

454605-2026 - Konkurrencevilkår

Danmark – Rekrutteringstjenester – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Udbuds- eller koncessionsbekendtgørelse – standardordningen

Tjenesteydelser

1. Køber

1.1. Køber

Officielt navn: Danmarks Tekniske Universitet - DTU

E-mail: karho@adm.dtu.dk

Køberens retlige status: Offentligretligt organ

Den ordregivende myndigheds aktivitet: Uddannelse

2. Procedure

2.1. Procedure

Titel: Recruitment services for VIP positions

Beskrivelse: DTU continuously seeks the right candidates for the many exciting challenges and tasks that need to be solved. DTU Group HR can handle a large part of this but for certain VIP make use of an external recruitment agency. VIP positions are understood as VIP Leadership and staff positions such as Department Director, Professor, Associate Professor, Dean and Senior Researcher etc..

Identifikator for proceduren: 4c838a72-e817-4c32-b69a-a1fe025971a8

Intern ID: #10730

Udbudsprocedure: Udbud med forhandling/indkaldelse af tilbud med forudgående offentliggørelse

Proceduren er en hasteprocedure: nej

Hovedpunkterne i proceduren: DTU expects to have 1 negotiation with each of the prequalified Tenderers. However DTU can award the contract at any time based on the initial tender and are not obliged to have a negotiation.

2.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser

Primær klassifikation (cpv): 79600000 Rekrutteringstjenester

2.1.2. Udførelsessted

Hvor som helst

2.1.3. Værdi

Anslået værdi eksklusiv moms: 4 000 000,00 DKK

Rammeaftalens maksimumværdi: 5 200 000,00 DKK

2.1.4. Generelle oplysninger

Retsgrundlag:

Direktiv 2014/24/EU

2.1.6. Udelukkelsesgrunde

Kilder til grundlag for udelukkelse: Bekendtgørelse, Fælles europæisk udbudsdokument (ESPD), Udbudsdokument

Korruption: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for corruption, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Article 3 of the Convention on the fight against corruption involving officials of the European Communities or officials of Member States of the European Union, OJ C 195, 25.6.1997, p. 1, and in Article 2(1) of Council Framework Decision 2003/568/JHA of 22 July 2003 on combating corruption in the private sector (OJ L 192, 31.7.2003, p. 54). This exclusion ground also includes corruption as defined in the national law of the contracting authority (contracting entity) or the economic operator

Svig: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for fraud, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? Within the meaning of Article 1 of the Convention on the protection of the European Communities' financial interests (OJ C 316, 27.11.1995, p. 48).

Hvidvaskning af penge eller finansiering af terrorisme: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for money laundering or terrorist financing, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Article 1 of Directive 2005/60/EC of the European Parliament and of the Council of 26 October 2005 on the prevention of the use of the financial system for the purpose of money laundering and terrorist financing (OJ L 309, 25.11.2005, p. 15).

Deltagelse i en kriminel organisation: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for participation in a criminal organisation, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Article 2 of Council Framework Decision 2008/841/JHA of 24 October 2008 on the fight against organised crime (OJ L 300, 11.11.2008, p. 42).

Terrorhandler eller strafbare handler med forbindelse til terroraktivitet: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for terrorist offences or offences linked to terrorist activities, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Articles 1 and 3 of Council Framework Decision of 13 June 2002 on combating terrorism (OJ L 164, 22.6.2002, p. 3). This exclusion ground also includes inciting or aiding or abetting or attempting to commit an offence, as referred to in Article 4 of that Framework Decision.

Børnearbejde og andre former for menneskehandel: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for child labour and other forms of trafficking in human beings, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Article 2 of Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA (OJ L 101, 15.4.2011, p. 1).

Tilsidesættelse af forpligtelser på miljølovgivningsområdet: Has the economic operator, to its knowledge, breached its obligations in the field of environmental law? As referred to for the purposes of this procurement in national law, in the relevant notice or the procurement documents or in Article 18(2) of Directive 2014/24/EU.

Tilsidesættelse af forpligtelser på det arbejdsretlige område: Has the economic operator, to its knowledge, breached its obligations in the field of labour law? As referred to for the purposes of this procurement in national law, in the relevant notice or the procurement documents or in Article 18(2) of Directive 2014/24/EU.

Tilsidesættelse af forpligtelser på sociallovgivningsområdet: Has the economic operator, to its knowledge, breached its obligations in the field of social law? As referred to for the purposes of this procurement in national law, in the relevant notice or the procurement documents or in Article 18(2) of Directive 2014/24/EU.

Alvorlige forsømmelser i forbindelse med udøvelsen af erhvervet: Is the economic operator guilty of grave professional misconduct? Where applicable, see definitions in national law, the relevant notice or the procurement documents.

Afgivelse af urigtige oplysninger, tilbageholdelse af oplysninger, ude af stand til at fremlægge de dokumenter, der anmodes om, eller indhentede fortrolige oplysninger i forbindelse med denne procedure: Can the economic operator confirm that: a) It has been guilty of serious misrepresentation in supplying the information required for the verification of the absence of grounds for exclusion or the fulfilment of the selection criteria, b) It has withheld such information, c) It has not been able, without delay, to submit the supporting documents required by a contracting authority or contracting entity, and d) It has undertaken to unduly influence the decision making process of the contracting authority or contracting entity, to obtain confidential information that may confer upon it undue advantages in the procurement procedure or to negligently provide misleading information that may have a material influence on decisions concerning exclusion, selection or award?

Interessekonflikt som følge af deltagelse i udbudsproceduren: Is the economic operator aware of any conflict of interest, as indicated in national law, the relevant notice or the procurement documents due to its participation in the procurement procedure?

Direkte eller indirekte involvering i forberedelsen af denne udbudsprocedure: Has the economic operator or an undertaking related to it advised the contracting authority or contracting entity or otherwise been involved in the preparation of the procurement procedure?

Tilsidesættelse af forpligtelser vedrørende betaling af bidrag til sociale sikringsordninger: Has the economic operator breached its obligations relating to the payment social security contributions, both in the country in which it is established and in Member State of the contracting authority or contracting entity if other than the country of establishment?

Tilsidesættelse af forpligtelser vedrørende betaling af skatter og afgifter: Has the economic operator breached its obligations relating to the payment of taxes, both in the country in which it is established and in Member State of the contracting authority or contracting entity if other than the country of establishment?

Erhvervsvirksomheden er indstillet: Are the business activities of the economic operator suspended? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Konkurs: Is the economic operator bankrupt? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Tvangsakkord uden for konkurs: Is the economic operator in arrangement with creditors? This information needs not be given if exclusion of economic operators in this case has been made

mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Insolvens: Is the economic operator the subject of insolvency or winding-up? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Aktiver, der administreres af en kurator: Are the assets of the economic operator being administered by a liquidator or by the court? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

En situation, der svarer til konkurs i henhold til national ret: Is the economic operator in in any analogous situation like bankruptcy arising from a similar procedure under national laws and regulations? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

5. Delkontrakt

5.1. Delkontrakt: LOT-0000

Titel: Recruitment services for VIP positions

Beskrivelse: DTU continuously seeks the right candidates for the many exciting challenges and tasks that need to be solved. DTU Group HR can handle a large part of this but for certain VIP make use of an external recruitment agency. VIP positions are understood as VIP Leadership and staff positions such as Department Director, Professor, Associate Professor, Dean and Senior Researcher etc..

Intern ID: #10730

5.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser

Primær klassifikation (cpv): 79600000 Rekrutteringstjenester

5.1.2. Udførelsessted

Hvor som helst

5.1.3. Anslået varighed

Varighed: 4 År

5.1.5. Værdi

Anslået værdi eksklusiv moms: 4 000 000,00 DKK

Rammeaftalens maksimumværdi: 5 200 000,00 DKK

5.1.6. Generelle oplysninger

Reserveret deltagelse:

Deltagelse uden forbehold.

Indkøbsprojekt, der ikke finansieres med EU-midler

Udbuddet er omfattet af aftalen om offentlige udbud (GPA): ja

5.1.9. Udvalgelseskriterier

Kilder til udvalgelseskriterier: Bekendtgørelse, Fælles europæisk udbudsdokument (ESPD), Udbudsdokument

Kriterium: Finansielt forhold

Beskrivelse af udvælgelseskriterium: For the last 3 audited financial years, as a minimum the Applicant/Tenderer must on average have had a: - Solvency ratio at 15% If the Applicant /Tenderer is unable to fulfil the requirements, the Applicant /Tenderer may enter into or form a consortium or rely on the capacities of other entities.

Kriteriet vil blive anvendt til at udvælge de ansøgere, som skal opfordres til at deltage i anden fase af proceduren

Kriterium: Referencer på specificerede leverancer

Beskrivelse af udvælgelseskriterium: The Applicant/Tenderer must provide 3 references for companies and/or institutions for which Applicant/Tenderer has collaborated with and performed comparable assignments. By comparable assignments is meant continuous international recruiting and search of VIP positions, which resulted in a successful employment relationship. By a successful employment relationship means that the candidate remains employed in the position for a minimum of 12 months. By international recruiting and search for VIP positions is meant that the search and recruitment of candidates is carried out with international coverage. The agreement to which the reference refers must not be more than 3 years old. This means that the agreement must either be active or must have been active within the last 3 years calculated from deadline for submission of request for participation. Being active means that the agreement is valid and that one or more recruitment assignments have been carried out under the agreement within the past 3 years, calculated from the deadline for submission of request for participation. For the assessment of fulfillment of the minimum requirements for suitability and the selection of applicants, the Applicant/Tenderer should provide the following information for each reference: • Name of the company /contracting party (company and/or institution) • The commencement date of the collaboration /agreement and, where applicable, the end date, unless the collaboration/agreement is still active. If the collaboration/agreement is still active, this shall be stated in the response. • The number of international recruitment assignments completed within the past 3 years, as well as the date when the first international recruitment assignment for the reference was carried out within the past 3 years. It must also be stated how many of the completed international recruitment assignments within the past 3 years resulted in a successful employment relationship, meaning the candidate remained employed in the position for a minimum of 12 months. In addition, a description must be included of the international recruitment assignments within the past 3 years and comparability, including which job types within the VIP area. A description is not required for each individual international recruitment assignment completed within the past 3 years but for each of the job types within the VIP area that are representative of the total number of international recruitment assignments within the past 3 years. The Applicant/Tenderer may list the references in the ESPD but is encouraged to elaborate on them and submit the references in a separate document (or both). The Applicant /Tenderer is encouraged to use Appendix F – Reference Template for the response for each reference; however, it is not a requirement that the Applicant/Tenderer uses Appendix F – Reference Template. If the Applicant/Tenderer provides/submits more than 3 references, DTU will only consider the first 3 references. If the Applicant/Tenderer is unable to fulfil the requirements, the Applicant/Tenderer may enter into or form a consortium or rely on the capacities of other entities.

Kriteriet vil blive anvendt til at udvælge de ansøgere, som skal opfordres til at deltage i anden fase af proceduren

Oplysninger om den anden fase i en procedure, der afvikles i to faser:

Mindsteantallet af ansøgere, som skal opfordres til at deltage i anden fase af proceduren: 3

Det højeste antal ansøgere, som skal opfordres til at deltage i anden fase af proceduren: 3

Proceduren afvikles i successive faser. I hver fase kan nogle ansøgere blive udelukket

Køberen forbeholder sig retten til at tildele kontrakten på grundlag af de indledende tilbud uden yderligere forhandlinger

5.1.10. Tildelingskriterier

Kriterium:

Type: Pris

Navn: Pris

Beskrivelse: Cf. Appendix 2 - Prices, the evaluation price is: * Percentage of annual salary, pr. recruitment - first candidate * Percentage of annual salary pr. recruitment - subsequent candidates The two prices are weighted as below: - Percentage of annual salary per recruitment - first candidate 75% - Percentage of annual salary per recruitment - subsequent candidates 25%

Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)

Tildelingskriterium talværdi: 40

Kriterium:

Type: Kvalitet

Navn: Kvalitet

Beskrivelse: Quality is divided into the following sub-criteria and will be weighted as follows:

Quality – sub-criteria I: Item in Appendix 1 – Requirement specification: 1.4, 1.5, 1.6, 1.8, 1.9, 1.10, 1.13, 3.2 - 35% Quality – sub-criteria II: Response of Appendix 3 – Case - 65%

Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)

Tildelingskriterium talværdi: 60

5.1.11. Tilbudsdokumenter

Sprog, som udbudsdokumenterne er officielt tilgængelige på: engelsk

Adresse på udbudsdokumenterne: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

5.1.12. Tilbudsvilkår

Vilkår for indgivelse:

Elektronisk indgivelse: Påkrævet

Indgivelsesadresse: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

Sprog, som tilbud og ansøgninger om deltagelse kan indgives på: engelsk

Elektronisk katalog: Ikke tilladt

Alternative tilbud: Ikke tilladt

Tilbudsgivere kan indgive mere end ét tilbud: Ikke tilladt

Frist for modtagelse af anmodninger om deltagelse: 10/09/2026 21:59:00 (UTC+00:00) vesteuropæisk tid, GMT

Betingelser for kontraktens udførelse:

Udførelsen af kontrakten skal ske inden for rammerne af programmer for beskyttet beskæftigelse: Nej

Der kræves en fortrolighedsaftale: nej

Elektronisk fakturering: Påkrævet

Der vil blive anvendt elektronisk bestilling: nej

Der vil blive anvendt elektronisk betaling: ja

5.1.15. Teknikker

Rammeaftale:

Rammeaftale uden fornyet iværksættelse af konkurrence

Det maksimale antal deltagere: 1

Oplysninger om det dynamiske indkøbssystem:

Intet dynamisk indkøbssystem

5.1.16. Yderligere oplysninger, mægling og gennemgang

Organisation med ansvar for klager: Klagenævnet for Udbud

Oplysninger om klagefrister: Complaint regarding the award of a framework agreement:

Complaint regarding the award of a contract must be submitted no later than 6 months from the date after the Contracting Authority has notified the concerned Candidates and Tenderers that a framework agreement has been concluded, cf. lov om Klagenævnet for Udbud (Complaints Board for Tenders) § 7, Section 2, no. 3.

Organisation, der leverer supplerende oplysninger om udbudsproceduren: Danmarks Tekniske Universitet - DTU

Organisation, der sikrer adgang til udbudsdokumenterne offline: Danmarks Tekniske Universitet - DTU

Organisation, der leverer yderligere oplysninger om klageprocedurerne: Konkurrence- og Forbrugerstyrelsen

8. Organisationer

8.1. ORG-0001

Officielt navn: Danmarks Tekniske Universitet - DTU

Registreringsnummer: 30060946

Postadresse: Anker Engelunds Vej 1

By: Kgs. Lyngby

Postnummer: 2800

Landsdel (NUTS): Københavns omegn (DK012)

Land: Danmark

Enhed: Karin Holmsgaard

E-mail: karho@adm.dtu.dk

Telefon: +45 31964928

Internetadresse: <https://www.dtu.dk>

Køberprofil: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

Denne organisations roller:

Køber

Organisation, der leverer supplerende oplysninger om udbudsproceduren

Organisation, der sikrer adgang til udbudsdokumenterne offline

8.1. ORG-0002

Officielt navn: Klagenævnet for Udbud

Registreringsnummer: 37795526

Postadresse: Nævnenes hus, Toldboden 2

By: Viborg

Postnummer: 8800

Landsdel (NUTS): Østjylland (DK042)

Land: Danmark

E-mail: kifu@erst.dk

Telefon: +45 35291000

Internetadresse: <http://www.kifu.dk>

Denne organisations roller:

Organisation med ansvar for klager

8.1. ORG-0003

Officielt navn: Konkurrence- og Forbrugerstyrelsen

Registreringsnummer: 10294819

Postadresse: Carl Jacobsens Vej 35

By: Valby

Postnummer: 2500

Landsdel (NUTS): Københavns omegn (DK012)

Land: Danmark

E-mail: kfst@kfst.dk

Telefon: +45 41715000

Internetadresse: <http://www.kfst.dk>

Denne organisations roller:

Organisation, der leverer yderligere oplysninger om klageprocedurerne

8.1. ORG-0004

Officielt navn: Merzell Holding ASA

Registreringsnummer: 980921565

Postadresse: Askekroken 11

By: Oslo

Postnummer: 0277

Landsdel (NUTS): Oslo (NO081)

Land: Norge

Enhed: eSender

E-mail: publication@merzell.com

Telefon: +47 21018800

Fax: +47 21018801

Internetadresse: <http://merzell.com/>

Denne organisations roller:

TED eSender

Oplysninger om bekendtgørelsen

Bekendtgørelsens ID: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

Formulartype: Konkurrencevilkår

Bekendtgørelsestype: Udbuds- eller koncessionsbekendtgørelse – standardordningen

Bekendtgørelsesundertype: 16

Afsendelsesdato for bekendtgørelsen: 30/06/2026 14:39:53 (UTC+00:00) vesteuropæisk tid, GMT

Dato for afsendelse af bekendtgørelsen (eSender): 01/07/2026 11:30:46 (UTC+00:00) vesteuropæisk tid, GMT

Bekendtgørelsens officielle sprog: engelsk

Bekendtgørelsesnummer: 454605-2026

EUT-S-nummer: 125/2026

Offentliggørelsesdato: 02/07/2026