

## **Fold Housing: Invitation to Tender - Market Review / Benchmarking Project (<https://www.activelink.ie/node/114958>)**



### **Invitation to Tender: To complete a market review / benchmarking project of Fold Housing's (Fold) colleague roles and terms and conditions**

**Tender Publication:** Tuesday 8th April

**Tender Closing Date:** Friday 25th April

### **Background**

Fold manages 776 social housing homes in the Greater Dublin Area, Louth and Meath.

- 112 Housing with Care homes for frail elderly and people living with dementia.
- 471 Homes for Older People
- 193 General Community Housing

We also have nearly 200 homes in construction and a development pipeline of over 800 new homes. Fold is an Approved Housing Body (AHB), classified as a 'medium sized' AHB with the Approved Housing Body Regulator (AHBRA), approved by the Health Information and Quality Authority (HIQA) for the delivery of care services, a charitable organisation registered with the Charities Regulator, and we have approved borrower status with the Housing Finance Agency.

As of March 2025, Fold has a team of 127 colleagues. 102 working in our two Housing with Care (HwC) schemes, 16 delivering our housing/property operations including development, and 9 in corporate services. Our Executive Team comprises of the CEO and three Directors: Finance & Corporate Services, Housing & Care, and Development & New Business.

### **Scope of Services**

In line with our strategic commitment to ensure our compensation and benefits offerings are competitive in the market, Fold is seeking support from an experienced consultant / consultancy service to undertake our tri-annual review on terms and conditions of employment.

The purpose of this review is to ensure that our employment offering remains competitive to attract and retain talent in the organisation, while aligning with industry best practices and organisational needs.

### **The successful service provider will deliver the following:**

- Carry out a market review of existing positions in Fold (29 in total), considering responsibilities, complexities, and accountability levels.
- Conduct a review of Fold's main terms and conditions offered to colleagues e.g. pension offer, leave offer, flexible working arrangements and other entitlements, and benchmark these against similar organisations within comparable sectors and areas of responsibility.
- Offer recommendations for adjustments to Fold's compensation and benefits offer, including terms and conditions.
- On a retained basis provide an ad hoc service to conduct market reviews / benchmarking of positions outside of the three yearly cycle. (Until June 2028)

**Please see Tender Document attached below.**

# Timeline

Tenders should be returned to Fold, by email to [alison.foran@foldireland.ie](mailto:alison.foran@foldireland.ie) (mailto:alison.foran@foldireland.ie) by **Friday 25th April 2025**.

**Region**

Dublin, Louth & Meath

**Date Entered/Updated**

8th Apr, 2025

**Expiry Date**

25th Apr, 2025

**Attachment**

[Benchmarking Support Services for Fold Housing 0.pdf](#)

**Size**

237.1  
KB

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**Source URL:** <https://www.activelink.ie/vacancies/tenders/114958-fold-housing-invitation-to-tender-market-review-benchmarking-project>