

## 454605-2026 - Wettbewerb

Dänemark – Personaleinstellung – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Auftrags- oder Konzessionsbekanntmachung – Standardregelung

Dienstleistungen

### 1. Beschaffer

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#### 1.1. Beschaffer

Offizielle Bezeichnung: Danmarks Tekniske Universitet - DTU

E-Mail: [karho@adm.dtu.dk](mailto:karho@adm.dtu.dk)

Rechtsform des Erwerbers: Einrichtung des öffentlichen Rechts

Tätigkeit des öffentlichen Auftraggebers: Bildung

### 2. Verfahren

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#### 2.1. Verfahren

Titel: Recruitment services for VIP positions

Beschreibung: 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..

Kennung des Verfahrens: 4c838a72-e817-4c32-b69a-a1fe025971a8

Interne Kennung: #10730

Verfahrensart: Verhandlungsverfahren mit vorheriger Veröffentlichung eines Aufrufs zum Wettbewerb/Verhandlungsverfahren

Das Verfahren wird beschleunigt: nein

Zentrale Elemente des Verfahrens: 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. Zweck

Art des Auftrags: Dienstleistungen

Haupteinstufung (cpv): 79600000 Personaleinstellung

##### 2.1.2. Erfüllungsort

Beliebiger Ort

##### 2.1.3. Wert

Geschätzter Wert ohne MwSt.: 4 000 000,00 DKK

Höchstwert der Rahmenvereinbarung: 5 200 000,00 DKK

##### 2.1.4. Allgemeine Informationen

**Rechtsgrundlage:**

Richtlinie 2014/24/EU

##### 2.1.6. Ausschlussgründe

Quellen der Ausschlussgründe: Bekanntmachung, Einheitliche Europäische Eigenerklärung (EEE), Auftragsunterlagen

**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

**Betrug:** 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).

**Geldwäsche oder Terrorismusfinanzierung:** 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).

**Beteiligung an einer kriminellen Vereinigung:** 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).

**Terroristische Straftaten oder Straftaten im Zusammenhang mit terroristischen Aktivitäten:** 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.

**Kinderarbeit und andere Formen des Menschenhandels:** 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).

Verstoß gegen umweltrechtliche Verpflichtungen: 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.

Verstoß gegen arbeitsrechtliche Verpflichtungen: 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.

Verstoß gegen sozialrechtliche Verpflichtungen: 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.

Schwerwiegendes berufliches Fehlverhalten: Is the economic operator guilty of grave professional misconduct? Where applicable, see definitions in national law, the relevant notice or the procurement documents.

Täuschung, Zurückhaltung von Informationen, Unfähigkeit zur Vorlage erforderlicher Unterlagen oder Erlangung vertraulicher Informationen zu dem Verfahren: 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?

Interessenkonflikt aufgrund seiner Teilnahme an dem Vergabeverfahren: 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 oder indirekte Beteiligung an der Vorbereitung des Vergabeverfahrens: 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?

Verstoß gegen die Verpflichtung zur Entrichtung von Sozialversicherungsbeiträgen: 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?

Verstoß gegen die Verpflichtung zur Entrichtung von Steuern: 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?

Einstellung der gewerblichen Tätigkeit: 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.

Vergleichsverfahren: 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.

Zahlungsunfähigkeit: 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.

Verwaltung der Vermögenswerte durch einen Insolvenzverwalter: 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.

Der Zahlungsunfähigkeit vergleichbare Lage gemäß nationaler Rechtsvorschriften: 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. Los

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### 5.1. Los: LOT-0000

Titel: Recruitment services for VIP positions

Beschreibung: 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..

Interne Kennung: #10730

#### 5.1.1. Zweck

Art des Auftrags: Dienstleistungen

Haupteinstufung (cpv): 79600000 Personaleinstellung

#### 5.1.2. Erfüllungsort

Beliebiger Ort

#### 5.1.3. Geschätzte Dauer

Laufzeit: 4 Jahre

#### 5.1.5. Wert

Geschätzter Wert ohne MwSt.: 4 000 000,00 DKK

Höchstwert der Rahmenvereinbarung: 5 200 000,00 DKK

#### 5.1.6. Allgemeine Informationen

##### Vorbehaltene Teilnahme:

Teilnahme ist nicht vorbehalten.

Auftragsvergabeprojekt nicht aus EU-Mitteln finanziert

Die Beschaffung fällt unter das Übereinkommen über das öffentliche Beschaffungswesen: ja

#### 5.1.9. Eignungskriterien

Quellen der Auswahlkriterien: Bekanntmachung, Einheitliche Europäische Eigenerklärung (EEE), Auftragsunterlagen

#### Kriterium: Finanzkennzahlen

Beschreibung des Auswahlkriteriums: 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.

Anhand der Kriterien werden die Bewerber ausgewählt, die zur zweiten Phase des Verfahrens eingeladen werden sollen

#### Kriterium: Referenzen zu bestimmten Lieferungen

Beschreibung des Auswahlkriteriums: 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/submit 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.

Anhand der Kriterien werden die Bewerber ausgewählt, die zur zweiten Phase des Verfahrens eingeladen werden sollen

#### **Informationen über die zweite Phase eines zweiphasigen Verfahrens:**

Mindestzahl der zur zweiten Phase des Verfahrens einzuladenden Bewerber: 3

Höchstzahl der zur zweiten Phase des Verfahrens einzuladenden Bewerber: 3

Das Verfahren wird in mehreren aufeinanderfolgenden Phasen durchgeführt. In jeder Phase können einige Teilnehmer ausgeschlossen werden

Der Erwerber behält sich das Recht vor, den Auftrag aufgrund der ursprünglichen Angebote ohne weitere Verhandlungen zu vergeben

#### **5.1.10. Zuschlagskriterien**

##### **Kriterium:**

Art: Preis

Bezeichnung: Pris

Beschreibung: 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%

Kategorie des Gewicht-Zuschlagskriteriums: Gewichtung (Prozentanteil, genau)

Zuschlagskriterium — Zahl: 40

##### **Kriterium:**

Art: Qualität

Bezeichnung: Kvalitet

Beschreibung: 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%

Kategorie des Gewicht-Zuschlagskriteriums: Gewichtung (Prozentanteil, genau)

Zuschlagskriterium — Zahl: 60

#### **5.1.11. Auftragsunterlagen**

Sprachen, in denen die Auftragsunterlagen offiziell verfügbar sind: Englisch

Internetadresse der Auftragsunterlagen: [https://eu.eu-supply.com/app/rfq/rwlentrance\\_s.asp?PID=458157&TID=200418705&B=](https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=458157&TID=200418705&B=)

#### **5.1.12. Bedingungen für die Auftragsvergabe**

##### **Bedingungen für die Einreichung:**

Elektronische Einreichung: Erforderlich

Adresse für die Einreichung: [https://eu.eu-supply.com/app/rfq/rwlentrance\\_s.asp?PID=458157&TID=200418705&B=](https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=458157&TID=200418705&B=)

Sprachen, in denen Angebote oder Teilnahmeanträge eingereicht werden können: Englisch

Elektronischer Katalog: Nicht zulässig

Varianten: Nicht zulässig

Die Bieter können mehrere Angebote einreichen: Nicht zulässig

Frist für den Eingang der Teilnahmeanträge: 10/09/2026 21:59:00 (UTC+00:00)

Westeuropäische Zeit, GMT

##### **Auftragsbedingungen:**

Die Auftragsausführung muss im Rahmen von Programmen für geschützte

Beschäftigungsverhältnisse erfolgen: Nein

Es ist eine Geheimhaltungsvereinbarung erforderlich: nein

Elektronische Rechnungsstellung: Erforderlich

Aufträge werden elektronisch erteilt: nein

Zahlungen werden elektronisch geleistet: ja

#### **5.1.15. Techniken**

##### **Rahmenvereinbarung:**

Rahmenvereinbarung ohne erneuten Aufruf zum Wettbewerb

Höchstzahl der Teilnehmer: 1

**Informationen über das dynamische Beschaffungssystem:**

Kein dynamisches Beschaffungssystem

**5.1.16. Weitere Informationen, Schlichtung und Nachprüfung**

Überprüfungsstelle: Klagenævnet for Udbud

Informationen über die Überprüfungsfristen: 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, die zusätzliche Informationen über das Vergabeverfahren bereitstellt: Danmarks Tekniske Universitet - DTU

Organisation, die einen Offline-Zugang zu den Vergabeunterlagen bereitstellt: Danmarks Tekniske Universitet - DTU

Organisation, die weitere Informationen für die Nachprüfungsverfahren bereitstellt: Konkurrence- og Forbrugerstyrelsen

## 8. Organisationen

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**8.1. ORG-0001**

Offizielle Bezeichnung: Danmarks Tekniske Universitet - DTU

Registrierungsnummer: 30060946

Postanschrift: Anker Engelunds Vej 1

Stadt: Kgs. Lyngby

Postleitzahl: 2800

Land, Gliederung (NUTS): Københavns omegn (DK012)

Land: Dänemark

Kontaktperson: Karin Holmsgaard

E-Mail: [karho@adm.dtu.dk](mailto:karho@adm.dtu.dk)

Telefon: +45 31964928

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

Profil des Erwerbers: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

**Rollen dieser Organisation:**

Beschaffer

Organisation, die zusätzliche Informationen über das Vergabeverfahren bereitstellt

Organisation, die einen Offline-Zugang zu den Vergabeunterlagen bereitstellt

**8.1. ORG-0002**

Offizielle Bezeichnung: Klagenævnet for Udbud

Registrierungsnummer: 37795526

Postanschrift: Nævnenes hus, Toldboden 2

Stadt: Viborg

Postleitzahl: 8800

Land, Gliederung (NUTS): Østjylland (DK042)

Land: Dänemark

E-Mail: [kifu@erst.dk](mailto:kifu@erst.dk)

Telefon: +45 35291000

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

**Rollen dieser Organisation:**

Überprüfungsstelle

**8.1. ORG-0003**

Offizielle Bezeichnung: Konkurrence- og Forbrugerstyrelsen

Registrierungsnummer: 10294819

Postanschrift: Carl Jacobsens Vej 35

Stadt: Valby

Postleitzahl: 2500

Land, Gliederung (NUTS): Københavns omegn (DK012)

Land: Dänemark

E-Mail: [kfst@kfst.dk](mailto:kfst@kfst.dk)

Telefon: +45 41715000

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

**Rollen dieser Organisation:**

Organisation, die weitere Informationen für die Nachprüfungsverfahren bereitstellt

**8.1. ORG-0004**

Offizielle Bezeichnung: Merzell Holding ASA

Registrierungsnummer: 980921565

Postanschrift: Askekroken 11

Stadt: Oslo

Postleitzahl: 0277

Land, Gliederung (NUTS): Oslo (NO081)

Land: Norwegen

Kontaktperson: eSender

E-Mail: [publication@mercell.com](mailto:publication@mercell.com)

Telefon: +47 21018800

Fax: +47 21018801

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

**Rollen dieser Organisation:**

TED eSender

## Informationen zur Bekanntmachung

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Kennung/Fassung der Bekanntmachung: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

Formulartyp: Wettbewerb

Art der Bekanntmachung: Auftrags- oder Konzessionsbekanntmachung – Standardregelung

Unterart der Bekanntmachung: 16

Datum der Übermittlung der Bekanntmachung: 30/06/2026 14:39:53 (UTC+00:00)

Westeuropäische Zeit, GMT

Bekanntmachung — eSender-Übermittlungsdatum: 01/07/2026 11:30:46 (UTC+00:00)

Westeuropäische Zeit, GMT

Sprachen, in denen diese Bekanntmachung offiziell verfügbar ist: Englisch

Veröffentlichungsnummer der Bekanntmachung: 454605-2026

ABl. S – Nummer der Ausgabe: 125/2026

Datum der Veröffentlichung: 02/07/2026