Ability to classify / tag candidates via a reportable tick box code

SMS (text technology) – ability to contact a candidate with a tailored message

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

This contract is subject to renewal

Yes

Description of renewals

This contract would be an initial 24 months (2 years) contract with a possible extension of 12 months (1 year) and another 12 months (1 year). A total term of 4 years (2+1+1).

### **II.3) Estimated date of publication of contract notice**

21 November 2022

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## **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: Yes