

356244-2026 - Competition

Finland – Recruitment services – iGaming Recruitment Services

OJ S 99/2026 26/05/2026

Contract or concession notice – standard regime
Services

1. Buyer

1.1. Buyer

Official name: Veikkaus Oy

Email: hankinnat@veikkaus.fi

Legal type of the buyer: Entity with special or exclusive rights

Activity of the contracting authority: Recreation, culture and religion

2. Procedure

2.1. Procedure

Title: iGaming Recruitment Services

Description: The subject of the procurement is the comprehensive iGaming Recruitment Services required by Veikkaus Group (hereinafter "Veikkaus"). The subject of the procurement is described in more detail in the Call for Tenders and its annexes, especially in Annex 1 'Description of the Object of the Procurement'. The maximum and estimated value of the framework agreement is 1 912 350,60 € (VAT 0%). This framework agreement does not include a minimum purchase obligation. Veikkaus reserves the right to procure services outside this framework if deemed necessary. The framework agreement enters into force once it has been signed by both parties but no earlier than 1.7.2026. The Agreement is in force until 1.7.2028. The Agreement includes two (2) extension options of one (1) year each. If an option is not exercised in respect of one party to the framework arrangement, this does not affect the validity of the entire framework arrangement.

Procedure identifier: 28bb5676-00bc-44de-be0b-e5ed2334abb4

Internal identifier: 614803

Type of procedure: Open

The procedure is accelerated: yes

Justification for the accelerated procedure: In accordance with Section 57 of the Act on Public Procurement and Concession Contracts (1397/2016), the time limits prescribed above in subsection 2 of section 56 for the open and restricted procedure and for the negotiated procedure may be shortened if compliance with the time limits in these procedures is not possible in practice, owing to an urgency that is duly substantiated by the contracting entity. Veikkaus Oy is preparing for the multi#license system in accordance with renewed applicable legislation (Gambling Act (10/2026), which will significantly alter Veikkaus' s operating environment, creating an immediate need for the service to be procured. Accordingly, Veikkaus Oy considers that the statutory grounds for shortening the applicable procurement time limits are fulfilled.

Main features of the procedure: 1. GENERAL The legislation concerning the public procurement is applied to the procurement. Type of procedure is accelerated open procedure. 2. CONTRACT NOTICE A contract notice has been published on the website www.hankintailmoitukset.fi and <http://ted.europa.eu>. The contract award notice shall be published after the award decision. 3. SUBMITTING THE TENDER AS A GROUP OF ECONOMIC

OPERATORS AND SUBCONTRACTING A tender may be submitted by a group of economic operators (a consortium or group). If awarded the contract, all group members must sign the contract and will be jointly liable for its performance. The composition of the group may not change during the procurement process or the contract period. The group, as well as a supplier with subcontractors, must possess the necessary technical, economic, financial, and other capacities to deliver the goods and services in accordance with the contract for its entire duration. During the tender process and throughout the contract period, the contracting authority may request proof of commitments and agreements with declared subcontractors that could impact the supplier's ability to fulfill the contract obligations. Similarly, the group may be required to provide evidence of the arrangements governing relationships among its members. If a tenderer engages subcontractors, it remains fully responsible for their work as if it were its own. A tenderer submitting an independent bid while relying on subcontractors must specify in the Subcontractors Form how each subcontractor contributes to service delivery. During the contract period, subcontractors may only be replaced with the contracting authority's approval, provided such changes do not lead to significant or material modifications of the contract.

4. USING RESOURCES OF OTHER ENTITIES A tenderer or a group of economic operators may rely on the resources of other entities to meet the requirements of the invitation to tender, regardless of the legal nature of their relationship. However, these resources must be available to the tenderer or group throughout the procurement process and the contract period. Such resources may include, for example: Professional experience – Relying on the expertise of another economic operator, such as a company within the same corporate group, to fulfil the suitability requirements (references). Economic and financial standing – Leveraging the financial capacity of another entity. In these instances, the entity being relied on must be appropriately indicated the subcontractors annex.

5. PROCESSING OF TENDERS

5.1 SUITABILITY OF TENDERS Before the tenders are processed it shall be assessed whether the tenderers meet the technical, professional and economic and financial requirements presented in clause/form "Exclusion and suitability (ESPD)". The tenderer's suitability shall be examined using the information provided in the tender, other financial statements (if separately requested) and the information available from risk rating reports. Tenderers who do not meet the minimum requirements set in the Call for Tenders shall be excluded from the tender competition. A tenderer who has been convicted of or in which any person with powers of representation, decision making or control has been convicted of an offence as referred in EU Public Procurement Directive 57 article, section 1 or to extortionate work discrimination as stated in the Criminal Code of Finland, chapter 47 section 3(a) shall also be excluded from the tender competition. A tenderer to whom a criterion for exclusion as referred to in Public Procurement Act may also be excluded from the tender competition.

5.2 COMPLIANCE WITH THE CALL FOR TENDERS The goods and services offered must fully comply with the requirements outlined in the Call for Tenders and its annexes. All requested information and required annexes must be submitted as part of the tender. Compliance will be assessed based on the tender's overall content. Tenders that do not meet the requirements of the Call for Tenders or fail to adhere to the conditions of the tendering procedure will be disqualified from the competition.

5.3 EVALUATION OF TENDERS The evaluation of the tenders shall be made according to chapter "Grounds for decision".

5.4 AWARD DECISION AND ITS NOTIFICATION The award decision shall be sent to all tenderers party to the decision via email. The contract does not enter into force as a result of the notification of the decision, but requires a separate written contract.

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

2.1.2. Place of performance

Anywhere

2.1.3. Value

Maximum value of the framework agreement: 1 912 350,60 EUR

2.1.4. General information

Legal basis:

Directive 2014/24/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: iGaming Recruitment Services

Description: The subject of the procurement is the comprehensive iGaming Recruitment Services required by Veikkaus Group (hereinafter "Veikkaus"). The subject of the procurement is described in more detail in the Call for Tenders and its annexes, especially in Annex 1 'Description of the Object of the Procurement'. The maximum and estimated value of the framework agreement is 1 912 350,60 € (VAT 0%). This framework agreement does not include a minimum purchase obligation. Veikkaus reserves the right to procure services outside this framework if deemed necessary. The framework agreement enters into force once it has been signed by both parties but no earlier than 1.7.2026. The Agreement is in force until 1.7.2028. The Agreement includes two (2) extension options of one (1) year each. If an option is not exercised in respect of one party to the framework arrangement, this does not affect the validity of the entire framework arrangement.

Internal identifier: 614803

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Anywhere

5.1.3. Estimated duration

Duration: 48 Months

5.1.4. Renewal

Maximum renewals: 2

Other information about renewals: After the initial term, Veikkaus reserves the option to extend the agreement with two (2) optional periods of one (1) year each.

5.1.5. Value

Maximum value of the framework agreement: 1 912 350,60 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

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

5.1.7. Strategic procurement

Social objective promoted: Human rights due diligence in global supply chains, Fair working conditions

5.1.9. Selection criteria

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

5.1.10. Award criteria

Criterion:

Type: Price

Name: Comparison price of the tender

Description: In accordance with the 'Grounds for Decision' section of the Call for Tenders.

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

Award criterion number: 30

Criterion:

Type: Quality

Name: Service Description

Description: In accordance with the 'Grounds for Decision' section of the Call for Tenders.

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

Award criterion number: 70

5.1.11. Procurement documents

Deadline for requesting additional information: 28/05/2026 13:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://tarjouspalvelu.fi/veikkaus?id=614803&tpk=198e195f-7a71-4548-853a-a4b7f7e23036>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://tarjouspalvelu.fi/veikkaus?id=614803&tpk=198e195f-7a71-4548-853a-a4b7f7e23036>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of tenders: 08/06/2026 06:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 08/06/2026 06:05:00 (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

Electronic invoicing: Required

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, partly without reopening and partly with reopening of competition

Maximum number of participants: 2

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Markkinaoikeus

Information about review deadlines: In accordance with national procurement legislation (1397/2016).

Organisation providing more information on the review procedures: Markkinaoikeus

8. Organisations

8.1. ORG-0001

Official name: Markkinaoikeus

Registration number: 3006157-6

Postal address: Radanrakentajantie 5

Town: Helsinki

Postcode: 00520

Country subdivision (NUTS): Helsinki-Uusimaa (FI1B1)

Country: Finland

Email: markkinaoikeus@oikeus.fi

Telephone: +358 295643300

Internet address: <http://www.oikeus.fi/markkinaoikeus>

Roles of this organisation:

Review organisation

Organisation providing more information on the review procedures

8.1. ORG-0002

Official name: Veikkaus Oy

Registration number: 2765220-1

Postal address: PL 1

Town: Veikkaus

Postcode: 01009

Country subdivision (NUTS): Helsinki-Uusimaa (FI1B1)

Country: Finland

Contact point: Veikkaus Oy

Email: hankinnat@veikkaus.fi

Telephone: +358 20055000

Internet address: <https://www.veikkaus.fi>

Roles of this organisation:

Buyer

8.1. ORG-0003

Official name: Hansel Oy (Hilma)

Registration number: FI09880841

Postal address: Mannerheiminaukio 1a

Town: Helsinki

Postcode: 00100

Country subdivision (NUTS): Helsinki-Uusimaa (FI1B1)

Country: Finland

Contact point: eSender
Email: tekninen@hankintailmoitukset.fi
Telephone: 029 55 636 30
Internet address: <http://hankintailmoitukset.fi>
Roles of this organisation:
TED eSender

Notice information

Notice identifier/version: 60220cf0-799c-4bc3-8504-a765028c7fdb - 01
Form type: Competition
Notice type: Contract or concession notice – standard regime
Notice subtype: 16
Notice dispatch date: 22/05/2026 11:42:38 (UTC+00:00) Western European Time, GMT
Notice dispatch date (eSender): 22/05/2026 11:42:40 (UTC+00:00) Western European Time, GMT
Languages in which this notice is officially available: English
Notice publication number: 356244-2026
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