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Planning

Strategic Recruitment Services

Border to Coast Pensions Partnership Limited

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-067606

Procurement identifier (OCID): ocids-h6vhtk-05d1ee ([view related notices](#))

Published 22 October 2025, 4:22pm

Scope

Reference

DN792766

Description

At Border to Coast, our purpose is to make a difference for our Partner Funds within the Local Government Pension Scheme (LGPS). Our focus is to secure the pensions of over a million people who have provided valuable service to their communities and society. Border to Coast are the largest pensions asset owner in the UK and the largest asset manager outside London or Edinburgh, and we provide innovative investments that deliver sustainable returns over the long term.

Border to Coast are entering a defining chapter in our journey. With our 2030 Strategy now in place and new Government standards for pooling on the horizon, we are poised to grow to £110bn of assets under management and evolve into an enhanced regulatory firm. This next phase will demand clarity, resilience, and inclusive financial and strategic leadership, including how we attract and retain senior talent.

Border to Coast is undertaking a review of its recruitment delivery model in relation to the sourcing and placement of senior roles across the organisation. This includes 'Heads of' recruitment roles and senior positions within its Investment teams.

The organisation is headquartered in Leeds and operates a hybrid working policy, with colleagues expected to work from the Leeds office "more often than not." As such, Border to Coast is interested in engaging suppliers who can demonstrate effective candidate sourcing beyond London and Edinburgh, with strong reach into Yorkshire and the North of England.

To support this review, Border to Coast is conducting a soft market testing exercise to better understand current market capabilities, approaches, and innovations in recruitment services.

We are seeking input from potential suppliers on the following key requirements and areas of interest:

- Regional Reach: Ability to source candidates in and around Leeds and the North of England and attract people to work at Border to Coast.
- Specialism: Experience in investment management recruitment, particularly within publicly connected organisations, given our purpose.
- Delivery Models: Strategic partnerships vs. multi-supplier frameworks.
- Flexible Recruitment Approaches: Search-based and contingent recruitment options.
- Candidate Ownership: Clarity on fee structures and candidate sourcing.
- Diverse and inclusive recruitment practices and data reporting.
- Candidate Management: Communication, long list selection, initial screening, onboarding support, and accessibility.
- Technology Use: AI and automation in recruitment, and bias mitigation.
- Social Value: Contributions to local employment, community engagement, and sustainability.
- Legal & Compliance: Adherence to relevant legislation and industry standards.
- Performance & Reporting: Metrics, insights, and market intelligence.

Total value (estimated)

- £1,000,000 excluding VAT
- £1,200,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 27 April 2026 to 26 April 2029
- Possible extension to 26 April 2032
- 6 years

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Engagement

Engagement deadline

28 November 2025

Engagement process description

Border to Coast is reviewing its recruitment delivery model for Investment roles and is conducting soft market testing to understand current market capabilities, approaches, and innovations in recruitment services. This exercise will help us determine whether to move forward with a multi-supplier framework and we are speaking to multiple suppliers for their feedback.

We are seeking input from potential suppliers on the following key requirements and areas of interest:

- Regional Reach (We are based in Leeds, and require suppliers to demonstrate effective candidate sourcing beyond London and Edinburgh. We are particularly interested in your ability to engage with investment management talent in Yorkshire and the North of England. or interested in relocating or commuting)
- Delivery Models
- Flexible Recruitment Models
- Candidate Ownership
- Diversity and Inclusion
- Candidate Management
- Performance and Reporting
- Use of Technology

Feedback will help shape our future procurement strategy and ensure our approach is aligned with market best practice. Border to Coast will have discussed their requirements with at least 3 suppliers, suppliers who weren't initially approached as part of the soft market testing are still invited to submit a bid when the tender notice is published.

Submission

Publication date of tender notice (estimated)

2 December 2025

Contracting authority

Border to Coast Pensions Partnership Limited

- Companies House: 10795539

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Contact name: Border to Coast Procurement Team

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Region: UKE42 - Leeds

Organisation type: Public authority - sub-central government