

## 250008-2026 - Competition

Luxembourg – IT services: consulting, software development, Internet and support – Épreuve d'aptitude générale 2026-2027

OJ S 71/2026 13/04/2026

Contract or concession notice – standard regime

Services

### 1. Buyer

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#### 1.1. Buyer

Official name: Centre de gestion du personnel et de l'organisation de l'Etat

Email: [anthony.larquey@cgpo.etat.lu](mailto:anthony.larquey@cgpo.etat.lu)

Legal type of the buyer: Central government authority

Activity of the contracting authority: General public services

### 2. Procedure

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#### 2.1. Procedure

Title: Épreuve d'aptitude générale 2026-2027

Description: Le présent marché public a pour objet la fourniture, la mise à disposition, la maintenance et l'exploitation de tests psychométriques informatisés standardisés, destinés à l'organisation des épreuves d'aptitude générale dans le cadre des procédures de sélection et de recrutement des agents de l'État luxembourgeois pour les années 2026 et 2027.

Procedure identifier: 2af77911-7f51-4463-b5be-6942b7d84ff1

Internal identifier: 2600913

Type of procedure: Open

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

Additional classification (cpv): 72000000 IT services: consulting, software development, Internet and support, 72260000 Software-related services, 79635000 Assessment centre services for recruitment

##### 2.1.2. Place of performance

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

##### 2.1.4. General information

Additional information: Modalités de retrait du dossier : électronique Réception des offres /candidatures : 11 mai 2026

**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: 3

**Terms of contract:**

Maximum number of lots for which contracts can be awarded to one tenderer: 3

**2.1.6. Grounds for exclusion**

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

**5. Lot**

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**5.1. Lot: LOT-0001**

Title: Tests de raisonnement

Description: Ce lot porte sur la fourniture et l'administration de tests informatisés de raisonnement, destinés à évaluer les capacités cognitives générales des candidats, incluant notamment: - le raisonnement abstrait; - le raisonnement verbal; - le raisonnement numérique. Les tests s'appliquent aux groupes de traitement A1, A2, B1, C1 et C2, selon les exigences propres à chaque niveau de qualification, et doivent permettre une évaluation standardisée sur l'échelle en Stanine.

Internal identifier: 1

**5.1.1. Purpose**

Main nature of the contract: Services

Main classification (cpv): 79635000 Assessment centre services for recruitment

Additional classification (cpv): 72000000 IT services: consulting, software development, Internet and support, 72260000 Software-related services

**5.1.2. Place of performance**

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

**5.1.3. Estimated duration**

Other duration: Unknown

**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

This procurement is also suitable for small and medium-sized enterprises (SMEs): yes

**5.1.9. Selection criteria**

Sources of selection criteria: European Single Procurement Document (ESPD)

**5.1.11. Procurement documents**

Address of the procurement documents: <https://pmp.b2g.etat.lu/entreprise/consultation/541787?orgAcronyme=t5y>

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

Electronic submission: Required

Address for submission: <https://pmp.b2g.etat.lu/entreprise/consultation/541787?orgAcronyme=t5y>

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

Electronic catalogue: Not allowed

Advanced or qualified electronic signature or seal (as defined in Regulation (EU) No 910/2014) is required

Variants: Not allowed

Deadline for receipt of tenders: 11/05/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 0 Month

**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: 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: Juridictions administratives

Information about review deadlines: <https://justice.public.lu/fr/organisation-justice/juridictions-administratives.html>

Organisation providing additional information about the procurement procedure: Centre de gestion du personnel et de l'organisation de l'Etat

Organisation providing offline access to the procurement documents: Centre de gestion du personnel et de l'organisation de l'Etat

Organisation receiving requests to participate: Centre de gestion du personnel et de l'organisation de l'Etat

Organisation processing tenders: Centre de gestion du personnel et de l'organisation de l'Etat

**5.1. Lot: LOT-0002**

Title: Tests d'aptitudes

Description: Ce lot porte sur la fourniture et l'administration de tests informatisés d'aptitudes spécifiques, destinés à mesurer certaines capacités fonctionnelles des candidats, incluant notamment: - la capacité de planification des tâches d'une équipe et/ou de ses propres tâches; - la capacité de contrôle et de précision. Les tests sont intégrés à l'épreuve d'aptitude générale pour les groupes de traitement concernés, conformément aux dispositions réglementaires applicables, et donnent lieu à une évaluation standardisée sur l'échelle en Stanine.

Internal identifier: 2

**5.1.1. Purpose**

Main nature of the contract: Services

Main classification (cpv): 79635000 Assessment centre services for recruitment

Additional classification (cpv): 72000000 IT services: consulting, software development, Internet and support, 72260000 Software-related services

**5.1.2. Place of performance**

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

### 5.1.3. Estimated duration

Other duration: Unknown

### 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

This procurement is also suitable for small and medium-sized enterprises (SMEs): yes

### 5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

### 5.1.11. Procurement documents

Address of the procurement documents: <https://pmp.b2g.etat.lu/entreprise/consultation/541787?orgAcronyme=t5y>

### 5.1.12. Terms of procurement

#### Terms of submission:

Electronic submission: Required

Address for submission: <https://pmp.b2g.etat.lu/entreprise/consultation/541787?orgAcronyme=t5y>

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

Electronic catalogue: Not allowed

Advanced or qualified electronic signature or seal (as defined in Regulation (EU) No 910/2014) is required

Variants: Not allowed

Deadline for receipt of tenders: 11/05/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 0 Month

#### 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: 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: Juridictions administratives

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Organisation providing offline access to the procurement documents: Centre de gestion du personnel et de l'organisation de l'Etat

Organisation receiving requests to participate: Centre de gestion du personnel et de l'organisation de l'Etat

Organisation processing tenders: Centre de gestion du personnel et de l'organisation de l'Etat

### 5.1. Lot: LOT-0003

Title: Questionnaires de jugement situationnel

Description: Ce lot porte sur la fourniture et l'administration de questionnaires de jugement situationnel informatisés, visant à évaluer des compétences comportementales et professionnelles des candidats dans des situations de travail représentatives du service public, incluant notamment: - la compétence "servir le client-usager"; - la compétence "conseiller"; - la compétence "coopérer". Les questionnaires sont adaptés aux différents groupes de traitement et intégrés à l'épreuve d'aptitude générale selon les compétences attendues pour chaque niveau.

Internal identifier: 3

#### 5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79635000 Assessment centre services for recruitment

Additional classification (cpv): 72000000 IT services: consulting, software development, Internet and support, 72260000 Software-related services

#### 5.1.2. Place of performance

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

#### 5.1.3. Estimated duration

Other duration: Unknown

#### 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

This procurement is also suitable for small and medium-sized enterprises (SMEs): yes

#### 5.1.9. Selection criteria

Sources of selection criteria: European Single Procurement Document (ESPD)

#### 5.1.11. Procurement documents

Address of the procurement documents: <https://pmp.b2g.etat.lu/entreprise/consultation/541787?orgAcronyme=t5y>

#### 5.1.12. Terms of procurement

##### Terms of submission:

Electronic submission: Required

Address for submission: <https://pmp.b2g.etat.lu/entreprise/consultation/541787?orgAcronyme=t5y>

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

Electronic catalogue: Not allowed

Advanced or qualified electronic signature or seal (as defined in Regulation (EU) No 910/2014) is required

Variants: Not allowed

Deadline for receipt of tenders: 11/05/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 0 Month

**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: 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: Juridictions administratives

Information about review deadlines: <https://justice.public.lu/fr/organisation-justice/juridictions-administratives.html>

Organisation providing additional information about the procurement procedure: Centre de gestion du personnel et de l'organisation de l'Etat

Organisation providing offline access to the procurement documents: Centre de gestion du personnel et de l'organisation de l'Etat

Organisation receiving requests to participate: Centre de gestion du personnel et de l'organisation de l'Etat

Organisation processing tenders: Centre de gestion du personnel et de l'organisation de l'Etat

## 8. Organisations

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**8.1. ORG-0001**

Official name: Centre de gestion du personnel et de l'organisation de l'Etat

Registration number: LU17249008

Town: Luxembourg

Postcode: 1855

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

Email: [anthony.larquey@cgpo.etat.lu](mailto:anthony.larquey@cgpo.etat.lu)

Telephone: 247-83262

**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: Juridictions administratives

Registration number: JURAD

Postal address: 1, rue du Fort Thüngen

Town: Luxembourg

Postcode: 1499

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

Contact point: Tribunal administratif - greffe

Email: [greffe.tribunal@ja.etat.lu](mailto:greffe.tribunal@ja.etat.lu)

Telephone: 42105-1

Internet address: <https://justice.public.lu/fr/organisation-justice/juridictions-administratives.html>

**Roles of this organisation:**

Review organisation

## Notice information

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Notice identifier/version: ec9f3c60-d051-4e21-aea8-8b84e922b4e7 - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

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