

127982-2026 - Competition

Ireland – Specialist training services – Leadership Development Programmes Across Multiple Leadership Levels in 6 Single Supplier Lots

OJ S 38/2026 24/02/2026

Contract or concession notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Email: Brad.Bennett@per.gov.ie

Legal type of the buyer: Central government authority

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: Leadership Development Programmes Across Multiple Leadership Levels in 6 Single Supplier Lots

Description: The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

Procedure identifier: 167aa326-c440-4fbc-aae0-c34e7cfaf914

Type of procedure: Open

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 80510000 Specialist training services

Additional classification (cpv): 80570000 Personal development training services, 80521000 Training programme services, 80500000 Training services

2.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

2.1.3. Value

Estimated value excluding VAT: 680 000,00 EUR

2.1.4. General information

Legal basis:

Directive 2014/24/EU

2.1.5. Terms of procurement

Terms of submission:

Maximum number of lots for which one tenderer can submit tenders: 6

The tenderer must submit tenders for all lots

Terms of contract:

Maximum number of lots for which contracts can be awarded to one tenderer: 6

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: Procurement Document

5. Lot

5.1. Lot: LOT-0001

Title: Communicating with Impact (for Senior Leaders and Leaders of the Future)

Description: The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

Internal identifier: 1

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 80510000 Specialist training services

Additional classification (cpv): 80570000 Personal development training services, 80521000 Training programme services, 80500000 Training services

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 3 Years

5.1.5. Value

Estimated value excluding VAT: 680 000,00 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: 24/03/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

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=7572436>

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

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 02/04/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 02/04/2026 15:30:00 (UTC+00:00) Western European Time, GMT

Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: no

5.1.15. Techniques

Framework agreement:

No framework agreement

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 offline access to the procurement documents: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

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

Organisation receiving requests to participate: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Organisation processing tenders: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

5.1. Lot: LOT-0002

Title: Influencing, Negotiation and Decision Making (for Senior Leaders and Leaders of the Future)

Description: The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

Internal identifier: 2

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 80510000 Specialist training services

Additional classification (cpv): 80570000 Personal development training services, 80521000 Training programme services, 80500000 Training services

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 3 Years

5.1.5. Value

Estimated value excluding VAT: 680 000,00 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: 24/03/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

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=7572436>

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

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 02/04/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 02/04/2026 15:30:00 (UTC+00:00) Western European Time, GMT

Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: no

Electronic payment will be used: no

5.1.15. Techniques**Framework agreement:**

No framework agreement

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 offline access to the procurement documents: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

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

Organisation receiving requests to participate: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Organisation processing tenders: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

5.1. Lot: LOT-0003

Title: Straightforward Conversations and Effective Delegation (for Senior Leaders and Leaders of the Future)

Description: The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

Internal identifier: 3

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 80510000 Specialist training services

Additional classification (cpv): 80570000 Personal development training services, 80521000

Training programme services, 80500000 Training services

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 3 Years

5.1.5. Value

Estimated value excluding VAT: 680 000,00 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: 24/03/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

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=7572436>

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

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 02/04/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 02/04/2026 15:30:00 (UTC+00:00) Western European Time, GMT

Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: no

Electronic payment will be used: no

5.1.15. Techniques

Framework agreement:

No framework agreement

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 offline access to the procurement documents: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

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

Organisation receiving requests to participate: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

5.1. Lot: LOT-0004

Title: Future Readiness - Leading in an AI World (for Senior Leaders and Leaders of the Future)

Description: The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

Internal identifier: 4

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 80510000 Specialist training services

Additional classification (cpv): 80570000 Personal development training services, 80521000 Training programme services, 80500000 Training services

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 3 Years

5.1.5. Value

Estimated value excluding VAT: 680 000,00 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: 24/03/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

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=7572436>

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

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 02/04/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 02/04/2026 15:30:00 (UTC+00:00) Western European Time, GMT

Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: no

Electronic payment will be used: no

5.1.15. Techniques

Framework agreement:

No framework agreement

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 offline access to the procurement documents: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

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

Organisation receiving requests to participate: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Organisation processing tenders: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

5.1. Lot: LOT-0005

Title: Building Trust and Resilience (for Senior Leaders and Leaders of the Future)

Description: The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

Internal identifier: 5

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 80510000 Specialist training services

Additional classification (cpv): 80570000 Personal development training services, 80521000

Training programme services, 80500000 Training services

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 3 Years

5.1.5. Value

Estimated value excluding VAT: 680 000,00 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: 24/03/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

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=7572436>

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

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 02/04/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 02/04/2026 15:30:00 (UTC+00:00) Western European Time, GMT

Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: no

Electronic payment will be used: no

5.1.15. Techniques

Framework agreement:

No framework agreement

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 offline access to the procurement documents: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

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

Organisation receiving requests to participate: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Organisation processing tenders: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

5.1. Lot: LOT-0006

Title: Project Planning - for Leaders of the Future

Description: The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

Internal identifier: 6

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 80510000 Specialist training services

Additional classification (cpv): 80570000 Personal development training services, 80521000 Training programme services, 80500000 Training services

5.1.2. Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

5.1.3. Estimated duration

Duration: 3 Years

5.1.5. Value

Estimated value excluding VAT: 680 000,00 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: 24/03/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

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=7572436>

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

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 02/04/2026 15:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 02/04/2026 15:30:00 (UTC+00:00) Western European Time, GMT

Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: no

Electronic payment will be used: no

5.1.15. Techniques

Framework agreement:

No framework agreement

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 offline access to the procurement documents: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

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

Organisation receiving requests to participate: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Organisation processing tenders: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

8. Organisations

8.1. ORG-0001

Official name: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Registration number: 461

Postal address: Government Buildings, Merrion Street, Dublin 2

Town: Dublin 2
Postcode: D02
Country subdivision (NUTS): Dublin (IE061)
Country: Ireland
Email: Brad.Bennett@per.gov.ie
Telephone: 017737192
Buyer profile: <https://www.gov.ie/en/department-of-public-expenditure-infrastructure-public-service-reform-and-digitalisation/>

Roles of this organisation:

Buyer
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

Notice information

Notice identifier/version: 21e7e8d4-b975-4037-9eaf-85a205c83071 - 01
Form type: Competition
Notice type: Contract or concession notice – standard regime
Notice subtype: 16
Notice dispatch date: 20/02/2026 16:59:48 (UTC+00:00) Western European Time, GMT
Languages in which this notice is officially available: English

Notice publication number: 127982-2026

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Publication date: 24/02/2026