

168979-2026 - Competition

Netherlands – IT services: consulting, software development, Internet and support – HR-IT
Software suite
OJ S 49/2026 11/03/2026
Contract or concession notice – standard regime
Services

1. Buyer

1.1. Buyer

Official name: TenneT TSO B.V.

Email: Martijn.vande.Vall@tennet.eu

Activity of the contracting entity: Electricity-related activities

2. Procedure

2.1. Procedure

Title: HR-IT Software suite

Description: The scope of this tender and the requested solution includes the provision and further development of all HR-related applications and supporting business applications currently in use at TenneT. The solution must ensure business continuity, legal compliance, and functional alignment with TenneT's HR processes, while allowing for scalability, modularity, and eventual optimization and future functional and technical developments.

Procedure identifier: 1724dbc5-352f-46a6-bdc0-9163c05bcd4c

Internal identifier: 43bca088-dd22-4e59-82ef-c28d186fc93c

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): 72000000 IT services: consulting, software development, Internet and support

2.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: See documentation

2.1.4. General information

Legal basis:

Directive 2014/25/EU

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: European Single Procurement Document (ESPD)

5. Lot

5.1. Lot: LOT-0000

Title: HR-IT Software suite

Description: The scope of this tender and the requested solution includes the provision and further development of all HR-related applications and supporting business applications currently in use at TenneT. The solution must ensure business continuity, legal compliance, and functional alignment with TenneT's HR processes, while allowing for scalability, modularity, and eventual optimization and future functional and technical developments.

Internal identifier: 6517fffb-d327-420d-ae38-a668cadce2e1

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72000000 IT services: consulting, software development, Internet and support

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: See documentation

5.1.3. Estimated duration

Duration: 12 Years

5.1.4. Renewal

Maximum renewals: 4

5.1.6. General information

Reserved participation:

Participation is not reserved.

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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Maximum number of candidates to be invited for the second stage of the procedure: 5

5.1.11. Procurement documents

Address of the procurement documents: <https://s2c.mercell.com/today/197482>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Allowed

Address for submission: <https://s2c.mercell.com/today/197482>

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 13/04/2026 10:00:00 (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: No

Conditions relating to the performance of the contract: Delivery of SaaS licences for HR IT Software Suite

Financial arrangement: N/A

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: Rechtbank Gelderland, zittingsplaats Arnhem

Organisation providing additional information about the procurement procedure: TenneT TSO B.V.

Organisation providing more information on the review procedures: Rechtbank Gelderland, zittingsplaats Arnhem

8. Organisations

8.1. ORG-0001

Official name: TenneT TSO B.V.

Registration number: 09155985

Postal address: Utrechtseweg 310

Town: Arnhem

Postcode: 6812AR

Country subdivision (NUTS): Arnhem/Nijmegen (NL226)

Country: Netherlands

Contact point: Martijn van de Vall

Email: Martijn.vande.Vall@tennet.eu

Telephone: +31650730901

Internet address: <http://www.tennet.eu>

Buyer profile: <https://s2c.mercell.com/buyer/1286>

Roles of this organisation:

Buyer

Organisation providing additional information about the procurement procedure

8.1. ORG-0002

Official name: Rechtbank Gelderland, zittingsplaats Arnhem

Registration number: 82940827

Postal address: Walburgstraat 2-4

Town: Arnhem

Postcode: 6811 CD

Country subdivision (NUTS): Arnhem/Nijmegen (NL226)

Country: Netherlands

Email: infobalie.rb-gel.arnhem@rechtspraak.nl

Telephone: +31 883612000

Internet address: <https://www.rechtspraak.nl/Organisatie-en-contact/Organisatie/Rechtbanken/Rechtbank-Gelderland/Paginas/default.aspx>

Roles of this organisation:

Review organisation

Organisation providing more information on the review procedures

Notice information

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