**1 Definitions - In the Contract:**

**The Authority** means the Secretary of State for Defence of the United Kingdom of Great Britain and Northern Ireland, (referred to in this document as "the Authority"), acting as part of the Crown;

**Business Day** means 09:00 to 17:00 Monday to Friday, excluding public and statutory holidays;

**Contract** means the agreement concluded between the Authority and the Contractor, including all terms and conditions, , specifications, plans, drawings, schedules and other documentation, expressly made part of the agreement in accordance with Clause 2.c;

**Contractor** means the person, firm or company specified as such in the Contract;

**Contractor Commercially Sensitive Information** means the information listed as such in the Contract, which is information notified by the Contractor to the Authority, which is acknowledged by the Authority as being commercially sensitive;

**Contractor Deliverables** means the goods and / or services including packaging (and supplied in accordance with any QA requirements if specified) which the Contractor is required to provide under the Contract in accordance with the schedule of requirements.

**Effective Date of Contract** means the date stated on the Contract or, if there is no such date stated, the date upon which both Parties have signed the Contract;

**Firm Price** means a price excluding Value Added Tax (VAT) which is not subject to variation;

**Hazardous Contractor Deliverable** means a Contractor Deliverable or a component of a Contractor Deliverable that is itself a hazardous material or substance or that may in the course of its use, maintenance, disposal, or in the event of an accident, release one or more hazardous materials or substances and each material or substance that may be so released;

**Legislation** means in relation to the United Kingdom any Act of Parliament, any subordinate legislation within the meaning of section 21 of the Interpretation Act 1978, any exercise of Royal Prerogative or any enforceable community right within the meaning of Section 2 of the European Communities Act 1972.

**Notices**  means all notices, orders, or other forms of communication required to be given in writing under or in connection with the Contract;

**Parties** means the Contractor and the Authority, and Party shall be construed accordingly;

**Transparency Information** means the content of this Contract in its entirety, including from time to time agreed changes to the Contract, and details of any payments made by the Authority to the Contractor under the Contract.

**2 General**

a. The Contractor shall comply with all applicable Legislation, whether specifically referenced in this Contract or not.

b. Any variation to the Contract shall have no effect unless expressly agreed in writing and signed by both Parties.

c. If there is any inconsistency between these terms and conditions and the associated documents expressly referred to therein, the conflict shall be resolved according to the following descending order of priority:

(1) the terms and conditions;

(2) the schedules; and

(3) the documents expressly referred to in the agreement.

d. Neither Party shall be entitled to assign the Contract (or any part thereof) without the prior written consent of the other Party.

e. Failure or delay by either Party in enforcing or partially enforcing any provision of the Contract shall not be construed as a waiver of its rights under the Contract.

f. The Parties to the Contract do not intend that any term of the Contract shall be enforceable by virtue of the Contracts (Rights of Third Parties) Act 1999 by any person that is not a Party to it.

g. The Contract and any non-contractual obligations arising out of or in connection with it shall be governed by and construed in accordance with English Law, and subject to Clause 15 and without prejudice to the dispute resolution procedure set out therein, the Parties submit to the exclusive jurisdiction of the English courts. Other jurisdictions may apply solely for the purpose of giving effect to this Clause 2.g and for enforcement of any judgement, order or award given under English jurisdiction.

**3 Application of Conditions**

a. These terms and conditions, schedules and the specification govern the Contract to the entire exclusion of all other terms and conditions. No other terms or conditions are implied.

b. The Contract constitutes the entire agreement and understanding and supersedes any previous agreement between the Parties relating to the subject matter of the Contract.

**4 Disclosure of Information**

Information received or in connection with the Contract shall be managed in accordance with DEFCON 531 (SC1) and Clause 5.

**5 Transparency**

a. Subject to Clause 5.b, but notwithstanding Clause 4, the Contractor understands that the Authority may publish the Transparency Information to the general public. The Contractor shall assist and cooperate with the Authority to enable the Authority to publish the Transparency Information.

b. Before publishing the Transparency Information to the general public in accordance with Clause 5.a, the Authority shall redact any information that would be exempt from disclosure if it was the subject of a request for information under the Freedom of Information Act 2000 or the Environmental Information Regulations 2004, including the Contractor Commercially Sensitive Information.

c. The Authority may consult with the Contractor before redacting any information from the Transparency Information in accordance with Clause 5.b. The Contractor acknowledges and accepts that its representations on redactions during consultation may not be determinative and that the decision whether to redact information is a matter in which the Authority shall exercise its own discretion, subject always to the provisions of the Freedom of Information Act 2000 or the Environmental Information Regulations 2004.

d. For the avoidance of doubt, nothing in this Clause 5 shall affect the Contractor’s rights at law.

**6 Notices**

a. A Notice served under the Contract shall be:

(1) in writing in the English Language;

(2) authenticated by signature or such other method as may be agreed between the Parties;

(3) sent for the attention of the other Party’s representative, and to the address set out in the Contract;

(4) marked with the number of the Contract; and

(5) delivered by hand, prepaid post (or airmail), facsimile transmission or, if agreed in the Contract, by electronic mail.

b. Notices shall be deemed to have been received:

(1) if delivered by hand, on the day of delivery if it is a Business Day in the place of receipt, and otherwise on the first Business Day in the place of receipt following the day of delivery;

(2) if sent by prepaid post, on the fourth Business Day (or the tenth Business Day in the case of airmail) after the day of posting;

(3) if sent by facsimile or electronic means:

(a) if transmitted between 09:00 and 17:00 hours on a Business Day (recipient’s time) on completion of receipt by the sender of verification of the transmission from the receiving instrument; or

(b) if transmitted at any other time, at 09:00 on the first Business Day (recipient’s time) following the completion of receipt by the sender of verification of transmission from the receiving instrument.

**7 Intellectual Property**

a. The Contractor shall as its sole liability keep the Authority fully indemnified against an infringement or alleged infringement of any intellectual property rights or a claim for Crown use of a UK patent or registered design caused by the use, manufacture or supply of the Contractor Deliverables.

b. The Authority shall promptly notify the Contractor of any infringement claim made against it relating to any Contractor Deliverable and, subject to any statutory obligation requiring the Authority to respond, shall permit the Contractor to have the right, at its sole discretion to assume, defend, settle or otherwise dispose of such claim. The Authority shall give the Contractor such assistance as it may reasonably require to dispose of the claim and will not make any statement which might be prejudicial to the settlement or defence of the claim

**8 Supply of Contractor Deliverables and Quality Assurance**

a. This Contract comes into effect on the Effective Date of Contract.

b. The Contractor shall supply the Contractor Deliverables to the Authority at the Firm Price stated in the Contract.

c. The Contractor shall ensure that the Contractor Deliverables:

(1) correspond with the specification;

(2) are of satisfactory quality (within the meaning of the Sale of Goods Act 1979, as amended) except that fitness for purpose shall be limited to the goods being fit for the particular purpose held out expressly by or made known expressly to the Contractor and in this respect the Authority relies on the Contractor’s skill and judgement; and

(3) comply with any applicable Quality Assurance Requirements specified in the Contract.

d. The Contractor shall apply for and obtain any licences required to import any material required for the performance of the Contract in the UK. The Authority shall provide to the Contractor reasonable assistance with regard to any relevant defence or security matter arising in the application for any such licence.

**9 Supply of Hazardous Contractor Deliverables**

a. The Contractor shall establish if the Contractor Deliverables are, or contain, Dangerous Goods as defined in the Regulations set out in this Clause 9. Any that do shall be packaged for UK or worldwide shipment by all modes of transport in accordance with the following unless otherwise specified in the Contract.:

(1) the Technical Instructions for the Safe Transport of Dangerous Goods by Air (ICAO), IATA Dangerous Goods Regulations;

(2) the International Maritime Dangerous Goods (IMDG) Code;

(3) the Regulations Concerning the International Carriage of Dangerous Goods by Rail (RID); and

(4) the European Agreement Concerning the International Carriage of Dangerous Goods by Road (ADR).

b. Certification markings, incorporating the UN logo, the package code and other prescribed information indicating that the package corresponds to the successfully designed type shall be marked on the packaging in accordance with the relevant regulation.

c. As soon as possible and in any event within the period specified in the Contract (or if no such period is specified no later than one month prior to the delivery date), the Contractor shall provide to the Authority’s representatives in the manner and format prescribed in the Contract:

(1) confirmation as to whether or not to the best of its knowledge any of the Contractor Deliverables are Hazardous Contractor Deliverables; and

(2) for each Hazardous Contractor Deliverable, a Safety Data Sheet containing the data set out at Clause 9.d, which shall be updated by the Contractor during the period of the Contract if it becomes aware of any new relevant data.

d. Safety Data Sheets if required under Clause 9.c shall be provided in accordance with the REACH Regulations (EC) No 1907/2006 and any additional information required by the Health and Safety at Work etc. Act 1974 and shall contain:

(1) Information required by the Chemicals (Hazardous Information and Packaging for Supply) (CHIP) Regulations 2009 and / or the Classification, Labelling and Packaging (CLP) Regulation 1272/2008 (whichever is applicable) or any replacement thereof; and

(2) where the Hazardous Contractor Deliverable is, contains or embodies a radioactive substance as defined in the Ionising Radiation Regulations SI 1999/3232, details of the activity, substance and form (including any isotope); and

(3) where the Hazardous Contractor Deliverable has magnetic properties, details of the magnetic flux density at a defined distance, for the condition in which it is packed.

e. The Contractor shall retain its own copies of the Safety Data Sheets provided to the Authority in accordance with Clause 9.d for 4 years after the end of the Contract and shall make them available to the Authority’s representatives on request.

f. Nothing in this Clause 9 reduces or limits any statutory or legal obligation of the Authority or the Contractor.

**10 Delivery / Collection**

a. The Contract shall specify whether the Contractor Deliverables are to be delivered to the consignee by the Contractor or collected from the consignor by the Authority.

b. Title and risk in the Contractor Deliverables shall pass from the Contractor to the Authority on delivery or on collection in accordance with Clause 10.a.

c. The Authority shall be deemed to have accepted the Contractor Deliverables thirty (30) days after title and risk has passed to the Authority unless it has rejected the Contractor Deliverables within the same period.

**11 Marking of Contractor Deliverables**

a. The Contractor shall ensure that each Contractor Deliverable is marked clearly and indelibly:

(1) in accordance with the requirements specified in the Contract, or if no such requirement is specified, with the MOD stock reference number, NATO Stock Number (NSN) or alternative reference number specified in the schedule of requirements;

(2) where the Contractor Deliverable has a limited shelf life, the marking shall include: the expiry date / date of manufacture, expressed as specified in the Contract or in the absence of such requirement, as month (letters) and year (last two figures); and

(3) ensure that any marking method used does not have a detrimental effect on the strength, serviceability or corrosion resistance of the Contractor Deliverables.

b. Where it is not possible to mark a Contractor Deliverable with the required particulars, these should be included on the package in which the Contractor Deliverable is packed.

**12 Packaging and Labelling of Contractor Deliverables (Excluding Contractor Deliverables Containing Ammunition or Explosives)**

The Contractor shall pack or have packed the Contractor Deliverables in accordance with any requirements specified in the Contract and Def Stan 81-041 (Part 1 and Part 6).

**13 Progress Monitoring, Meetings and Reports**

The Contractor shall attend progress meetings and deliver reports at the frequency or times (if any) specified in the Contract and shall ensure that its Contractor’s representatives are suitably qualified to attend such meetings.

**14 Payment**

a. Payment for Contractor Deliverables will be made by electronic transfer and prior to submitting any claims for payment under clause 14b the Contractor will be required to register their details (Supplier on-boarding) on the Contracting, Purchasing and Finance (CP&F) electronic procurement tool.

b. Where the Contractor submits an invoice to the Authority in accordance with clause 14a, the Authority will consider and verify that invoice in a timely fashion.

c. The Authority shall pay the Contractor any sums due under such an invoice no later than a period of 30 days from the date on which the Authority has determined that the invoice is valid and undisputed.

d. Where the Authority fails to comply with clause 14b and there is undue delay in considering and verifying the invoice, the invoice shall be regarded as valid and undisputed for the purpose of clause 14c after a reasonable time has passed.

e. The approval for payment of a valid and undisputed invoice by the Authority shall not be construed as acceptance by the Authority of the performance of the Contractor’s obligations nor as a waiver of its rights and remedies under this Contract.

f. Without prejudice to any other right or remedy, the Authority reserves the right to set off any amount owing at any time from the Contractor to the Authority against any amount payable by the Authority to the Contractor under the Contract or under any other contract with the Authority, or with any other Government Department.

**15 Dispute Resolution**

a. The Parties will attempt in good faith to resolve any dispute or claim arising out of or relating to the Contract through negotiations between the respective representatives of the Parties having authority to settle the matter, which attempts may include the use of any alternative dispute resolution procedure on which the Parties may agree.

b. In the event that the dispute or claim is not resolved pursuant to Clause 15.a the dispute shall be referred to arbitration and shall be governed by the Arbitration Act 1996. For the purposes of the arbitration, the arbitrator shall have the power to make provisional awards pursuant to Section 39 of the Arbitration Act 1996.

**16 Termination for Corrupt Gifts**

The Authority may terminate the Contract with immediate effect, without compensation, by giving written notice to the Contractor at any time after any of the following events:

a. where the Authority becomes aware that the Contractor, its employees, agents or any sub-contractor (or anyone acting on its behalf or any of its or their employees):

(1) has offered, promised or given to any Crown servant any gift or financial or other advantage of any kind as an inducement or reward;

(2) commits or has committed any prohibited act or any offence under the Bribery Act 2010 with or without the knowledge or authority of the Contractor in relation to this Contract or any other contract with the Crown;

(3) has entered into this or any other contract with the Crown in connection with which commission has been paid or has been agreed to be paid by it or on its behalf, or to its knowledge, unless before the contract is made particulars of any such commission and of the terms and conditions of any such agreement for the payment thereof have been disclosed in writing to the Authority.

b. In exercising its rights or remedies to terminate the Contract under Clause 16.a. the Authority shall:

(1) act in a reasonable and proportionate manner having regard to such matters as the gravity of, and the identity of the person committing the prohibited act;

(2) give due consideration, where appropriate, to action other than termination of the Contract, including (without being limited to):

(a) requiring the Contractor to procure the termination of a subcontract where the prohibited act is that of a Subcontractor or anyone acting on its or their behalf;

(b) requiring the Contractor to procure the dismissal of an employee (whether its own or that of a Subcontractor or anyone acting on its behalf) where the prohibited act is that of such employee.

c. Where the Contract has been terminated under Clause 16.a.the Authority shall be entitled to purchase substitute Contractor Deliverables from elsewhere and recover from the Contractor any costs and expenses incurred by the Authority in obtaining the Contractor Deliverables in substitution from another supplier.

**17 Material Breach**

In addition to any other rights and remedies, the Authority shall have the right to terminate the Contract (in whole or in part) with immediate effect by giving written notice to the Contractor where the Contractor is in material breach of its obligations under the Contract. Where the Authority has terminated the Contract under Clause 17 the Authority shall have the right to claim such damages as may have been sustained as a result of the Contractor’s material breach of the Contract.

**18 Insolvency**

The Authority shall have the right to terminate the contract if the Contractor is declared bankrupt or goes into liquidation or administration. This is without prejudice to any other rights or remedies under this Contract.

**19 Limitation of Contractor’s Liability**

a. Subject to Clause b the Contractor's liability to the Authority in connection with this Contract shall be limited to £5m (five million pounds).

b. Nothing in this Contract shall operate to limit or exclude the Contractor's liability:

(1) for:

(a) any liquidated damages (to the extent expressly provided for under this Contract);

(b) any amount(s) which the Authority is entitled to claim, retain or withhold in relation to the Contractor’s failure to perform or under-perform its obligations under this Contract, including service credits or other deductions (to the extent expressly provided for under this Contract);

(c) any interest payable in relation to the late payment of any sum due and payable by the Contractor to the Authority under this Contract;

(d) any amount payable by the Contractor to the Authority in relation to TUPE or pensions to the extent expressly provided for under this Contract;

(2) under Condition 7 of the Contract (Intellectual Property), and DEFCONs 91 or 638 (SC1) where specified in the contract;

(3) for death or personal injury caused by the Contractor’s negligence or the negligence of any of its personnel, agents, consultants or sub-contractors;

(4) for fraud, fraudulent misrepresentation, wilful misconduct or negligence;

(5) in relation to the termination of this Contract on the basis of abandonment by the Contractor;

(6) for breach of the terms implied by Section 2 of the Supply of Goods and Services Act 1982; or

(7) for any other liability which cannot be limited or excluded under general (including statute and common) law.

c. The rights of the Authority under this Contract are in addition to, and not exclusive of, any rights or remedies provided by general (including statute and common) law.

**20 Project Specific DEFCONs and DEFCONS SC Variants that apply to this contract:**

**DEFCON 502 (SC1) (Edn. 12/16) - Specifications Changes**

**DEFCON 503 (SC1) (Edn. 12/16) - Formal Amendments To Contract**

**DEFCON 531 (SC1) (Edn. 06/17) - Disclosure of Information**

**DEFCON 532A (Edn. 04/20) - Protection Of Personal Data (Where Personal Data is not being processed on behalf of the Authority)**

**DEFCON 534 (Edn. 06/17) - Subcontracting and Prompt Payment**

**DEFCON 537 (Edn. 06/02) - Rights of Third Parties**

**DEFCON 538 (Edn. 06/02) – Severability**

**DEFCON 566 (Edn. 12/18) - Change of Control of Contractor**

**DEFCON 601 (SC) (Edn. 03/15) - Redundant Material**

**DEFCON 658 (SC1) (Edn. 11/17) – Cyber**

**Note: Further to DEFCON 658 the Cyber Risk Profile of the Contract is Very Low, as defined in Def Stan 05-138.**

**21 The Special Conditions that apply to this contract are:**

**21.1 Contract Options**

a. The Authority retains Options to proceed to each of the Contract Years 2,3 and 4. Subject to its continued requirement for the Contractor’s services under the Contract following completion of each Contract Year. The Contractor hereby grants to the Authority irrevocable Options to proceed to future Contract Years at the firm prices stated in the Schedule of Requirements at Annex B to Purchase Order. The Authority will not be obliged to take up the Option(s) and if the Authority elects not to take up the Option(s), the Contract will be deemed to have expired at the end of the current Contract Year.

b. The Authority will notify the Contractor of its intention to take up the Option for the next Contract Year within a reasonable notice period during the Contract Year.

**22 The processes that apply to this Contract are:**

**22.1 Tasking Orders**

a. Tasking Orders under this Contract are to be raised by the Authority’s Project Manager (or nominated representative) in writing, using Part 1 of the Tasking Order Form at Annex B to Schedule 2 of the Contract. The Framework Contractor shall not accept orders under this Contract from any other source. A Tasking Order Form response will only consist of the Ad-hoc day rates included in Annex B to Schedule 2 and shall include a full price breakdown.

b. Each Tasking Order shall be authorised by the Authority’s Commercial Officer using Part 3 of the Tasking Order Form at Annex B to Schedule 2. No order shall be valid without this authorisation, and no work is to be undertaken against any order until the Framework Contractor has received the duly authorised Tasking Order Form. Receipt by the Framework Contractor and acceptance of this fully authorised Tasking Order Form shall constitute authority to proceed with the Task.

c. The Authority’s Commercial Officer will periodically issue an amendment to the Contract to include the agreed Firm Price Task into the List of Agreed Tasks at Annex C to Schedule 2. This amendment will be for administrative purposes only and the Contractor shall proceed on receipt of a fully authorised Tasking Order Form in accordance with 22.1.b above.

**Schedule 1 – Additional Definitions of Contract**

Not Used

**Schedule 2 - Statement of Requirements for Contract No: CCDT/685**

**For Employer Value Proposition**

DE&S Recruitment Marketing Strategy

**Background**

Defence Equipment and Support (DE&S), on behalf of the Ministry of Defence (MoD), seeks to engage a supplier to develop and deliver the DE&S Recruitment Marketing Strategy for the organisation.

DE&S (the Authority) is an arm’s length Ministry of Defence (MoD) agency and employs approximately 11,000 people around the UK and overseas. It is headquartered at Abbey Wood, Bristol, BS34 8JH.

**Requirement**

Initial work has already been carried out to research and develop an initial Employer Value Proposition (EVP) and DE&S now requires a supplier to activate this and to develop our recruitment brand based on this.

The Contractor shall develop and deliver the DE&S Recruitment marketing strategy. This will involve applying marketing best practices, such as analytics, multi-channel use, targeted messaging, and tech-enabled automation, to attract, engage, and nurture candidates who haven’t yet applied for a job in DE&S and convert them into applicants by communicating our employer brand and value.

For active candidates, we are looking to create brand awareness of DE&S, interest in our roles, and keep candidates informed and engaged throughout the recruitment funnel. For passive candidates, we need to raise awareness of our opportunities and convert them into active candidates.

By highlighting our employer brand, DE&S requires authentic recruitment marketing which attracts candidates who self-select themselves into the application process, which helps recruiters and talent acquisition specialists reduce time and money spent on unqualified applicants. DE&S wants to create award winning recruitment attraction that targets a diverse pool of candidates, who self – select themselves to the application process based on their understanding of the role and organisation.

Our chosen supplier will have proved specialism in the area of recruitment marketing and advertising and be able to demonstrate a track record of success.

A report on DE&S’ EVP has been completed and the Contractor will use the research to further develop the EVP, to include imagery, brand and activation campaign. Using this and existing DE&S brand guidelines, the Contractor shall develop employment brand which will attract top talent and will develop recruitment marketing strategy around this. For this requirement, DE&S requires a predominately digital approach, however also some flexibility to support careers events and partnerships.

Innovation is an important factor to the solution and DE&S is keen to pilot creative routes to market. DE&S requires the supplier to provide clear, accurate, reliable reporting whilst monitoring and demonstrating Return on Investment (RofI) of routes to market and attraction tools.

DE&S wants to be the best and is keen to work with specialist companies who have received recruitment marketing awards in the past year (for example RADs, In House Recruitment Awards, Employer Brand Management Awards etc).

DE&S has an internal brand and comms team who are responsible for the organisations overall brand and communications so the supplier will be required to work collaboratively with them.

The chosen supplier will need to assist DE&S in establishing stronger relationships with candidates through social media– not just about publicising our roles but building DE&S’ employment brand in a targeted way. Including increasing the visibility of our careers site

DE&S’ attraction budget is limited so we are looking for a supplier who is striving and committed to get the best value for DE&S.

Very little has been done in the area of recruitment advertising and marketing in the past for DE&S so this is a great opportunity to be involved from an early stage.

Diversity is key and we need to ensure we are attracting a wider pool of candidates in terms of ethnicity, social mobility and gender.

**Overall aims of requirement**

1) Develop further the initial research into EVP into a full Employer Brand proposition, and then design and implement the activation of this.

2) Provide best value recommendation (within set budget) for attracting the widest pool of relevant talent for certain key campaigns - these may be niche roles or larger scale, higher volume requirements.

**Timing**

The proposed contract duration for this requirement is an initial 12 month period from the projected contract start date of December 2020.

**Government Furnished Information (GFI)**

The Contractor will require access to GFI in support of this work and will be agreed between both parties prior to contract award. DE&S EVP Discovery report will be provided as GFI for duration of the contract.

**Contractual Options**

The Contract shall include the irrevocable options to extend the contract, if the Authority so wishes to do so noting that it has no obligation to so, by a further period of 3x 12 month periods.

**Additional Tasking**

The Contract will include an Additional Tasking Mechanism for ad-hoc tasks that may be identified and required by the Authority during the Contract. This shall include but not be limited to Undertaking ad-hoc recruitment campaigns, provision of Subject Matter Advice on recruitment and marketing issues and recruitment tracking and analytics support to DE&S. Where the Authority identifies a requirement for a Task, the Authority’s Project Manager will raise a new Task Authorisation Form (TAF) and issue the TAF to the Contractor for a Firm Price Quotation. The TAF will include an outline description of the Task as a minimum, but the Authority undertakes to provide as much detail of the requirement as possible at this stage. The TAF will identify the relevant IPR DEFCON to apply to the work to be performed. The Contractor shall provide the Authority with a firm price quotation using firm agreed rates as agreed under the Contract.

The detailed Deliverables are outlined in the table below.

**Detailed Deliverables**

|  |  |  |
| --- | --- | --- |
| **Serial** | **Deliverable** | **Acceptance Criteria** |
| 1a | **Expert Consultancy –**  Providing recommendations and insight into the best routes to market for specific roles  and campaigns. | The Contractor shall provide to the Authority detailed recommendations regarding the best Routes to Market for specific roles and campaigns. The detail for the recommendations shall be subject to further discussions and agreement between the Authority and Contractor at the Contract Start-Up Meeting and subsequent Quarterly Progress Meetings (QPM’s). |
| 1b | **Content marketing -**  This shall include but not be limited to including company photos (using existing DE&S stock where-ever possible), recruiting videos, blogs, infographics. | The Contractor shall assist the Authority in designing and developing content marketing and working with DE&S to activate these. The detail for the recommendations shall be subject to further discussions and agreement between the Authority and Contractor at the Contract Start-Up Meeting and subsequent Quarterly Progress Meetings (QPM’s). |
| 1c | **Job postings, digital attraction and job boards –**  Optimisation of Google Adwords and similar tools.  Recommendations on posting jobs where our target candidates are going to be found. Negotiating with suppliers to secure the best value. | The Contractor shall assist the Authority in designing and developing job postings, programmatics,digital attraction and job boards via optimisation of Google Adwords and similar tools.The detail for the recommendations shall be subject to further discussions and agreement between the Authority and Contractor at the Contract Start-Up Meeting and subsequent Quarterly Progress Meetings (QPM’s). |
| 1d | **Career site –**  Redesign to align with the new EVP, including photos and videos to attract candidates (working in partnership with the DE&S Brand and Comms team). | The Contractor shall redesign the DE&S Career Site, working in conjunction with the Authority and DE&S Brand and Comms Team. The detail for the recommendations shall be subject to further discussions and agreement between the Authority and Contractor at the Contract Start-Up Meeting and subsequent Quarterly Progress Meetings (QPM’s). |
| 1e | **Social media feed –**  Establish stronger relationships with candidates through social media– not just about publicising our roles but building our employment brand in a targeted way.  Providing tracking social media analytics | The Contractor shall assist the Authority with establishing stronger relationships with candidates via use of social media. The detail for the recommendations shall be subject to further discussions and agreement between the Authority and Contractor at the Contract Start-Up Meeting and subsequent Quarterly Progress Meetings (QPM’s). |
| 1f | **Display advertising** –  Targeting passive candidates to create awareness of your company and employer brand. | The Contractor shall redesign the DE&S Career Site, working in conjunction with the Authority and DE&S Brand and Comms Team. The detail for the recommendations shall be subject to further discussions and agreement between the Authority and Contractor at the Contract Start-Up Meeting and subsequent Quarterly Progress Meetings (QPM’s). |
| 1g | **Recruiting analytics**  Tracking and comparing the different candidate attraction channels.  Testing different campaigns and calls to action. | The Contractor shall provide detailed analytics and tracking of recruitment activities and report this to the Authority on a monthly basis. For active campaigns this should be reported on a weekly basis. The detail for the recommendations shall be subject to further discussions and agreement between the Authority and Contractor at the Contract Start-Up Meeting and subsequent Quarterly Progress Meetings (QPM’s). |
| 2 | **Ad-hoc Tasking –**  The Scope of the Ad-Hoc Tasking shall include but not be limited to:   * Undertaking ad-hoc recruitment campaigns; * Provision of Subject Matter Advice on recruitment and marketing issues; * Recruitment tracking and analytics support to DE&S. | Shall be agreed on a task by task basis and captured in the Tasking Proforma. Please see ITT. |

**Annex A to Schedule 2 – Schedule of Requirement**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **SOR Reference** | **Specification** | **Delivery Date** | **Price Ex Vat** | | | |
| Contract Year 1 | Option Year 2 | Option  Year 3 | Option Year 4 |
| **1a** | Expert Consultancy |  |  |  |  |  |
| **1b** | Content marketing |  |  |  |  |  |
| **1c** | Job postings, digital attraction and job boards |  |  |  |  |  |
| **1d** | Career site |  |  |  |  |  |
| **1e** | Social media feed |  |  |  |  |  |
| **1f** | Display advertising |  |  |  |  |  |
| **1g** | Recruiting analytics |  |  |  |  |  |

**Ad-Hoc Tasking Rates**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **SOR Reference** | **Resource Levels** | **Price Ex Vat (Day Rate)** | | | |
| Contract Year 1 | Option Year 2 | Option Year 3 | Option  Year 4 |
| **2** | Level 5 - Director |  |  |  |  |
| Level 4 – Managing Consultant |  |  |  |  |
| Level 3 – Principal Consultant |  |  |  |  |
| Level 2 - Consultant |  |  |  |  |
| Level 1 - Admin |  |  |  |  |

**Annex B to Schedule 2 – Tasking Form for Ad-Hoc Tasking**

**Tasking Approval Form for Contract No: CCDT/685**

**TASK AUTHORISATION FORM**

|  |
| --- |
| **TASK SERIAL NO.** |
| **Contractor:** | **Project Management Branch:** | | | **Commercial Branch:** |
| **PART 1 – TASK DESCRIPTION** | | | | |
|  | | | | |
| **TASK TITLE:** | | | | |
| **DESCRIPTION OF TASK:** | | | | |
| **Originator’s Name & Role:** | **Originator’s Signature:** | | | **Date:** |
| **PART 2 – Authorisation Request (To be completed by the Contractor)** | | | | |
| **CONTRACTOR QUOTATION (In accordance with ex-VAT Firm Prices specified in Schedule 2):**   |  |  |  |  | | --- | --- | --- | --- | | **Levels** | **Day Rate** | **Quantity** | **Price £ (Ex Vat)** | | Level 5 - Director |  |  |  | | Level 4 – Managing Consultant |  |  |  | | Level 3 – Principal Consultant |  |  |  | | Level 2 - Consultant |  |  |  | | Level 1 - Admin |  |  |  | |  |  |  |  | |  |  | **Overall Total** | **£** | | | | | |
| **Grand Total Firm Price (ex-VAT):** | |  | | |
| The above Firm Price is submitted for Authorisation/Approval by Project Office/Commercial Branch | | | | |
| **Contractor Representative:** | **Contractor Representative’s Signature:** | | | **Date:** |
| **PART 3 – MOD AUTHORISATION (To be completed by the Authority)** | | | | |
| The Contractor is duly authorised to carry out the work as detailed above under the Firm Price shown below: | | | | |
| **Task No.** | **Contract Item No.** | | | **Firm Price** |
| **Project Branch Approval**  Signature:  Name:  Role:  Date: | | | **Commercial Branch Approval**  Signature:  Name:  Role:    Date: | |

**Annex C to Schedule 2 – List of Agreed Tasks**

**Schedule 3 – Contract Data Sheet**

|  |  |  |
| --- | --- | --- |
| **Contract Period** | | Effective date of Contract: Approximately Nov/Dec 2020  The Contract expiry date shall be: Nov/Dec 2021 |
| **Clause 6 - Notices** | | Notices served under the Contract can be transmitted by electronic mail  Notices served under the Contract shall be sent to the following address:  Authority: Richard.Boxall101@mod.gov.uk  Contractor: |
| **Clause 8 – Supply of Contractor Deliverables and Quality Assurance** | | N/A |
| **Clause 9 – Supply of Data for Hazardous Contractor Deliverables, Materials and Substances** | | A completed DEFFORM 68 (Hazardous Articles, Materials or Substance Statement), and if applicable, Safety Data Sheet(s) are to be provided by e-mail with attachments in Adobe PDF or MS WORD format to:  a) The Authority’s Representative (Commercial)   1. b) [DSALand-MovTpt-DGHSIS@mod.uk](mailto:DSALand-MovTpt-DGHSIS@mod.uk)   or: if only a hardcopy is available to:  a) The Authority’s Representative (Commercial)  b) Hazardous Stores Information System (HSIS)  Defence Safety Authority (DSA) Movement Transport Safety Regulator (MTSR) Hazel Building Level 1, #H019 MOD Abbey Wood (North) Bristol, BS34 8QW  DSA-DLSR-MovTpt-DG HSIS (MULTIUSER)  to be Delivered no later than one (1) month prior to the Delivery Date for the Contract Deliverable or by the following date: [@Date to return completed DEFFORM 68 (If Applicable)@] |
| **Clause 10 – Delivery/Collection** | N/A | |
| **Clause 12 – Packaging and Labelling of Contractor Deliverables** | N/A | |
| **Clause 13 – Progress Meetings** | | The Contractor shall be required to attend the following meetings:  Type: Contract Start Up Meeting – 5+ days after Contract Award @ ABW.  Type: Quarterly Progress Meetings (QPM) – Actual Dates to be agreed between both parties @ ABW. |
| **Clause 13 – Progress Reports** | | The Contractor is required to submit the following Reports:  Type: **Progress Reports** detailing all progress to date, key activities and timelines, issues and upcoming priorities.  **Weekly Progress Updates**  Frequency: Monthly [@Progress Reports Frequency@]  Method of Delivery: Email and telecommunication  Delivery Address: Kate Beasant (DES HR-Ops Recruitment TL) Email: Kathryn.Beasant100@mod.gov.uk |

**Schedule 4 – Contractor’s Commercially Sensitive Information Form (I.A.W Clause 5)**

|  |
| --- |
| Contract No: |
| Description of Contractor’s Commercially Sensitive Information: |
| Cross Reference(s) to location of sensitive information: |
| Explanation of Sensitivity: |
| Details of potential harm resulting from disclosure: |
| Period of Confidence (if applicable): |
| Contact Details for Transparency / Freedom of Information matters:  Name:  Position:  Address:  Telephone Number:  Email Address: |

|  |  |  |  |
| --- | --- | --- | --- |
| **Schedule 5** DEFFORM 111  (Edn 05/19)  Appendix - Addresses and Other Information | | | |
|  | **1. Commercial Officer**  Name: Richard Boxall (DES Comrcl-ops-CCDT27)  Address: Corporate Commercial, MOD Abbey Wood, #0126 Spruce 2b, Bristol, BS34 8JH  Email: Richard.boxall101@mod.gov.uk |  | **8. Public Accounting Authority**  1. Returns under DEFCON 694 (or SC equivalent) should be sent to DBS Finance ADMT – Assets In Industry 1, Level 4 Piccadilly Gate, Store Street,  Manchester, M1 2WD  🕿 44 (0) 161 233 5397  2. For all other enquiries contact DES Fin FA-AMET Policy, Level 4 Piccadilly Gate, Store Street, Manchester, M1 2WD  🕿 44 (0) 161 233 5394 |
|  | | | |
|  | **2. Project Manager, Equipment Support Manager or PT Leader**  (from whom technical information is available)  Name: Hamblin, Ian Mr (DES HR-Ops-Supplier Mgt)  Address: MOD Abbey Wood, #2030 Poplar 0, Bristol, BS34 8JH  Email: Ian.Hamblin523@mod.gov.uk |  | **9. Consignment Instructions**  The items are to be consigned as follows: |
|  | | | |
|  | * + - 1. **3. Packaging Design Authority**   Organisation & point of contact:    (Where no address is shown please contact the Project Team in Box 2) |  | **10. Transport.** The appropriate Ministry of Defence Transport Offices are:  **A. DSCOM**, DE&S, DSCOM, MoD Abbey Wood, Cedar 3c, Mail Point 3351, BRISTOL BS34 8JH  Air Freight Centre  IMPORTS 🕿 030 679 81113 / 81114 Fax 0117 913 8943  EXPORTS 🕿 030 679 81113 / 81114 Fax 0117 913 8943  Surface Freight Centre  IMPORTS 🕿 030 679 81129 / 81133 / 81138 Fax 0117 913 8946  EXPORTS 🕿 030 679 81129 / 81133 / 81138 Fax 0117 913 8946 |
|  | | |
|  | **4. (a) Supply / Support Management Branch or Order Manager:**  **Branch/Name:**  **Tel No:**  **(b) U.I.N. P0030A** |  | **B.** **JSCS**  JSCS Helpdesk No. 01869 256052 (select option 2, then option 3) JSCS Fax No. 01869 256837  [www.freightcollection.com](http://www.freightcollection.com/) |
|  | | | |
|  | **5. Drawings/Specifications are available from** |  | **11. The Invoice Paying Authority**  Ministry of Defence 🕿 0151-242-2000  DBS Finance  Walker House, Exchange Flags Fax: 0151-242-2809  Liverpool, L2 3YL **Website is:** <https://www.gov.uk/government/organisations/ministry-of-defence/about/procurement#invoice-processing> |
|  | | | |
|  | **6. INTENTIONALLY BLANK** |  | **12. Forms and Documentation are available through \*:**  Ministry of Defence, Forms and Pubs Commodity Management  PO Box 2, Building C16, C Site  Lower Arncott  Bicester, OX25 1LP (Tel. 01869 256197 Fax: 01869 256824)  **Applications via fax or email:** [DESLCSLS-OpsFormsandPubs@mod.uk](mailto:DESLCSLS-OpsFormsandPubs@mod.uk) |
|  | | | |
|  | 1. **Quality Assurance Representative:**   Gabrielle Pratten (DES HR-WSC SCS Recruitment)  Commercial staff are reminded that all Quality Assurance requirements should be listed under the General Contract Conditions.  **AQAPS** and **DEF STANs** are available from UK Defence Standardization, for access to the documents and details of the helpdesk visit <http://dstan.uwh.diif.r.mil.uk>[/](http://www.dstan.dii.r.mil.uk/) [intranet] or <https://www.dstan.mod.uk/> [extranet, registration needed]. |  | **\*NOTE**  1.Many **DEFCONs** and **DEFFORMs** can be obtained from the MOD Internet Site: <https://www.aof.mod.uk/aofcontent/tactical/toolkit/index.htm>  2. If the required forms or documentation are not available on the MOD Internet site requests should be submitted through the Commercial Officer named in Section 1. |