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Tender

# 989217422 T1379- Validation and enhancement of train driver psychometric assessment, selection and recruitment for modern train operations in GB Rail

**RSSB** 

UK4: Tender notice - Procurement Act 2023 - view information about notice types

Notice identifier: 2025/S 000-067997

Procurement identifier (OCID): ocds-h6vhtk-05d2e5

Published 23 October 2025, 7:05pm

#### Scope

#### Reference

989217422

### **Description**

This research aims to conduct a comprehensive validation study of the train driver selection process that is used in GB Rail by all rail companies that employ mainline train drivers. This covers passenger operators, freight operators and infrastructure contractors.

It will focus on both the standardised and non-standardised elements of train driver selection and be separated into two distinct phases. We consider a phase distinction to be important given the fundamental differences that exist between the two elements of train driver selection and the required outputs for each. There will be a stage gate review between phase 1 and phase 2 to enable review and reflection of the findings and recommendations, considering any additions or adaptions to phase 2 before commencement.

For more information about this opportunity, please visit the Delta eSourcing portal at:

https://rssb.delta-esourcing.com/tenders/UK-UK-London:-Research-services./9789E8Q9UB

To respond to this opportunity, please click here:

https://rssb.delta-esourcing.com/respond/9789E8Q9UB

#### **Total value (estimated)**

- £250,000 excluding VAT
- £300,000 including VAT

Above the relevant threshold

#### **Contract dates (estimated)**

- 15 January 2026 to 15 January 2028
- 2 years, 1 day

## Main procurement category

Services

#### **CPV** classifications

• 73110000 - Research services

# **Participation**

# Particular suitability

Small and medium-sized enterprises (SME)

## **Submission**

## **Enquiry deadline**

14 November 2025, 12:00pm

#### **Tender submission deadline**

4 December 2025, 12:00pm

## Submission address and any special instructions

https://rssb.delta-esourcing.com/

### Tenders may be submitted electronically

Yes

## Languages that may be used for submission

English

# Award decision date (estimated)

18 December 2025

# **Award criteria**

Name	Туре	Weighting
W2 Tenderer's understanding and methodology	Quality	30%
W3 Tenderer's experience and individual expertise	I Quality	30%
W4 Project management: Planning and engagement	Quality	15%
W6 Cost of project	Price	15%
W5 Project management: Risks and opportunities	Quality	10%

# Other information

## Conflicts assessment prepared/revised

Yes

## **Procedure**

# **Procedure type**

Open procedure

# **Contracting authority**

#### **RSSB**

• Public Procurement Organisation Number: PVGN-9767-BLPT

25 Fenchurch Avenue

London

EC3M 5AD

**United Kingdom** 

Contact name: Henry Ojo

Telephone: 020 3142 5351

Email: henryojo93@gmail.com

Region: UKI31 - Camden and City of London

Organisation type: Public undertaking (commercial organisation subject to public authority

oversight)