

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/081519-2025>

Tender

Strategic Recruitment Services

BORDER TO COAST PENSIONS PARTNERSHIP LIMITED

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

Notice identifier: 2025/S 000-081519

Procurement identifier (OCID): ocds-h6vhtk-05d1ee ([view related notices](#))

Published 10 December 2025, 1:55pm

Scope

Reference

DN792766

Description

Border to Coast is seeking a strategic recruitment partner to support permanent and interim resourcing for senior and specialist roles, including senior investment positions and high-level appointments, such as Executives and Non-Executive Directors.

As a growing organisation (currently 187 employees) with a small HR team, Border to Coast need a partner who can act as an extension of the HR team, providing expertise, flexibility, and innovation to help Border to Coast attract and retain exceptional talent.

Border to Coast is not bound to award the contract to any provider following this procurement exercise. Should a contract be entered into, it will be on a non-exclusive basis, meaning Border to Coast may procure for the same position through a different route or supplier outside of this contract.

The recruitment services must operate in line with industry standards, regulatory

requirements, and Border to Coast policies. All data storage and processing must comply with the Data Protection Act 2018. Suppliers must comply with ISO27001 and Cyber Essentials or any other equivalent.

Total value (estimated)

- £1,000,000 excluding VAT
- £1,200,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 10 April 2026 to 9 April 2029
- Possible extension to 9 April 2032
- 6 years

Description of possible extension:

The contract will cover an initial 3 year period, with the option of an additional 3 year extension (6 years in total)

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Contract locations

- UK - United Kingdom

Submission

Enquiry deadline

17 December 2025, 12:00am

Submission type

Tenders

Tender submission deadline

22 December 2025, 12:00pm

Submission address and any special instructions

The Tender documents are published under Opportunity ID DN792766 on ProContract. Relevant links are below:

Registration: <https://procontract.due-north.com/register>

Log in:

<https://procontract.duenorth.com/Login/Index?ReturnUrl=/Login/LogoutConfirmation>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

2 March 2026

Award criteria

| Name | Type | Weighting |
|--------------|---------|-----------|
| Quality | Quality | 75% |
| Price | Price | 15% |
| Presentation | Quality | 10% |

Other information

Applicable trade agreements

- Government Procurement Agreement (GPA)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Competitive flexible procedure

Competitive flexible procedure description

The procedure will involve a two stage process. Stage 1 will involve an initial 'down-selection' stage where a maximum of 5 suppliers will down-selected and invited to a Presentation and/or Clarifications stage, which is Stage 2 of the Procurement Process.

If required, Border to Coast will raise any further clarifications with Down-selected Suppliers.

Reduced tendering period

Yes

Qualifying planned procurement notice - minimum 10 days

Documents

Associated tender documents

<https://procontract.due-north.com/Login/Index?ReturnUrl=/Login/LogoutConfirmation>

The Tender documents are published under Opportunity ID DN792766 on ProContract.

Contracting authority

BORDER TO COAST PENSIONS PARTNERSHIP LIMITED

- Companies House: 10795539
- Public Procurement Organisation Number: PZTH-6472-NGDG

5th Floor Toronto Square

Leeds

LS1 2HJ

United Kingdom

Email: procurement@bordertocoast.org.uk

Region: UKE42 - Leeds

Organisation type: Public authority - sub-central government