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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): ocids-h6vhtk-05e553 ([view related notices](#))

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
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## Participation

### Particular suitability

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

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## Award criteria

<b>Name</b>	<b>Type</b>	<b>Weighting</b>
Skills and experience	Quality	30%
Criterion 5	Price	30%
121 Interview Assesment	Quality	20%
Methodology	Quality	10%
Delivery	Quality	10%

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## Procedure

### Procedure type

Below threshold - open competition

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## 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](mailto:procurement@wrap.ngo)

Region: UKJ14 - Oxfordshire

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