

308916-2026 - Result

Denmark, Germany, Belgium, Spain, France, Sweden, Greece, Italy, Lithuania, Portugal, Netherlands, Hungary, Malta, Slovenia, Estonia, Czechia – Human resources management consultancy services – EEA/RES/25/006 - PROVISION OF BENCHMARKED STAFF ENGAGEMENT SURVEYS

OJ S 87/2026 06/05/2026

Contract or concession award notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: European Environment Agency (EEA)

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: Authority for Anti-Money Laundering and Countering the Financing of Terrorism

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: Europe's Rail Joint Undertaking

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Agency for Safety and Health at Work (EU-OSHA)

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Banking Authority

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Centre for Disease Prevention and Control

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Centre for the Development of Vocational Training

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Fisheries Control Agency (EFCA)
Email: procurement@eea.europa.eu
Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Food Safety Authority
Email: procurement@eea.europa.eu
Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Institute for Gender Equality
Email: procurement@eea.europa.eu
Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Insurance and Occupational Pensions Authority
Email: procurement@eea.europa.eu
Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Maritime Safety Agency
Email: procurement@eea.europa.eu
Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Medicines Agency
Email: procurement@eea.europa.eu
Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Securities and Markets Authority
Email: procurement@eea.europa.eu
Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Agency For Law Enforcement Training
Email: procurement@eea.europa.eu
Legal type of the buyer: EU institution, body or agency
Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Agency for Asylum

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Agency for Criminal Justice Cooperation (Eurojust)

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Agency for Law Enforcement Cooperation

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Agency for the Cooperation of Energy Regulators

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA)

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Agency for the Space Programme

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Aviation Safety Agency

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: European Union Drugs Agency

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: F4E - Fusion for Energy Joint Undertaking

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: Innovative Health Initiative Joint Undertaking (IHI JU)

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

1.1. Buyer

Official name: Single Resolution Board (SRB)

Email: procurement@eea.europa.eu

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: EEA/RES/25/006 - PROVISION OF BENCHMARKED STAFF ENGAGEMENT SURVEYS

Description: The scope of this call for tenders is to establish a framework service contract with an experienced service provider who will assist the contracting authorities in carrying out benchmarked staff engagement surveys.

Procedure identifier: cf00f56d-b833-40e5-9009-3acbf3cfb4d1

Previous notice: 731947-2025

Internal identifier: EEA/2025/OP/0052

Type of procedure: Open

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79414000 Human resources management consultancy services

2.1.2. Place of performance

Anywhere in the European Economic Area

Additional information: Please consult the procurement documents.

2.1.3. Value

Estimated value excluding VAT: 2 800 000,00 EUR

2.1.4. General information

Legal basis:

Regulation (EU, Euratom) 2024/2509

5. Lot

5.1. Lot: LOT-0001

Title: EEA/RES/25/006 - PROVISION OF BENCHMARKED STAFF ENGAGEMENT SURVEYS

Description: The scope of this call for tenders is to establish a framework service contract with an experienced service provider who will assist the contracting authorities in carrying out benchmarked staff engagement surveys.

Internal identifier: EEA/2025/OP/0052

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79414000 Human resources management consultancy services

Options:

Description of the options: provided they are in conformity with the basic project, new services or works consisting in the repetition of similar services or works, may be entrusted up to 50 % of the initial contract to the initial contractor by negotiated procedure without prior publication of a contract notice.

5.1.2. Place of performance

Anywhere in the European Economic Area

Additional information: Please consult the procurement documents.

5.1.3. Estimated duration

Duration: 48 Months

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: The framework contract is concluded for an initial period of 12 (twelve) months, renewable 3 (three) time(s). Please consult the draft framework contract in the procurement documents.

5.1.5. Value

Estimated value excluding VAT: 2 800 000,00 EUR

5.1.6. General information

Procurement Project fully or partially financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): no

5.1.10. Award criteria

Criterion:

Type: Quality

Description: Please consult the procurement documents.

Category of award weight criterion: Weight (percentage, exact)

Award criterion number: 60

Criterion:

Type: Price

Description: Please consult the procurement documents.

Category of award weight criterion: Weight (percentage, exact)

Award criterion number: 40

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Court of Justice of the European Union

Organisation providing more information on the review procedures: European Environment Agency (EEA)

Organisation signing the contract: European Environment Agency (EEA)

6. Results

Maximum value of the framework agreements in this notice: 2 800 000,00 EUR

6.1. Result lot identifier: LOT-0001

Winner selection status: At least one winner was chosen.

Framework agreement:

Maximum value of the framework agreement: 2 800 000,00 EUR

6.1.2. Information about winners

Winner:

Official name: DELOITTE

Tender:

Tender identifier: 300151993

Identifier of lot or group of lots: LOT-0001

Subcontracting: Yes

Subcontracting value is known: no

Subcontracting percentage is known: yes

Percentage of subcontracting: 40

Contract information:

Identifier of the contract: EEA/RES/25/006

Date on which the winner was chosen: 15/04/2026

Date of the conclusion of the contract: 04/05/2026

Organisation signing the contract: European Environment Agency (EEA)

6.1.4. Statistical information

Received tenders or requests to participate:

Type of received submissions: Tenders

Number of tenders or requests to participate received: 3

Type of received submissions: Tenders submitted electronically

Number of tenders or requests to participate received: 3

Type of received submissions: Tenders from micro, small or medium tenderers

Number of tenders or requests to participate received: 0

Type of received submissions: Tenders from tenderers registered in other European Economic Area countries than the country of the buyer

Number of tenders or requests to participate received: 2

Type of received submissions: Tenders from tenderers registered in countries outside of the European Economic Area

Number of tenders or requests to participate received: 1

8. Organisations

8.1. ORG-0001

Official name: European Environment Agency (EEA)

Registration number: EEA

Department: EEA.EDO - Executive Director's Office,EEA.EDO.RES - Resources,EEA.EDO.RES.RES1 - Human Resource Management

Postal address: Kongens Nytorv 6

Town: Copenhagen

Postcode: DK-1050

Country subdivision (NUTS): Byen København (DK011)

Country: Denmark

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.eea.europa.eu>

Roles of this organisation:

Buyer

Group leader

Central purchasing body awarding public contracts or concluding framework agreements for works, supplies or services intended for other buyers

Organisation providing more information on the review procedures

Organisation signing the contract

8.1. ORG-0002

Official name: Authority for Anti-Money Laundering and Countering the Financing of Terrorism

Registration number: AMLA

Postal address: MesseTurm, Friedrich-Ebert-Anlage 49

Town: Frankfurt am Main

Postcode: 60308

Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)

Country: Germany

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: www.amla.europa.eu

Roles of this organisation:

Buyer

8.1. ORG-0003

Official name: Europe's Rail Joint Undertaking

Registration number: EURAIL

Postal address: White Atrium building, 2nd Floor, Avenue de la Toison d'Or 56-60

Town: Brussels

Postcode: B-1060

Country subdivision (NUTS): Arr. de Bruxelles-Capitale/Arr. Brussel-Hoofdstad (BE100)

Country: Belgium

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://rail-research.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0004

Official name: European Agency for Safety and Health at Work (EU-OSHA)

Registration number: OSHA

Postal address: 12 Santiago de Compostela

Town: Bilbao

Postcode: E-48003

Country subdivision (NUTS): Bizkaia (ES213)

Country: Spain

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <http://osha.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0005

Official name: European Banking Authority

Registration number: EBA

Postal address: Tour Europlaza, 20 avenue André Prothin, CS 30154 Paris La Défense
CEDEX

Town: Paris

Postcode: F-92927

Country subdivision (NUTS): Paris (FR101)

Country: France

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.eba.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0006

Official name: European Centre for Disease Prevention and Control

Registration number: ECDC

Postal address: Gustav III:s Boulevard 40

Town: Solna

Postcode: 169 73

Country subdivision (NUTS): Stockholms län (SE110)

Country: Sweden

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.ecdc.europa.eu/en>

Roles of this organisation:

Buyer

8.1. ORG-0007

Official name: European Centre for the Development of Vocational Training

Registration number: CEDEFOP

Postal address: SERVICE POST, Thermi

Town: Thessaloniki

Postcode: GR-57001

Country subdivision (NUTS): Θεσσαλονίκη (EL522)

Country: Greece

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.cedefop.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0008

Official name: European Fisheries Control Agency (EFCA)

Registration number: CFCA

Postal address: Avenida García Barbón 4, Edificio Odriozola

Town: Vigo

Postcode: E-36201

Country subdivision (NUTS): Pontevedra (ES114)

Country: Spain
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <http://www.efca.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0009

Official name: European Food Safety Authority
Registration number: EFSA
Postal address: Via Carlo Magno 1A
Town: Parma
Postcode: I-43126
Country subdivision (NUTS): Parma (ITH52)
Country: Italy
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.efsa.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0010

Official name: European Institute for Gender Equality
Registration number: EIGE
Postal address: Gedimino pr. 16
Town: Vilnius
Postcode: LT-01103
Country subdivision (NUTS): Vilniaus apskritis (LT011)
Country: Lithuania
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://eige.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0011

Official name: European Insurance and Occupational Pensions Authority
Registration number: EIOPA
Postal address: Westhafen Tower, Westhafenplatz 1
Town: Frankfurt
Postcode: D-60327
Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)
Country: Germany
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.eiopa.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0012

Official name: European Maritime Safety Agency

Registration number: EMSA
Postal address: Praça Europa 4
Town: Lisbon
Postcode: P-1249-206
Country subdivision (NUTS): Grande Lisboa (PT1A0)
Country: Portugal
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.emsa.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0013

Official name: European Medicines Agency
Registration number: EMEA
Postal address: Domenico Scarlattilaan 6
Town: Amsterdam
Postcode: NL-1083
Country subdivision (NUTS): Groot-Amsterdam (NL32B)
Country: Netherlands
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.ema.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0014

Official name: European Securities and Markets Authority
Registration number: ESMA
Postal address: 201-203 rue de Bercy
Town: Paris
Postcode: F-75012
Country subdivision (NUTS): Paris (FR101)
Country: France
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.esma.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0015

Official name: European Union Agency For Law Enforcement Training
Registration number: CEPOL
Postal address: Üllői út 114-116
Town: Budapest
Postcode: H-1101
Country subdivision (NUTS): Budapest (HU110)
Country: Hungary
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.cepola.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0016

Official name: European Union Agency for Asylum

Registration number: EUAA

Postal address: MTC Block A, Winemakers Wharf,, Grand Harbour

Town: Valletta

Postcode: MRS 1917

Country subdivision (NUTS): Malta (MT001)

Country: Malta

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <http://euaa.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0017

Official name: European Union Agency for Criminal Justice Cooperation (Eurojust)

Registration number: EUROJUST

Postal address: Johan de Wittlaan 9

Town: The Hague

Postcode: NL-2517

Country subdivision (NUTS): Agglomeratie 's-Gravenhage (NL361)

Country: Netherlands

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <http://www.eurojust.europa.eu/procurement>

Roles of this organisation:

Buyer

8.1. ORG-0018

Official name: European Union Agency for Law Enforcement Cooperation

Registration number: EUROPOL

Postal address: Postbus 90850

Town: The Hague

Postcode: NL-2509

Country subdivision (NUTS): Agglomeratie 's-Gravenhage (NL361)

Country: Netherlands

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.europol.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0019

Official name: European Union Agency for the Cooperation of Energy Regulators

Registration number: ACER

Postal address: Trg republike 3

Town: Ljubljana

Postcode: SI-1000

Country subdivision (NUTS): Osrednjeslovenska (SI041)

Country: Slovenia

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.acer.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0020

Official name: European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA)

Registration number: LISA

Postal address: Vesilennuki 5

Town: Tallinn

Postcode: 10415

Country subdivision (NUTS): Põhja-Eesti (EE001)

Country: Estonia

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.eulisa.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0021

Official name: European Union Agency for the Space Programme

Registration number: EUSPA

Postal address: Janovského 438/2, Prague 7 – Holesovice

Town: Prague

Postcode: 170 00

Country subdivision (NUTS): Hlavní město Praha (CZ010)

Country: Czechia

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.euspa.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0022

Official name: European Union Aviation Safety Agency

Registration number: EASA

Postal address: Postfach 10 12 53

Town: Cologne

Postcode: D-50452

Country subdivision (NUTS): Köln, Kreisfreie Stadt (DEA23)

Country: Germany

Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00

Internet address: <https://www.easa.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0023

Official name: European Union Drugs Agency
Registration number: EUDA
Postal address: Praça Europa 1, Cais do Sodré
Town: Lisbon
Postcode: P-1249-289
Country subdivision (NUTS): Grande Lisboa (PT1A0)
Country: Portugal
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.euda.europa.eu/>

Roles of this organisation:

Buyer

8.1. ORG-0024

Official name: F4E - Fusion for Energy Joint Undertaking
Registration number: FUSEN
Postal address: Torres Diagonal Litoral, c/ Josep Pla, nº 2, c/ Josep Pla, nº 2
Town: Barcelona
Postcode: 8019
Country subdivision (NUTS): Navarra (ES220)
Country: Spain
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.eea.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0025

Official name: Innovative Health Initiative Joint Undertaking (IHI JU)
Registration number: IHIJU
Postal address: Avenue de la Toison d'Or 56-61
Town: Brussels
Postcode: B-1060
Country subdivision (NUTS): Arr. de Bruxelles-Capitale/Arr. Brussel-Hoofdstad (BE100)
Country: Belgium
Email: procurement@eea.europa.eu
Telephone: +45 33 36 71 00
Internet address: <https://www.ihj.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0026

Official name: Single Resolution Board (SRB)
Registration number: SRB
Postal address: Treurenberg 22
Town: Brussels
Postcode: B-1049
Country subdivision (NUTS): Arr. de Bruxelles-Capitale/Arr. Brussel-Hoofdstad (BE100)
Country: Belgium
Email: procurement@eea.europa.eu

Telephone: +45 33 36 71 00
Internet address: <https://srb.europa.eu>

Roles of this organisation:

Buyer

8.1. ORG-0027

Official name: Court of Justice of the European Union

Registration number: CURIA

Postal address: Rue du Fort Niedergrünewald

Town: Luxembourg

Postcode: L-2925

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

Email: GC.Registry@curia.europa.eu

Telephone: +352 4303-1

Internet address: <http://curia.europa.eu>

Roles of this organisation:

Review organisation

8.1. ORG-0028

Official name: European Commission

Registration number: EUCOM

Postal address: Mondrian (CDMA), Rue du Champ de Mars 21

Town: Brussels

Postcode: B-1050

Country subdivision (NUTS): Arr. de Bruxelles-Capitale/Arr. Brussel-Hoofdstad (BE100)

Country: Belgium

Email: procurement@eea.europa.eu

Telephone: +32 2 299 11 11

Internet address: <https://commission.europa.eu/>

Roles of this organisation:

TED eSender

8.1. ORG-0029

Official name: DELOITTE

Size of the economic operator: Large

Registration number: BE0474429572

Postal address: GATEWAY BUILDING LUCHTHAVEN BRUSSEL NATIONAAL 1J

Town: ZAVENTEM

Postcode: 1930

Country subdivision (NUTS): Extra-Regio NUTS 3 (BEZZZ)

Country: Belgium

Email: mislamari@deloitte.com

Telephone: +3227495670

Roles of this organisation:

Tenderer

Winner of these lots: LOT-0001

Notice information

Notice identifier/version: 64548993-8ccf-46f7-855a-1f151ba5602b - 01

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