

107375-2026 - Competition

Ireland – Recruitment services – Recruitment and Talent Development Assessment

OJ S 32/2026 16/02/2026

Contract or concession notice – standard regime - Change notice
Services

1. Buyer

1.1. Buyer

Official name: Bus Eireann/Irish Bus

Email: Procurement@buseireann.ie

Legal type of the buyer: Body governed by public law

Activity of the contracting authority: General public services

Activity of the contracting entity: Urban railway, tramway, trolleybus or bus services

2. Procedure

2.1. Procedure

Title: Recruitment and Talent Development Assessment

Description: As part of our People and Culture strategy, we aim to implement a best-in-class psychometric testing framework to enhance our recruitment and talent development processes. This tender seeks provider(s) who can support us in leveraging psychometric assessments to ensure we select individuals whose skills, potential, and values align with our business objectives.

Procedure identifier: 3891373e-16ec-4817-a424-e35f63e84947

Type of procedure: Negotiated with prior publication of a call for competition / competitive with negotiation

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79635000 Assessment centre services for recruitment, 79000000 Business services: law, marketing, consulting, recruitment, printing and security

2.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

2.1.3. Value

Estimated value excluding VAT: 400 000,00 EUR

Maximum value of the framework agreement: 400 000,00 EUR

2.1.4. General information

Legal basis:

Directive 2014/25/EU

2.1.5. Terms of procurement

Terms of submission:

Maximum number of lots for which one tenderer can submit tenders: 3

The tenderer must submit tenders for all lots

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: Procurement Document

5. Lot

5.1. Lot: LOT-0001

Title: Safety Critical Roles: Drivers and Supervisors (not exhaustive)

Description: As part of our People and Culture strategy, we aim to implement a best-in-class psychometric testing framework to enhance our recruitment and talent development processes. This tender seeks provider(s) who can support us in leveraging psychometric assessments to ensure we select individuals whose skills, potential, and values align with our business objectives.

Internal identifier: 1

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79635000 Assessment centre services for recruitment, 79000000 Business services: law, marketing, consulting, recruitment, printing and security

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 48 Months

5.1.4. Renewal

Maximum renewals: 1

5.1.5. Value

Estimated value excluding VAT: 120 000,00 EUR

5.1.6. General information

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): yes

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Languages in which the procurement documents are officially available: English

Languages in which the procurement documents (or their parts) are unofficially available: English

Deadline for requesting additional information: 16/02/2026 12:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7420982>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7420982>

Languages in which tenders or requests to participate may be submitted: English

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of requests to participate: 27/02/2026 12:00:00 (UTC+00:00) Western European Time, GMT

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: Not yet known

Conditions relating to the performance of the contract: na

Financial arrangement: na

5.1.15. Techniques

Framework agreement:

Framework agreement, partly without reopening and partly with reopening of competition

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: The High Court of Ireland

Organisation providing additional information about the procurement procedure: Bus Eireann /Irish Bus

Organisation providing offline access to the procurement documents: Bus Eireann/Irish Bus

Organisation providing more information on the review procedures: The High Court of Ireland

Organisation receiving requests to participate: Bus Eireann/Irish Bus

Organisation processing tenders: Bus Eireann/Irish Bus

5.1. Lot: LOT-0002

Title: Clerical, Executive and Manager Roles

Description: As part of our People and Culture strategy, we aim to implement a best-in-class psychometric testing framework to enhance our recruitment and talent development processes. This tender seeks provider(s) who can support us in leveraging psychometric assessments to ensure we select individuals whose skills, potential, and values align with our business objectives.

Internal identifier: 2

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79635000 Assessment centre services for recruitment, 79000000 Business services: law, marketing, consulting, recruitment, printing and security

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 48 Months

5.1.4. Renewal

Maximum renewals: 1

5.1.5. Value

Estimated value excluding VAT: 120 000,00 EUR

5.1.6. General information

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): yes

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Languages in which the procurement documents are officially available: English

Languages in which the procurement documents (or their parts) are unofficially available: English

Deadline for requesting additional information: 16/02/2026 12:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7420982>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7420982>

Languages in which tenders or requests to participate may be submitted: English

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of requests to participate: 27/02/2026 12:00:00 (UTC+00:00) Western European Time, GMT

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: Not yet known

Conditions relating to the performance of the contract: NA

Financial arrangement: .

5.1.15. Techniques

Framework agreement:

Framework agreement, partly without reopening and partly with reopening of competition

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: The High Court of Ireland

Organisation providing additional information about the procurement procedure: Bus Eireann /Irish Bus

Organisation providing offline access to the procurement documents: Bus Eireann/Irish Bus

Organisation providing more information on the review procedures: The High Court of Ireland

Organisation receiving requests to participate: Bus Eireann/Irish Bus

Organisation processing tenders: Bus Eireann/Irish Bus

5.1. Lot: LOT-0003

Title: Talent Development

Description: As part of our People and Culture strategy, we aim to implement a best-in-class psychometric testing framework to enhance our recruitment and talent development processes. This tender seeks provider(s) who can support us in leveraging psychometric assessments to ensure we select individuals whose skills, potential, and values align with our business objectives.

Internal identifier: 3

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79635000 Assessment centre services for recruitment,

79000000 Business services: law, marketing, consulting, recruitment, printing and security

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 48 Months

5.1.4. Renewal

Maximum renewals: 1

5.1.5. Value

Estimated value excluding VAT: 160 000,00 EUR

5.1.6. General information

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): yes

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Languages in which the procurement documents are officially available: English

Languages in which the procurement documents (or their parts) are unofficially available: English

Deadline for requesting additional information: 16/02/2026 12:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7420982>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7420982>

Languages in which tenders or requests to participate may be submitted: English

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of requests to participate: 27/02/2026 12:00:00 (UTC+00:00) Western European Time, GMT

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: Not yet known

Conditions relating to the performance of the contract: N/A

Financial arrangement: .

5.1.15. Techniques

Framework agreement:

Framework agreement, partly without reopening and partly with reopening of competition

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: The High Court of Ireland

Organisation providing additional information about the procurement procedure: Bus Eireann /Irish Bus

Organisation providing offline access to the procurement documents: Bus Eireann/Irish Bus

Organisation providing more information on the review procedures: The High Court of Ireland

Organisation receiving requests to participate: Bus Eireann/Irish Bus

Organisation processing tenders: Bus Eireann/Irish Bus

8. Organisations

8.1. ORG-0001

Official name: Bus Eireann/Irish Bus

Registration number: 119570

Postal address: 21 Phibsboro Road, Dublin 7

Town: Dublin

Postcode: NA

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

Email: Procurement@buseireann.ie

Telephone: 18302222

Buyer profile: <https://www.buseireann.ie>

Roles of this organisation:

Buyer

Organisation providing additional information about the procurement procedure

Organisation providing offline access to the procurement documents

Organisation receiving requests to participate
Organisation processing tenders

8.1. ORG-0002

Official name: The High Court of Ireland
Registration number: The High Court of Ireland
Department: The High Court of Ireland
Postal address: Four Courts, Inns Quay, Dublin 7
Town: Dublin
Postcode: D07 WDX8
Country subdivision (NUTS): Dublin (IE061)
Country: Ireland
Email: HighCourtCentralOffice@courts.ie
Telephone: +353 1 8886000

Roles of this organisation:

Review organisation
Organisation providing more information on the review procedures

8.1. ORG-0003

Official name: European Dynamics S.A.
Registration number: 002024901000
Department: European Dynamics S.A.
Town: Athens
Postcode: 15125
Country subdivision (NUTS): Βόρειος Τομέας Αθηνών (EL301)
Country: Greece
Email: eproc-esender@eurodyn.com
Telephone: +30 2108094500

Roles of this organisation:

TED eSender

10. Change

Version of the previous notice to be changed

:

2aa04af8-e871-40c9-bd68-f62b09eb53d1-01

Main reason for change

:

Buyer correction

Notice information

Notice identifier/version: e26a93de-03ef-4c58-809c-5a6a386a076d - 02

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 17

Notice dispatch date: 13/02/2026 10:34:08 (UTC+00:00) Western European Time, GMT

Languages in which this notice is officially available: English

Notice publication number: 107375-2026

OJ S issue number: 32/2026

