

Project Specification

Tender details – the opportunity

Company name	Blackmore Four Limited
Company address	Ongar Business Centre Unit 17, The Gables, Fyfield Road, Ongar, Essex, England, CM5 OGA
Description of company activity/SIC code	Management Consultancy activities other than financial management SIC code: 70229
Objective of the proposed innovation project– this MUST involve activity that results in the development of or introduction to the market of a new product or service (max 300 words)	<p>Blackmore Four is a high-impact performance consultancy who supports business leaders in achieving outstanding levels of business performance, by ensuring that their organisation is working at its most effective to achieve overarching strategic goals.</p> <p>The objective of our proposed project is to introduce a novel solution (service) to our current and prospective clients.</p> <p>Currently we offer a Leadership Assessment solution based on a model and product that already exists. The assessment is delivered as a contact session, with data being recorded by candidates using a pen and paper format.</p> <p>Blackmore Four have now created a completely new Leadership and Management model, based on our own research and development. We would like to digitise this solution, so the assessment would be completed, and data captured through a web application.</p>
Company's current situation – existing project team and innovation project development stage (max 400 words)	<p>Marzena Almendro (Client Solutions Manager) has conducted the research and compilation of the initial, novel Leadership and Management model.</p> <p>Matthew Emerson (Managing Director) has provided his own insights and peer review in devising the L&M model.</p> <p>To date, there does not appear to be a model for Leadership and Management competencies as extensive as the one devised by the above-mentioned team.</p>



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	<p>The solution is ready for digitisation as an assessment to be completed by the participant on a laptop or desktop (not IOS/Android).</p> <p>The team have leveraged against their experience and expertise in developing this model, with Marzenna (project lead) possessing a post-graduate degree in Psychology, having specialised in psychometrics/quantitative psychology, and Matthew (MSc Business Psychology) offering his insights seated in 20 years in talent management.</p> <p>Both Marzenna and Matthew are members of the BPS (British Psychology Society).</p> <p>More details of our requirements is available from Blackmore Four.</p>
Business need – what expertise and support is required to reach the objective(s) above? (max 400 words)	<p>The web application we wish to create requires a level of expertise within the Computer Sciences field.</p> <p>The dynamic front end and back end of the solution requires the application of a specialist/team of specialists competent in developing software technology, skills in programming languages (mastery in HTML, CSS and JavaScript frameworks) and databases (such as SQL). They would have a demonstrated portfolio proving their understanding of the user interface, so that the solution translates into a viable process for the participant.</p> <p>Not critical, yet desirable, would be experience in the realm of assessments and potentially psychological constructs.</p>
Please list six key words that describe your potential project, i.e. ICT, engineering, biotech etc.	<p>Leadership</p> <p>Management</p> <p>Psychology</p> <p>Assessment</p> <p>Diagnostic</p> <p>Performance</p>



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Required timescales (if any) for Project Start and duration, and if applicable anticipated product launch date	<ol style="list-style-type: none">1. Blackmore Four to engage interested developers to scope the project, and thereafter, to allow them to put forward their proposals and quotations for perusal.2. We will select the most appropriate web application developer, based on numerous factors (not price alone). We would be interested in what expertise the provider may offer, their insight around the user experience, and their answers to various questions posed.3. Once selected, scope the project in its entirety, paying attention to risk management, compliance (in data protection) and innovation.4. Agree on dates aligned to the project plan, alongside weekly status update meetings.5. First draft of the solution to be presented and tested, with feedback provided for any amendments required.6. Second draft of the solution to be presented, and tested on a pilot group; amendments to be made if required.7. Final delivery of end solution.8. Training of Blackmore Four staff on the use of the application.9. Go to market by January 2022
Optional - company budget available to match fund KEEP+ grant (if known) please see 'Further details' for maximum funding amounts	The maximum grant for KEEP+ is £20,000, we'd like to keep the costs lower where possible. Please, quote your services for a specific stage of the project where applicable.
Company Contact for further information	Marzena Almendro (Client Solutions Manager) marzena.almendro@blackmorefour.co.uk 078 569 26723
Required tender response date (10 working days from posting of advert)	Friday 22 nd October 2021

Criteria for Decision making	Assessment criteria are as follows <ul style="list-style-type: none">• Expertise fit• Timing & availability fit• Value for money
Date for Contract Decision	Minimum of 10 working days from date of advertisement
Tender response templates	Please approach the company for the exact format of your response.