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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 000-073758

Procurement identifier (OCID): ocds-h6vhtk-05d2e5 ([view related notices](#))

Published 13 November 2025, 7:05pm

Changes to notice

This notice has been edited. The [previous version](#) is still available.

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 adaptations to phase 2 before commencement.

To view this notice, please click here:

<https://rssb.delta-esourcing.com/delta/viewNotice.html?noticeId=994258964>

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	Type	Weighting
W2 Tenderer's understanding and methodology	Quality	30%
W3 Tenderer's experience and individual expertise	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

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