

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/068290-2025>

Tender

CCW Recruitment Partner Renewal 2025

CCW

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-068290

Procurement identifier (OCID): ocds-h6vhtk-05d399

Published 24 October 2025, 3:45pm

Scope

Reference

25-004

Description

CCW is looking for Suppliers who, amongst other requirements, can:

Understand how to deliver recruitment services.

Deliver and facilitate activities we require to deliver the services within this document

Are comfortable working in a transparent and flexible manner in partnership with CCW

Total value (estimated)

- £368,000 excluding VAT

- £460,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 March 2026 to 28 February 2030
- 4 years

Main procurement category

Services

CPV classifications

- 79414000 - Human resources management consultancy services
- 79600000 - Recruitment services
- 79633000 - Staff development services
- 80511000 - Staff training services

Contract locations

- UK - United Kingdom

Participation

Legal and financial capacity conditions of participation

Employer's (Compulsory) Liability Insurance* = £10 million

Public Liability Insurance = £5 million

Professional Indemnity Insurance = £2 million

Product Liability Insurance = £2 million

Technical ability conditions of participation

Please see bidder pack

Particular suitability

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

Submission

Enquiry deadline

21 November 2025, 12:00pm

Tender submission deadline

28 November 2025, 5:00pm

Submission address and any special instructions

<https://public.bravosolution.co.uk/esop/guest/login.do>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

29 January 2026

Award criteria

Name	Description	Type	Weighting
quality recruitment outcomes	quality recruitment outcomes	Quality	20%
cross-functional roles	deliver results across a number of cross-functional roles	Quality	20%
securing talent for various roles	securing talent for various roles	Quality	20%
Employer Value Proposition (EVP)?	How would you develop Employer Value Proposition (EVP)?	Quality	20%
Expertise and Capacity of the Team and Quality Assurance	Expertise and Capacity of the Team and Quality Assurance	Quality	10%
Selection Criteria	Explain your Selection Criteria	Quality	10%

Other information

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Justification for not publishing a preliminary market engagement notice

N/A

Contracting authority

CCW

- Public Procurement Organisation Number: PCLM-3677-JYML

23 Stephenson Street

Birmingham

B2 4BH

United Kingdom

Contact name: Chris Tate

Email: Procurement@ccwater.org.uk

Website: <http://www.ccw.org.uk>

Region: UKG31 - Birmingham

Organisation type: Public authority - sub-central government