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Contract

Supply of Recruitment Services Y25007

Kent County Council (T/a Procurement Services)

F03: Contract award notice

Notice identifier: 2025/S 000-057459

Procurement identifier (OCID): ocds-h6vhtk-04bd79

Published 17 September 2025, 4:05pm

Section I: Contracting authority

I.1) Name and addresses

Kent County Council (T/a Procurement Services)

1 Abbey Wood Road

West Malling

ME19 4YT

Email

csgprocurement@csitd.org.uk

Telephone

+44 8081685808

Country

United Kingdom

Region code

UK - United Kingdom

Internet address(es)

Main address

<https://www.commercialservices.org.uk/>

Buyer's address

<https://www.commercialservices.org.uk/>

I.2) Information about joint procurement

The contract is awarded by a central purchasing body

I.4) Type of the contracting authority

Regional or local authority

I.5) Main activity

General public services

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Supply of Recruitment Services Y25007

Reference number

Y25007

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.1.4) Short description

This Framework Agreement is for the supply of Recruitment Services, that will support public sector establishments in the recruitment of staff for a wide variety of permanent, temporary, interim, contract and executive roles. The Framework Agreement will be able to offer advice, solutions and support.

II.1.6) Information about lots

This contract is divided into lots: Yes

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

Lowest offer: £1 / Highest offer: £500,000,000 taken into consideration

II.2) Description

II.2.1) Title

Permanent and Contract (9 months+) Recruitment

Lot No

1

II.2.2) Additional CPV code(s)

- 79600000 - Recruitment services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

UNITED KINGDOM

II.2.4) Description of the procurement

Services to be provided include, but are not limited to;

- Vacancy Advertising
- Candidate Sourcing and Selection
- Screening and Interviewing
- Skills Assessment
- Compliance and Background Checks
- Negotiation and Offer Management
- Onboarding Support

II.2.5) Award criteria

Quality criterion - Name: Delivering the Framework Agreement / Weighting: 30

Quality criterion - Name: Delivering the Service and Account Management / Weighting: 35

Quality criterion - Name: Standards, Regulations and Policies / Weighting: 10

Quality criterion - Name: Social Value / Weighting: 10

Cost criterion - Name: Price / Weighting: 15

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

Temporary, Interim and Contract (less than 9months) Recruitment

Lot No

2

II.2.2) Additional CPV code(s)

- 79600000 - Recruitment services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

UNITED KINGDOM

II.2.4) Description of the procurement

Services to be provided include, but are not limited to;

- Quick Staffing Solutions
- Flexibility
- Compliance and Background Checks
- Payroll and Benefits Management

II.2.5) Award criteria

Quality criterion - Name: Delivering the Framework Agreement / Weighting: 30

Quality criterion - Name: Delivering the Service and Account Management / Weighting: 35

Quality criterion - Name: Standards, Regulations and Policies / Weighting: 10

Quality criterion - Name: Social Value / Weighting: 10

Cost criterion - Name: Price / Weighting: 15

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

Retained/Executive Recruitment

Lot No

3

II.2.2) Additional CPV code(s)

- 79600000 - Recruitment services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

UNITED KINGDOM

II.2.4) Description of the procurement

Services to be provided include, but are not limited to;

- Talent Sourcing
- Market Research
- Candidate Sourcing and Selection
- Confidential Searches
- Negotiation and Offer Management
- Onboarding Support

II.2.5) Award criteria

Quality criterion - Name: Delivering the Framework Agreement / Weighting: 30

Quality criterion - Name: Delivering the Service and Account Management / Weighting: 35

Quality criterion - Name: Standards, Regulations and Policies / Weighting: 10

Quality criterion - Name: Social Value / Weighting: 10

Cost criterion - Name: Price / Weighting: 15

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: No

IV.2) Administrative information

IV.2.1) Previous publication concerning this procedure

Notice number: [2024/S 000-037598](#)

Section V. Award of contract

Lot No

1

Title

Permanent and Contract (9 months+) Recruitment

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

31 August 2025

V.2.2) Information about tenders

Number of tenders received: 84

Number of tenders received from SMEs: 66

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: 84

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

V.2.3) Name and address of the contractor

Hays Specialist Recruitment Ltd

4th Floor, 20 Triton Street

London

NW1 3BF

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

00975677

The contractor is an SME

No

V.2.3) Name and address of the contractor

Harvey Nash Ltd

3 Noble Street

London

EC2V 7EE

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

02202476

The contractor is an SME

No

V.2.3) Name and address of the contractor

Mainstream Careers Ltd

Victory House, 400 Pavilion Drive

Northampton

NN4 7PA

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

09220759

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Venesky Brown Recruitment Ltd

4a Rutland Square

Edinburgh

EH1 2AS

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

SC279944

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Allen Lane Ltd

33 King Street, St James's

London

SW1Y 6RJ

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

05115229

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Robertson Bell Ltd

UoN Innovation Centre, Green Street

Northampton

NN1 1SY

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06278798

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Morson Human Resources Ltd (T/a Morson Talent)

Adamson House, Centenary Way

Salford

M50 1RD

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

02714555

The contractor is an SME

No

V.2.3) Name and address of the contractor

Diamond Medical Ltd

9 Green Pond Close

London

E17 6EE

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

12794762

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Castlefield Recruitment Ltd

14 King Street

Leeds

LS1 2HL

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

07279669

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Step Ahead Social Enterprise Community Interest Company

Highdale House, 7 Centre Court, Main Avenue, Treforest Industrial Estate, Pontypridd

Rhondda Cynon Taff

CF37 5YR

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06668975

The contractor is an SME

Yes

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

Lowest offer: £1 / Highest offer: £175,000,000 taken into consideration

Section V. Award of contract

Lot No

1

Title

Permanent and Contract (9 months+) Recruitment

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

31 August 2025

V.2.2) Information about tenders

Number of tenders received: 84

Number of tenders received from SMEs: 66

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: 84

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

V.2.3) Name and address of the contractor

RGH Global Ltd

The Leadenhall Building, Level 30, 122 Leadenhall Street

London

EC3V 4AB

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

12577608

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Tate Recruitment Ltd

33 Soho Square

London

W1D 3QU

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

14455039

The contractor is an SME

No

V.2.3) Name and address of the contractor

HR String Ltd

Margaret Powell House, 410 Midsummer Boulevard

Milton Keynes

MK9 3BN

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

11143597

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Huntress Search Ltd

Red Lion Studios, 12 Cock Lane

City of London

EC1A 9BU

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

04041477

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Sellick Partnership Ltd

Queens Court, 24 Queen Street

Manchester

M2 5HX

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

04156002

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Eden Brown Ltd (T/a Eden Brown Synergy)

5th Floor, 4 Coleman Street

London

EC2R 5AR

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

03643845

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Blue Arrow Ltd

33 Soho Square

London

W1D 3QU

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

00641659

The contractor is an SME

No

V.2.3) Name and address of the contractor

MLC Partners Ltd

123 Buckingham Palace Rd, c/o Wework

London

SW1W 9SH

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

09366814

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Reed Specialist Recruitment Ltd

Academy Court, 94 Chancery Lane

London

WC2A 1DT

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06903140

The contractor is an SME

No

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

Lowest offer: £1 / Highest offer: £175,000,000 taken into consideration

Section V. Award of contract

Lot No

1

Title

Permanent and Contract (9 months+) Recruitment

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

31 August 2025

V.2.2) Information about tenders

Number of tenders received: 84

Number of tenders received from SMEs: 66

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: 84

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

V.2.3) Name and address of the contractor

Venn Group Ltd

Cottons Centre, Hays Lane

London

SE1 2QP

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

04015584

The contractor is an SME

No

V.2.3) Name and address of the contractor

Sanctuary Personnel Ltd

15 Friars Street

Ipswich

IP1 1TD

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

05972910

The contractor is an SME

Yes

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

Lowest offer: £1 / Highest offer: £175,000,000 taken into consideration

Section V. Award of contract

Lot No

2

Title

Temporary, Interim and Contract (less than 9months) Recruitment

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

31 August 2025

V.2.2) Information about tenders

Number of tenders received: 80

Number of tenders received from SMEs: 63

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: 80

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

V.2.3) Name and address of the contractor

Harvey Nash Ltd

3 Noble Street

London

EC2V 7EE

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

02202476

The contractor is an SME

No

V.2.3) Name and address of the contractor

Mainstream Careers

Victory House, 400 Pavilion Drive

Northampton

NN4 7PA

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

09220759

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Hays Specialist Recruitment Ltd

4th Floor, 20 Triton Street

London

NW1 3BF

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

00975677

The contractor is an SME

No

V.2.3) Name and address of the contractor

Blue Arrow Ltd

33 Soho Square

London

W1D 3QU

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

00641659

The contractor is an SME

No

V.2.3) Name and address of the contractor

Allen Lane Ltd

33 King Street, St James's

London

SW1Y 6RJ

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

05115229

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Morson Human Resources Ltd (T/a Morson Talent)

Adamson House, Centenary Way

Salford

M50 1RD

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

02714555

The contractor is an SME

No

V.2.3) Name and address of the contractor

Robertson Bell Ltd

UoN Innovation Centre, Green Street

Northampton

NN1 1SY

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06278798

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Venn Group Ltd

Cottons Centre, Hays Lane

London

SE1 2QP

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

04015584

The contractor is an SME

No

V.2.3) Name and address of the contractor

Tate Recruitment

33 Soho Square

London

W1D 3QU

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

14455039

The contractor is an SME

No

V.2.3) Name and address of the contractor

Venesky Brown Recruitment Ltd

4a Rutland Square

Edinburgh

EH1 2AS

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

SC279944

The contractor is an SME

Yes

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

Lowest offer: £1 / Highest offer: £150,000,000 taken into consideration

Section V. Award of contract

Lot No

2

Title

Temporary, Interim and Contract (less than 9months) Recruitment

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

31 August 2025

V.2.2) Information about tenders

Number of tenders received: 80

Number of tenders received from SMEs: 63

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: 80

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

V.2.3) Name and address of the contractor

RGH Global Ltd

The Leadenhall Building, Level 30, 122 Leadenhall Street

London

EC3V 4AB

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

12577608

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Eden Brown Ltd (T/a Eden Brown Synergy)

5th Floor, 4 Coleman Street

London

EC2R 5AR

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

03643845

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Sellick Partnership Ltd

Queens Court, 24 Queen Street

Manchester

M2 5HX

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

04156002

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Castlefield Recruitment Ltd

14 King Street

Leeds

LS1 2HL

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

07279669

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Sanctuary Personnel Ltd

15 Friars Street

Ipswich

IP1 1TD

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

05972910

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Step Ahead Social Enterprise Community Interest Company

Highdale House, 7 Centre Court, Main Avenue, Treford Ind Estate

Pontypridd

CF37 5YR

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06668975

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Reed Specialist Recruitment Ltd

Academy Court, 94 Chancery Land

London

WC2A 1DT

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06903140

The contractor is an SME

No

V.2.3) Name and address of the contractor

Diamond Medical Ltd

9 Green Pond Close

London

E17 6EE

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

12794762

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Huntress Search Ltd

Red Lion Studios, 12 Cock Lane

City of London

EC1A 9BU

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

04536014

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

MLC Partners Ltd

123 Buckingham Palace Rd, c/o Wework

London

SW1W 9SH

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

09366814

The contractor is an SME

Yes

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

Lowest offer: £1 / Highest offer: £150,000,000 taken into consideration

Section V. Award of contract

Lot No

3

Title

Retained/Executive Recruitment

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

31 August 2025

V.2.2) Information about tenders

Number of tenders received: 56

Number of tenders received from SMEs: 47

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: 56

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

V.2.3) Name and address of the contractor

Hays Specialist Recruitment Ltd

4th Floor, 20 Triton Street

London

NW1 3BF

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

00975677

The contractor is an SME

No

V.2.3) Name and address of the contractor

Harvey Nash Ltd

3 Noble Street

London

EC2V 7EE

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

02202476

The contractor is an SME

No

V.2.3) Name and address of the contractor

Mainstream Careers Ltd

Victory House, 400 Pavilion Drive

Northampton

NN4 7PA

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

09220759

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Allen Lane Ltd

33 King Street, St James's

London

SW1Y 6RJ

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

05115229

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Robertson Bell Ltd

UoN Innovation Centre, Green Street

Northampton

NN1 1SY

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06278798

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Eden Brown Ltd

5th Floor, 4 Coleman Street

London

EC2R 5AR

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

03643845

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

HR String Ltd

Margaret Powell House, 410 Midsummer Boulevard

Milton Keynes

MK9 3BN

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

11143597

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Sellick Partnership Ltd

Queens Court, 24 Queen St

Manchester

M2 5HX

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06203935

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Gatenby Sanderson Ltd

14 King Street

Leeds

LS1 2HL

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

04451141

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Tate Recruitment Ltd

33 Soho Square

London

W1D 3QU

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

14455039

The contractor is an SME

Yes

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

Lowest offer: £1 / Highest offer: £175,000,000 taken into consideration

Section V. Award of contract

Lot No

3

Title

Retained/Executive Recruitment

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

31 August 2025

V.2.2) Information about tenders

Number of tenders received: 56

Number of tenders received from SMEs: 47

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: 56

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

V.2.3) Name and address of the contractor

MLC Partners Ltd

123 Buckingham Palace Rd, C/o Wework

London

SW1W 9SH

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

09366814

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

RGH Global Ltd

The Leadenhall Building, Level 30, 122 Leadenhall Street

London

EC3V 4AB

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

12577608

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Reed Specialist Recruitment Ltd

Academy Court, 94 Chancery Lane

London

WC2A 1DT

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

06903140

The contractor is an SME

No

V.2.3) Name and address of the contractor

Sanctuary Personnel Ltd

15 Friars Street, 123 Buckingham Palace Rd

Ipswich

IP1 1TD

Country

United Kingdom

NUTS code

- UK - United Kingdom

National registration number

05972910

The contractor is an SME

Yes

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

Lowest offer: £1 / Highest offer: £175,000,000 taken into consideration

Section VI. Complementary information

VI.3) Additional information

To view this notice, please click here:

<https://www.delta-esourcing.com/delta/viewNotice.html?noticeId=979379911> GO

Reference: GO-2025917-PRO-32369541

VI.4) Procedures for review

VI.4.1) Review body

Kent County Council (T/a Procurement Services)

1 Abbey Wood Road, Kings Hill

West Malling

ME19 4YT

Email

csgprocurement@csltd.org.uk

Telephone

+44 8081685808

Country

United Kingdom

VI.4.2) Body responsible for mediation procedures

Commercial Services

1 Abbey Wood Rd, Kings Hill

West Malling

ME19 4YT

Email

csgprocurement@csltd.org.uk

Telephone

+44 8081685808

Country

United Kingdom