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Contract

FSCS388 Specialist Recruitment and Consultancy Services

Financial Services Compensation Scheme

F03: Contract award notice

Notice identifier: 2023/S 000-035835

Procurement identifier (OCID): ocds-h6vhtk-034667

Published 5 December 2023, 4:05pm

Section I: Contracting authority

I.1) Name and addresses

Financial Services Compensation Scheme

Beaufort House, 15 St. Botolph Street

London

EC3A 7QU

Contact

Jean Mutudza

Email

jean.mutudza@fscs.org.uk

Telephone

+44 2073758175

Country

United Kingdom

Region code

UKI - London

Internet address(es)

Main address

www.fscs.org.uk

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

Economic and financial affairs

Section II: Object**II.1) Scope of the procurement****II.1.1) Title**

FSCS388 Specialist Recruitment and Consultancy Services

Reference number

FSCS388

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.1.4) Short description

The success of the Financial Services Compensation Scheme is dependent upon the calibre of people employed by our business and, as such, we are committed to the recruitment and selection of colleagues with the right blend of skills, qualifications, competencies, experience, knowledge and attitude. The Framework will facilitate provision of HR specialist services under the following three 'Lots', details of which are set out at below: •Lot 1: Specialist Recruitment & Selection (Niche) and Supply of Temporary Personnel Services •Lot 2: Staff Talent Management and Leadership Development Services •Lot 3: Executive and wider staff coaching services: * Lot 3a: Executive coaching (Board, CEO and "C-Suite"), *Lot 3b Leadership Coaching (Senior Leaders and Managers) *Lot 3c: Team & Group coaching *Lot 3d: Individual employee coaching

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: £1,600,000

II.2) Description

II.2.1) Title

Specialist Recruitment & Selection and Supply of Temporary Personnel Services

Lot No

1

II.2.2) Additional CPV code(s)

- 79600000 - Recruitment services

II.2.3) Place of performance

NUTS codes

- UKI - London

Main site or place of performance

LONDON

II.2.4) Description of the procurement

To successfully to provide an executive search and selection service to FSCS to identify and provide candidates for FSCS consideration for appointment to senior, executive or specialised positions within FSCS. Executive, Senior and Specialist Recruitment & Selection As part of the above: •provide a comprehensive assessment of each assignment and provide the expertise to present innovative solutions (e.g., direct sourcing / digital / social media channels) to fulfil the role requirement. •provide a personal 'high touch' and consultative service to hiring managers. Experienced consultants shall be closely involved in all aspects of the assignment. •provide a highly professional and broad-based recruitment process which is clearly communicated and inclusive of 'informed research and evaluation' on short-listed candidates. •source candidates (temporary/fixed term and permanent) to the required standard in line with the role profile provided by FSCS, and ensure the candidate is made aware of the recruitment timescales and any relevant security requirements. •manage the candidate journey to ensure the best possible candidate experience, including but not limited to: okeeping candidates informed and engaged throughout the recruitment process oproviding the candidate with timely updates on the process and ensure they receive feedback where appropriate •use innovative methods to effectively promote the customer's Employer Value Proposition (EVP), the role(s) and the benefits/opportunities. •able to demonstrate robust and effective procedures to protect FSCS from operational and reputational risks. •able to demonstrate a commitment to delivering additional value for money throughout the lifetime of the agreement. Able to evidence examples of how this can be achieved. •confirm FSCS recruitment process, timescales and any relevant UK security vetting and other personal requirements. Board Director Candidate Search & Selection Provide an executive search and selection service to FSCS to identify and provide candidates for FSCS consideration for appointment to positions as FSCS executive or non-executive directorships (including, where required, the position of chair of the FSCS board). As part of the above: •Ability to evidence a track record of sourcing Board Chair, NED and 'C level' talent from Fortune 500, FTSE 100, AIM-listed companies, financial services sector and from leading not for profit organizations. •Significant experience (10 years plus) of using appropriate recruitment and selection methods such as head hunting, focused advertising campaigns as part of an integrated Executive Search & Selection Assignment. •Supplier will have the ability to carry out benchmark of internal applicants to ensure the right hire is achieved every time. •Ability to deploy teams with a mix of talents, with contacts at the highest levels of all sectors, drawing on both a UK and international talent pool. •Display a range of soft skills to tune into the FSCS culture.

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 80

Cost criterion - Name: Price / Weighting: 20

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

Staff Talent Management & Leadership Development Services

Lot No

2

II.2.2) Additional CPV code(s)

- 79635000 - Assessment centre services for recruitment

II.2.3) Place of performance

NUTS codes

- UKI - London

Main site or place of performance

LONDON

II.2.4) Description of the procurement

Talent Management is a constant process that involves attracting and retaining high-quality employees, developing their skills and continuously motivating them to improve their performance. At FSCS, the concept of Enterprise leadership is integral to our performance. We achieve this through recruiting well as well as identifying, growing and developing our best, internal talent. The assessment activity relates to a variety of assessments used for:

- Executive, Non-Executive (Board) and C-Suite selection
- Leadership Development
- Talent

and Succession planning The type of activity would typically include, but not be limited to:
•Carry out and /or aid with talent assessment as part of recruitment processes •Carry out and / or aid with talent assessment as part of succession planning •Aid with developing Talent Management strategies and plans

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 80

Cost criterion - Name: Price / Weighting: 20

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/Staff Coaching Services

Lot No

3

II.2.2) Additional CPV code(s)

- 79998000 - Coaching services

II.2.3) Place of performance

NUTS codes

- UKI - London

Main site or place of performance

LONDON

II.2.4) Description of the procurement

The provision of Coaching services to develop FSCS employees (at all levels) skills and knowledge so that their job performance improves, leading to the achievement of organisational or individual objectives. Provide coaches that are experienced, qualified and curious. The coaching material should be diverse and influenced by philosophy, psychology, cognitive science, arts, biology, linguistics and more. The Coaching services will assist FSCS in its development of its employees at all levels, including coaching in skills and knowledge so that employees' job performance improves, leading to the achievement of organisational or individual or Career Pathway objectives. The People team wish to regularise and improve access arrangements to a range of coaching and mentoring related services. The required coaching services will be divided into 4 sub-lots: •Lot 3a: Executive Coaching – Board/CEO & C-Suite •Lot 3b: Leadership Coaching – Senior Leaders & Managers •Lot 3c: Team & Group Coaching •Lot 3d: Individual Employee Coaching

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 80

Cost criterion - Name: Price / Weighting: 20

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.1.3) Information about a framework agreement or a dynamic purchasing system

The procurement involves the establishment of a framework agreement

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 000-016322](#)

Section V. Award of contract

Contract No

1

Lot No

1

Title

Specialist Recruitment (Niche) Services

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

19 December 2022

V.2.2) Information about tenders

Number of tenders received: 10

Number of tenders received from tenderers from non-EU Member States: 0

Number of tenders received by electronic means: 10

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

Exemplia Group Ltd

18-20 Old Market Place

Altrincham

WA14 4DF

Country

United Kingdom

NUTS code

- UKD6 - Cheshire

National registration number

Exemplia

The contractor is an SME

No

V.2.3) Name and address of the contractor

Penna Plc

10 Bishop's Square

London

E1 6EG

Country

United Kingdom

NUTS code

- UKI - London

National registration number

01918150

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Triangle Partnership Ltd

Middle House Rousdon Estate

Lyme Regis

DT7 3XR

Country

United Kingdom

NUTS code

- UKD6 - Cheshire

National registration number

02629534

The contractor is an SME

No

V.2.3) Name and address of the contractor

Saxton Bampfylde Hever

9 Savoy Street

London

WC2E 7EG

Country

United Kingdom

NUTS code

- UKI - London

National registration number

02018211

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

IRG Advisors LLP trading as Odgers Berndtson, Odgers Interim

20 Cannon Street

London

EC4M 6XD

Country

United Kingdom

NUTS code

- UKI - London

National registration number

OC354226

The contractor is an SME

No

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

Initial estimated total value of the contract/lot: £1,200,000

Total value of the contract/lot: £1,200,000

Section V. Award of contract

Contract No

2

Title

Talent Management and Leadership Development

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

3 November 2022

V.2.2) Information about tenders

Number of tenders received: 7

Number of tenders received from SMEs: 6

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 0

Number of tenders received by electronic means: 7

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

Green Park Interim and Executive Ltd

Partnership House, 4th Floor, Carlisle Place

London

SW1P 1BX

Country

United Kingdom

NUTS code

- UKI - London

National registration number

05672094

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Mercuri Urval Ltd

91 Wimpole Street,, Marylebone,

London

W1G 0EF

Country

United Kingdom

NUTS code

- UKI - London

National registration number

05672094

The contractor is an SME

No

V.2.3) Name and address of the contractor

Triangle Partnership Ltd

Middle House Rousdon Estate,, Rousdon,, Lyme Regis

Dorset

DT7 3XR

Country

United Kingdom

NUTS code

- UKI - London

National registration number

02629534

The contractor is an SME

No

V.2.3) Name and address of the contractor

Edgecumbe Consulting Group Ltd

Whitefriars,, Lewins Mead,

BRISTOL,

BS1 2NT,

Country

United Kingdom

NUTS code

- UKK11 - Bristol, City of

National registration number

03033236

The contractor is an SME

No

V.2.3) Name and address of the contractor

GatenbySanderson Limited

14 King Street

Leeds,

LS1 2HL

Country

United Kingdom

NUTS code

- UKE42 - Leeds

National registration number

04451141

The contractor is an SME

No

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

Initial estimated total value of the contract/lot: £200,000

Total value of the contract/lot: £200,000

Section V. Award of contract

Contract No

3

Title

Coaching Services

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

3 November 2022

V.2.2) Information about tenders

Number of tenders received: 23

Number of tenders received from SMEs: 22

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 0

Number of tenders received by electronic means: 23

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

Alliance Coaching Ltd

Nightingale House,, 46-48 East Street,

Epsom

KT17 1HQ

Country

United Kingdom

NUTS code

- UKJ2 - Surrey, East and West Sussex

National registration number

05472277

The contractor is an SME

No

V.2.3) Name and address of the contractor

Aware Leadership Ltd

10 Garland Road

Ware

SG12 7BH

Country

United Kingdom

NUTS code

- UKH23 - Hertfordshire

National registration number

10 Garland Road,

The contractor is an SME

No

V.2.3) Name and address of the contractor

Triangle Partnership Ltd

6 Lloyds Avenue

LONDON

EC3N 3AX

Country

United Kingdom

NUTS code

- UKI - London

National registration number

02629534

The contractor is an SME

No

V.2.3) Name and address of the contractor

VA Consultants Global Ltd

Lower Mill House

KENDAL

LA8 9LR

Country

United Kingdom

NUTS code

- UKD1 - Cumbria

National registration number

09901412

The contractor is an SME

No

V.2.3) Name and address of the contractor

INTOO UK & Ireland

Unit A, The Glass Yard,, Sheffield Road,

CHESTERFIELD

S41 8JY

Country

United Kingdom

NUTS code

- UKF1 - Derbyshire and Nottinghamshire

National registration number

10288858

The contractor is an SME

No

V.2.3) Name and address of the contractor

Sweetmans and Partners Limited

26 Victoria Park Road West

Cardiff

CF5 1FA

Country

United Kingdom

NUTS code

- UKL22 - Cardiff and Vale of Glamorgan

National registration number

26 Victoria Park Road West

The contractor is an SME

No

V.2.3) Name and address of the contractor

The Centre for Teams Limited

1 Park Road, Hampton Wick,

KINGSTON UPON THAMES

KT1 4AS

Country

United Kingdom

NUTS code

- UKJ2 - Surrey, East and West Sussex

National registration number

05161533

The contractor is an SME

No

V.2.3) Name and address of the contractor

First Ascent Group Ltd

St. Johns Innovation Park,, Cowley Road,

CAMBRIDGE,

CB4 0WS

Country

United Kingdom

NUTS code

- UKH12 - Cambridgeshire CC

National registration number

03499793

The contractor is an SME

No

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

Initial estimated total value of the contract/lot: £200,000

Total value of the contract/lot: £200,000

Section VI. Complementary information

VI.3) Additional information

To view this notice, please click here:

<https://www.delta-esourcing.com/delta/viewNotice.html?noticeId=809292274>

GO Reference: GO-2023125-PRO-24690789

VI.4) Procedures for review

VI.4.1) Review body

The Royal Court of Justice

The Strand

London

Email

procurement@fscs.org.uk

Telephone

+44 2073758197

Country

United Kingdom

VI.4.2) Body responsible for mediation procedures

The Royal Court of Justice

The Strand

London

Email

procurement@fscs.org.uk

Telephone

+44 2073758197

Country

United Kingdom

VI.4.4) Service from which information about the review procedure may be obtained

Financial Services Compensation Scheme

Beaufort House, 15 St. Botolph Street

London

EC3A 7QU

Telephone

+44 2073758197

Country

United Kingdom