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Tender

Provision of HR Senior Leadership Coaching Services

Department for Transport

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

Notice identifier: 2025/S 000-070445

Procurement identifier (OCID): ocds-h6vhtk-05d8f4

Published 3 November 2025, 1:22pm

Scope

Reference

TRHR3331

Description

The Department for Transport (DfT) intends to procure the services of a qualified and experienced leadership development coach to support the DfT Group Human Resources (HR) Leadership Team.

The objective is to enhance leadership capability, strengthen team cohesion, and improve strategic effectiveness through a tailored programme of coaching and facilitated development sessions. The appointed supplier will work closely with the DfT HR Director and senior leaders to deliver a series of high-impact, outcome-focused interventions.

This is a single source requirement. The appointed facilitator will be engaged over a three-year period (1+1+1). The successful provider must demonstrate:

- Proven experience in systemic team coaching within complex organisational environments.

- A strong track record of working with organisational design teams.
- The ability to work with agility and adapt sessions to evolving leadership needs.

The initial scope will be informed by discussions with the HR Director, who will outline key challenges and development priorities. The facilitator will then be expected to design and deliver bespoke sessions aligned to these needs.

IMPORTANT - HOW TO APPLY

The complete ITT pack including a detailed scope of requirements is accessible via DfTs Procurement platform.

To register interest, there are two steps:

1. To enrol an account on DfTs Jaggaer platform (if your organisation does not already have one), please navigate to <https://dft.app.jaggaer.com/web/login.html>
2. ITT Code = itt_2860 Once registered, please access the event using the below link:

<https://dft.app.jaggaer.com/go/70597741019A49D58821>

Total value (estimated)

- £100,000 excluding VAT
- £120,000 including VAT

Below the relevant threshold

Contract dates (estimated)

- 5 January 2026 to 5 January 2028
- Possible extension to 5 January 2029
- 3 years, 1 day

Description of possible extension:

12-month extension, subject to need.

Options

The right to additional purchases while the contract is valid.

Additional coaching services may be required during the contract term, subject to the department's evolving strategic priorities.

Main procurement category

Services

CPV classifications

- 79998000 - Coaching services
- 80000000 - Education and training services

Participation

Conditions of participation

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Particular suitability

Small and medium-sized enterprises (SME)

Submission

Enquiry deadline

12 November 2025, 12:00pm

Tender submission deadline

26 November 2025, 5:00pm

Electronic auction will be used

Yes

Submission address and any special instructions

The complete ITT pack including a detailed scope of requirements is accessible via DfT's Procurement platform.

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Tenders may be submitted electronically

Yes

Award criteria

Full details attainable via the ITT pack.

Weightings:

60% Technical/Quality

10% Social Value

30% Commercial

Procedure

Procedure type

Below threshold - open competition

Contracting authority

Department for Transport

- Public Procurement Organisation Number: PLTC-5358-LTWZ

Great Minster House, 33 Horseferry Road

London

SW1P 4DR

United Kingdom

Email: dftc.procurement@dft.gov.uk

Region: UKI32 - Westminster

Organisation type: Public authority - central government