



Internal Development Platform (IDP)

Service Definition Document

G-Cloud 15

Status: Definitive

Security Commercial – In Confidence

Version no.1/0

THINKING
BEYOND
LIMITATIONS

We're Kainos

Formed in 1986, we set about finding the best people to tackle the most difficult digital work. We fostered a culture where people truly care for each other and the world around them.

Our reputation for software engineering and problem-solving was quickly established, and our customers started to view us more as their colleagues

We're much bigger now, helping organisations across the globe to navigate change in more ways than ever. But some things never change, like our commitment to our people, delighting our customers, and our technical ability

Some say we're leading a quiet revolution in digital, but if you ask us, we're just doing our bit to make the world a little bit better.



3,132 amazing
people



13 consecutive
years of growth



40 years
of innovation



£382m revenue
(FY2024)



13 locations
globally



FTSE 250 listed
tech company



Our core expertise

The digital revolution is already happening. We're leading from the front to help our clients **seize every digital opportunity** and be future-ready.



Cloud



Business Applications



Data and AI



Managed services



Engineering



Service and
experience design



Workday services
and products

- Test
- Audit
- Shield
- Deployment
- Optimisation
- Spark & Grow

Internal Development Platform (IDP)

Deliver products faster, unify service delivery and increase your developer's productivity with an Internal Development Platform. Reusable, self-service tools reduce friction for teams and improve developer experience. Baked in compliance, cost and security controls increase innovation and reduce risk. Enable secure and ethical use of generative AI through your IDP.

Features

1. IDP maturity assessment based on DevSecOps/DORA/SPACE/DevEx frameworks
2. Platform as a product approach focused on developers as customers
3. Flexible and well-architected design to AWS, Azure, GCP best practices
4. Self-service portals and golden paths, grounded in user-centred design
5. Organisational compliance (e.g. security, regulatory requirements) baked into the platform
6. FinOps, observability, autoscaling, resilience by default, even with microservices
7. Simple path to production through documentation and clear secure guardrails
8. Automated CI/CD processes, infrastructure-as-code and native, hybrid or agnostic cloud
9. Collaborative code sharing (inner-sourcing), platform APIs and minimised ticket ops
10. Enable GenAI, agents and MCP use across your service delivery

Benefits

1. Get a baseline score and find highest impact improvement areas
2. Plan, implement and measure SDLC according to value and impact
3. Development platform based on your current tools and agreements
4. Enhance service delivery, engineering team productivity and wellbeing
5. SBOM, secret protection, incident management, policy enforcement via centralised guardrails
6. Benefit from non-linear cost of scaling, allowing high organisational growth
7. Decrease the resistance to change without sacrificing quality and security
8. Apply industry best practice to your platform development
9. Innovate faster and reduce BAU effort for tickets over time
10. Smarter and more resilient delivery with secure AI technology use

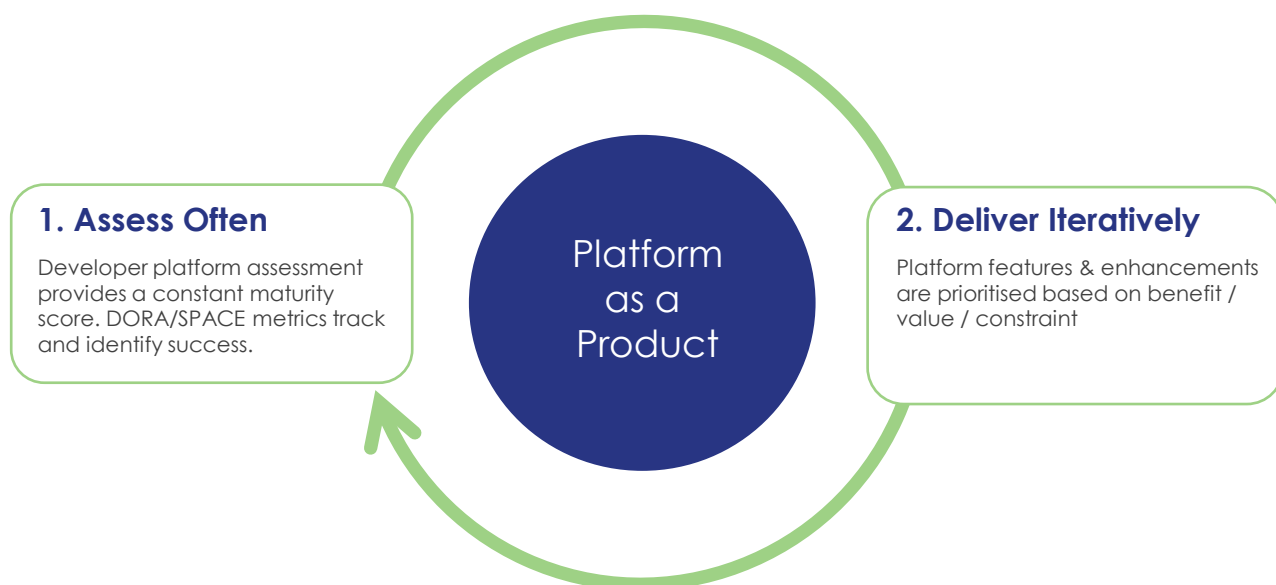
Internal Development Platform (IDP)

Organisations are realising that DevOps is broken.

- Critical information is being siloed within teams and individuals.
- The same problems are being solved many times, in different ways.
- Ticket queues are endless with low-value business benefit requests.

As part of moving to cloud, many organisations have created “Centres of Excellence” that haven’t fulfilled the promise of increasing developer autonomy, velocity and productivity through cloud enablement.

An Internal Development Platforms address these issues by adopting a “developer as customer”, Platform-as-a-Product approach, providing centralised tooling and services to remove friction and enable.



Our Platform Engineering approach is based around Platform as a Product thinking. We start by assessing the current maturity and areas of developer friction. Outputs of the assessment inform prioritisation of platform features and enhancements. Iteratively build following DevSecOps best practices, and continual engagement with the developer community informs the next area of assessment and build. Not all pillars of platform maturity will be able to be worked on simultaneously.

Internal Development Platform (IDP)

1. Assess

Our assessment measures your current platform maturity to identify gaps in self-service, automation and AI capability. The DORA / SPACE / DevEx frameworks are used to track trends throughout change iterations of your Platform landscape.

The maturity assessment is a living document and is used to show where, and how you are delivering change over time. As features and enhancements are made, the metrics / KPIs are reviewed to ensure improvement has had the intended effects.

2. Deliver Iteratively

We have 5 guiding principles for Platform as a Product delivery (shown below). Prioritisation of improvement areas will be informed by the maturity assessment and collaboration with developers to ensure we build a platform “for developers, with developers”.

Our vision is to make engineering easier, faster and higher quality				
Our mission is to build and continuously improve a platform treated as a product, made up of APIs, tools, documentation, education and support				
Establishing Golden Paths	Embed DevSecOps	Improve Live Service Operations	Enable Developer Productivity	Onboarding Platform Evolution
Provide friction-free, predefined path for building, testing and deploying software to production – baking in quality and security from the start.	Integrate automated security and compliance checks into every commit and deployment. Shift-left to provide consistent, minimally disruptive, auditable controls.	Build operational resilience through proactive monitoring, automated remediation and rapid recovery.	Empower developers to use environments, deploy services, and manage their own infrastructure without waiting on centralised teams.	Reduce time to productivity for new hires and evolve the platform based on user feedback and metrics. Simplify onboarding, knowledge transfer and improvement over time

Modern technology systems, especially cloud are constantly evolving and maturing. Our platform engineering approach uses a “thinnest viable platform” mentality to continually optimise and reduce cost and overheads. For example, as newer PaaS services are released, it may be possible to remove IaaS based services removing organisational overhead, cost and complexity.

Once delivered, improvements are measured against metrics and the 2-step assess/deliver cycle is repeated.



Where we are

The Americas

Buenos Aires
Indianapolis
Nova Scotia
Toronto

UK and Ireland

London
Birmingham
Belfast
Derry
Dublin

Central Europe

Gdansk
Helsinki
Paris
Wommelgem

What makes us stand out



Our people



True collaboration



Innovation



Digital know-how



Common goals



Trust



Digital Services

We are **engineers**, specialists. We **overcome big challenges** for our clients, through delivery of **intelligent** digital services that use the best in **talent and technology**.



55 million UK citizens

positively impacted by
services we've delivered



**892
customers**



13 locations

And growing



99% of customers

rate our service as good,
great or excellent



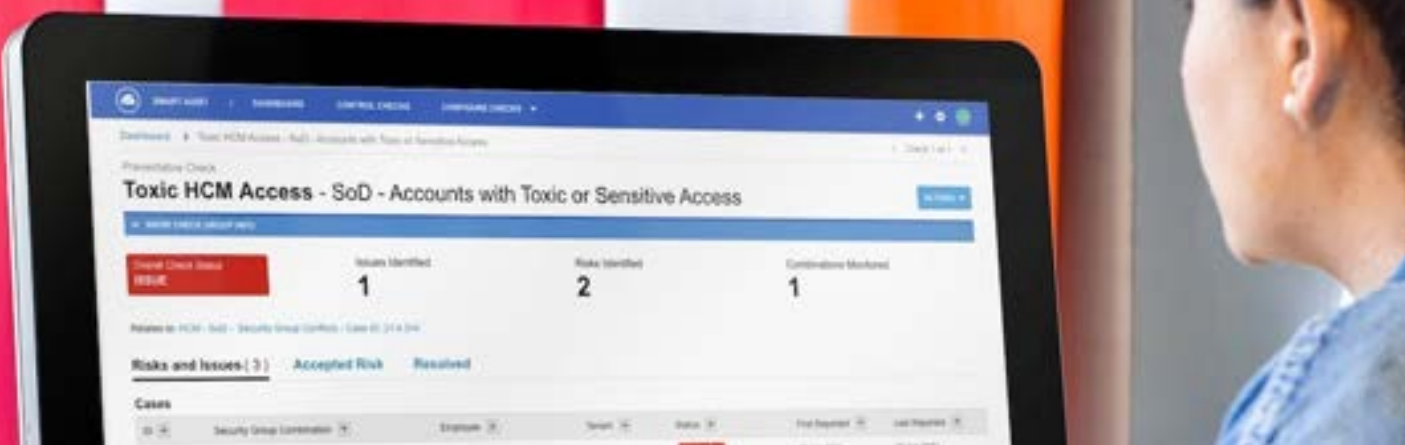
Key partners

Working closely with
Microsoft and AWS to
deliver results



Award-winning

90+ industry awards



Workday

Kainos is a Workday **phase one prime status partner** in all European, North American and Asia Pacific markets. We have worked with many public and private sector customers of various sizes and scale in over **40 countries worldwide**.



Partner Since 2011

We are the only certified Workday Services, Technology and Extend partner globally.



Workday Services

Full range provider from pre-deployment consulting, implementation and support.



650+ Customers

We have deployed to over 650 customers and are a proud Workday customer also, using HCM, Financials, Recruitment, Planning and PSA to run our business.



Workday Public Sector

We have worked with many UK Public Sector customers with their initial deployment, post-deployment support and adoption of new modules.



Kainos Smart

Our product is deployed to 500+ customers globally saving them 1000s of testing hours.



900+ Consultants

Hold over 2,700+ Workday certifications covering all areas of the platform.

65 million

citizens positively impacted
by services **built by Kainos**
for the UK Government



Every driver & every car on the road
Every piece of work to fix roads
Every court case & every prisoner
Every home helped with help-to-buy
Every passport & renewal application
Every COVID test sent out
Every COVID test result
Every user of the NHS App

Every voter registered
Every company opened & closed
Every UK civil servant trained
Every piece of produce grown in the UK
Every thing imported & exported to the EU
Every benefit fraud prevented
Every body's pension details

Our Social Values and commitment to HM Government strategy



Education & Capability Building

We empower people through technical and behavioral learning programs, academies, and outreach projects, fostering skills development and inspiring future technology leaders across communities and organisations.

Social Responsibility

Tackling workforce inequality and ensuring equal access to technical and vocational education, through our Academies, Camps and Earn as you Learn schemes.

Innovation & Future Readiness

Driving continuous improvement through technology

Health, Wellbeing & Accessibility

We support colleagues' physical, emotional, and career wellbeing through initiatives, guidance, and inclusive design, ensuring equal access, experiences, and compliance for all users with diverse needs.

Climate Action & Sustainability

With a comprehensive sustainability strategy underway, we will be a Carbon Net Zero company by 2030.

Equality, Diversity & Inclusion

Maximising service experience for citizens and civil servants by delivering projects with diverse teams, underpinned by our BAME, LGBTQIA+ and female communities.



The Code of Ethics

We are guided by our 6 ethical principles.



Wellbeing

We protect the wellbeing of our staff, customers and communities.



Equality

We improve access and inclusion and minimise bias.



Transparency

Our decisions are traceable and accountable.



Integrity

We hold ourselves and others to ethical standards.



Environment

We act responsibly towards the Earth and its resources.



Initiative

We take initiative to deliver social value and positive impacts.

BCDR and Exit Plan

Business Continuity and Disaster Recovery (BCDR)

A Business Continuity Plan can be provided if required. This shall set out the arrangements to be invoked in the event of an actual or perceived threat to business continuity, to ensure continued operation of the system and continuity of the services provided by Kainos pursuant to the Prime Agreement and shall include: the alternative processes, options and responsibilities that may be adopted in the event of a failure or disruption to the system and/or services provided by Kainos pursuant to the Prime Agreement; and the steps to be taken by Kainos upon resumption of the system and services provided by Kainos pursuant to the Prime Agreement in order to address any prevailing effect of the failure or disruption including a root cause analysis of the failure or disruption.

Exit Plan

An Exit Plan can be provided if required to detail the steps that would be carried out to ensure smooth transition of Kainos services to a new supplier. The steps outlined in the Exit Plan will help mitigate against any disruption to the service during the transition period. It is assumed that any new supplier will themselves have a procedure they wish to follow during the transition period, and as such the steps in this Exit Plan will serve as a checklist for the new supplier to ensure all key areas of the transition have been covered. The Exit Plan will therefore be subject to refinement should it be exercised.

Commercial Statement

Confidentiality and copyright

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All information provided prior to execution of a contract is provided 'as is' and 'subject to contract' without warranty of any kind.

This document does not constitute an offer from Kainos. In the event that the parties elect to work together, they will only be contractually bound to each other upon signature of a contract.

Corporate information

"Kainos" is the trading name of the Kainos group of companies, further information on which can be found here: <https://www.kainos.com/corporate-information/>.

Kainos Software Limited/ Kainos WorkSmart Limited, will be the contracting entity under this tender / for the provision of the service and may be assisted from time to time by other Kainos group companies.

Freedom of information

Kainos considers that the following information provided in this document is exempt from disclosure under the Freedom of Information Act 2000 (FOI):

The CVs of staff qualify under the "Personal Information Exemption (s.40)" of the Freedom of Information Act and are exempt from disclosure under the Data Protection Act 1998. The Period for which this information should be confidential is the lifetime of the Data Subject.

Rate and pricing information is confidential and commercially sensitive and covered by the 'Commercial Interests' exemption (s.43) of the FOI, as the release of this information is likely to prejudice the commercial interests of Kainos and is likely to adversely affect its (and the Customer's) future negotiating position. The period that this information should be confidential for should be 5 years.