This is a published notice on the Find a Tender service: <a href="https://www.find-tender.service.gov.uk/Notice/075608-2025">https://www.find-tender.service.gov.uk/Notice/075608-2025</a>

Tender

## **HR Learning & Development Consultant**

Waste & Resources Action Programme

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

Notice identifier: 2025/S 000-075608

Procurement identifier (OCID): ocds-h6vhtk-05e553

Published 20 November 2025, 12:05pm

### Scope

#### **Description**

WRAP is seeking an experienced Learning and Development (L&D) consultant to provide expert support to our HR team in delivering essential L&D activity and fulfilling commitments under an existing supplier framework. The consultant will work closely with the HR Director to review and enhance our current L&D provision, advise on talent development, source appropriate training, and contribute to the development of our future L&D budget. Key deliverables include developing an L&D strategy, undertaking a training needs analysis, supporting the creation of an intern programme, and assessing the feasibility of a graduate development programme. We are seeking practitioners with a strong track record in designing and implementing L&D strategy and interventions, ideally within not-for-profit organisations.

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

https://www.delta-esourcing.com/tenders/UK-UK-Banbury:-Human-resources-management-consultancy-services./3NA5GYS7QM

To respond to this opportunity, please click here:

https://www.delta-esourcing.com/respond/3NA5GYS7QM

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

• £40,000 including VAT

Below the relevant threshold

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

- 12 January 2026 to 30 June 2026
- Possible extension to 31 December 2026
- 11 months, 20 days

Description of possible extension:

Possible extension for a further 6 months

### Main procurement category

Services

#### **CPV** classifications

- 79414000 Human resources management consultancy services
- 80500000 Training services

#### **Contract locations**

• UK - United Kingdom

# **Participation**

## **Particular suitability**

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

### **Submission**

## **Enquiry deadline**

28 November 2025, 1:30pm

#### Tender submission deadline

5 December 2025, 11:45pm

### Submission address and any special instructions

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

## Tenders may be submitted electronically

Yes

### **Award criteria**

Name	Туре	Weighting	
Skills and experience	Quality	30%	
Criterion 5	Price	30%	
121 Interview Assesment	Quality	20%	
Methodology	Quality	10%	
Delivery	Quality	10%	

### **Procedure**

## **Procedure type**

Below threshold - open competition

# **Contracting authority**

## **Waste & Resources Action Programme**

• Public Procurement Organisation Number: PCTJ-5948-ZJZV

Ground Floor, Blenheim Court, 19 George Street

Banbury

OX16 5BH

United Kingdom

Telephone: 01295584100

Email: procurement@wrap.ngo

Region: UKJ14 - Oxfordshire

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