

164377-2026 - Competition

France – Recruitment services – Prestations de recrutement de personnel cadre et non cadre
OJ S 48/2026 10/03/2026
Contract or concession notice – standard regime - Change notice
Services

1. Buyer

1.1. Buyer

Official name: CMA France

Email: elissalde@cma-france.fr

Legal type of the buyer: Body governed by public law

Activity of the contracting authority: Economic affairs

2. Procedure

2.1. Procedure

Title: Prestations de recrutement de personnel cadre et non cadre

Description: La consultation a pour objet l'assistance complète au recrutement et évaluation de candidatures. Le détail des prestations figure dans le CCTP.

Procedure identifier: 3a8117ae-ef85-49a6-987e-e7c1206753e7

Internal identifier: 2026-01

Type of procedure: Open

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

2.1.2. Place of performance

Country subdivision (NUTS): Paris (FR101)

Country: France

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

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: Recrutement de cadre dirigeant

Description: Recrutement de cadre dirigeant

Internal identifier: 2026-01-01

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Duration: 1 Year

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: Le marché pourra être renouvelé 3 fois pour des périodes de 12 mois sans que la durée totale du marché n'excède 4 ans.

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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: https://apcma.e-marchespublics.com/pack/annonce_marche_public_1058_1147079.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <http://apcma.e-marchespublics.com>

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

Electronic catalogue: Not allowed

Deadline for receipt of tenders: 30/03/2026 12:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 120 Days

Terms of contract:

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

Electronic invoicing: Required

Electronic ordering will be used: no

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal Administratif de Paris

Organisation providing more information on the review procedures: Tribunal Administratif de Paris

5.1. Lot: LOT-0002

Title: Recrutement pour des postes juridiques

Description: Recrutement pour des postes juridiques

Internal identifier: 2026-01-02

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Duration: 1 Year

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: Le marché pourra être renouvelé 3 fois pour des périodes de 12 mois sans que la durée totale du marché n'excède 4 ans.

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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: https://apcma.e-marchespublics.com/pack/annonce_marche_public_1058_1147079.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <http://apcma.e-marchespublics.com>

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

Electronic catalogue: Not allowed

Deadline for receipt of tenders: 30/03/2026 12:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 120 Days

Terms of contract:

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

Electronic invoicing: Required

Electronic ordering will be used: no
Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal Administratif de Paris

Organisation providing more information on the review procedures: Tribunal Administratif de Paris

5.1. Lot: LOT-0003

Title: Recrutement pour des postes en finances et en RH

Description: Recrutement pour des postes en finances et en RH

Internal identifier: 2026-01-03

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Duration: 1 Year

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: Le marché pourra être renouvelé 3 fois pour des périodes de 12 mois sans que la durée totale du marché n'excède 4 ans.

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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: https://apcma.e-marchespublics.com/pack/annonce_marche_public_1058_1147079.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <http://apcma.e-marchespublics.com>

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

Electronic catalogue: Not allowed

Deadline for receipt of tenders: 30/03/2026 12:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 120 Days

Terms of contract:

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

Electronic invoicing: Required

Electronic ordering will be used: no

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal Administratif de Paris

Organisation providing more information on the review procedures: Tribunal Administratif de Paris

5.1. Lot: LOT-0004

Title: Recrutement informatique

Description: Recrutement informatique

Internal identifier: 2026-01-04

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Duration: 1 Year

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: Le marché pourra être renouvelé 3 fois pour des périodes de 12 mois sans que la durée totale du marché n'excède 4 ans.

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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <http://apcma.e-marchespublics.com>

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

Electronic catalogue: Not allowed

Deadline for receipt of tenders: 30/03/2026 12:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 120 Days

Terms of contract:

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

Electronic invoicing: Required

Electronic ordering will be used: no

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal Administratif de Paris

Organisation providing more information on the review procedures: Tribunal Administratif de Paris

5.1. Lot: LOT-0005

Title: Recrutement dans les secteurs commercial, marketing, communication et digital

Description: Recrutement dans les secteurs commercial, marketing, communication et digital

Internal identifier: 2026-01-05

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Duration: 1 Year

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: Le marché pourra être renouvelé 3 fois pour des périodes de 12 mois sans que la durée totale du marché n'excède 4 ans.

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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: https://apcma.e-marchespublics.com/pack/annonce_marche_public_1058_1147079.html

5.1.12. Terms of procurement**Terms of submission:**

Electronic submission: Required

Address for submission: <http://apcma.e-marchespublics.com>

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

Electronic catalogue: Not allowed

Deadline for receipt of tenders: 30/03/2026 12:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 120 Days

Terms of contract:

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

Electronic invoicing: Required

Electronic ordering will be used: no

Electronic payment will be used: yes

5.1.15. Techniques**Framework agreement:**

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal Administratif de Paris

Organisation providing more information on the review procedures: Tribunal Administratif de Paris

5.1. Lot: LOT-0006

Title: Recrutement pour assistante de direction, gestionnaire administratif, secrétaire comptable

Description: Recrutement pour assistante de direction, gestionnaire administratif, secrétaire comptable

Internal identifier: 2026-01-06

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Duration: 1 Year

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: Le marché pourra être renouvelé 3 fois pour des périodes de 12 mois sans que la durée totale du marché n'excède 4 ans.

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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: https://apcma.e-marchespublics.com/pack/annonce_marche_public_1058_1147079.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <http://apcma.e-marchespublics.com>

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

Electronic catalogue: Not allowed

Deadline for receipt of tenders: 30/03/2026 12:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 120 Days

Terms of contract:

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

Electronic invoicing: Required

Electronic ordering will be used: no

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal Administratif de Paris

Organisation providing more information on the review procedures: Tribunal Administratif de Paris

8. Organisations

8.1. ORG-0001

Official name: CMA France
Registration number: 18750004600011
Postal address: 12 avenue Marceau
Town: Paris
Postcode: 75008
Country subdivision (NUTS): Paris (FR101)
Country: France
Email: elissalde@cma-france.fr
Telephone: +33 144434377
Internet address: <https://www.artisanat.fr/>
Buyer profile: <https://apcma.e-marchespublics.com>
Roles of this organisation:
Buyer

8.1. ORG-0002

Official name: Tribunal Administratif de Paris
Registration number: 177 500 055 00013
Town: Paris
Postcode: 75004
Country subdivision (NUTS): Paris (FR101)
Country: France
Roles of this organisation:
Review organisation
Organisation providing more information on the review procedures

8.1. ORG-0000

Official name: DEMATIS
Registration number: 45072478600030
Town: Paris
Postcode: 75015
Country subdivision (NUTS): Paris (FR101)
Country: France
Email: contact@dematis.com
Telephone: +33 172365548
Internet address: www.dematis.com
Roles of this organisation:
TED eSender

10. Change

Version of the previous notice to be changed: 65c88dac-722b-41e0-970a-ebb297330031-01

10.1. Change

Section identifier: LOT-0001
Description of changes: L'annexe 2 a été modifiée (BPU et DQE) pour tenir compte des profils du lot 1 - cadres dirigeants. L'annexe 2 a également été modifiée pour les lots 2 à 6 en rappelant que les prestations incluent le sourcing, la présélection, prise de références, test personnalité, le test assessment le cas échéant, le suivi d'intégration, et la garantie de

remplacement conformément aux articles X ET XI du CCTP. Nous vous invitons à télécharger la nouvelle annexe financière (annexe 2) ainsi que le CCTP_V2 pour tous les lots. Les prestations supplémentaires ont été supprimées afin d'assurer la cohérence avec le CCTP.

Notice information

Notice identifier/version: b1d67044-99a8-42d2-9442-e4572021ccd3 - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 16

Notice dispatch date: 09/03/2026 12:30:04 (UTC+01:00) Central European Time, Western European Summer Time

Languages in which this notice is officially available: French

Notice publication number: 164377-2026

OJ S issue number: 48/2026

Publication date: 10/03/2026