

Denmark-Copenhagen: Recruitment services
OJ S 119/2023 22/06/2023
Contract award notice
Services

Legal Basis:

Directive 2014/24/EU

Section I: Contracting authority

I.1. Name and addresses

Official name: Ministry of Foreign Affairs of Denmark

National registration number: 43271911

Postal address: Asiatisk Plads 2

Town: Copenhagen

NUTS code: DK011 Byen København

Postal code: 1448

Country: Denmark

Contact person: Lars Finn Poulsen

E-mail: larpou@um.dk

Internet address(es):

Main address: <http://um.dk/en/danida-en/>

I.4. Type of the contracting authority

Ministry or any other national or federal authority, including their regional or local subdivisions

I.5. Main activity

Other activity: Development assistance

Section II: Object

II.1. Scope of the procurement

II.1.1. Title

Assistance with recruitment of sector advisers and bilateral advisers

Reference number: 2022-19639

II.1.2. Main CPV code

79600000 Recruitment services

II.1.3. Type of contract

Services

II.1.4. Short description

The Ministry of Foreign Affairs has entered into a contract regarding assistance with recruitment of sector advisers and bilateral advisers (Service A and Service B) directly employed by the Ministry of Foreign Affairs (MFA).

II.1.6. Information about lots

This contract is divided into lots: no

II.1.7. Total value of the procurement

Value excluding VAT: 6 987 250,00 DKK

II.2. Description

II.2.2. Additional CPV code(s)

75211200 Foreign economic-aid-related services, 79635000 Assessment centre services for recruitment

II.2.3. Place of performance

NUTS code: DK011 Byen København

Main site or place of performance: Interviews must be conducted in the Greater Copenhagen Area, and the Consultant may be called for ad hoc meetings at the MFA in Copenhagen, with short notice.

II.2.4. Description of the procurement

The Assignment concerns assistance with recruitment of sector advisers and bilateral advisers directly employed by the Ministry of Foreign Affairs (MFA, also referred to as the "Client"). For more than 40 years, the MFA has recruited and employed Danida advisers as part of Denmark's cooperation with developing countries. Since 2005, the MFA has outsourced the recruitment of bilateral long-term advisers to a private recruitment firm, selected through public tender for a defined period. The current contract expires in April 2023, and MFA is thus required to tender new contracts concerning recruitment of sector advisers (Service A), recruitment of bilateral advisers (Service B), and administration of bilateral advisers (Service C). The present material has been prepared with a view to obtaining offers for future assistance with recruitment of sector advisers and bilateral advisers (Services A+B). Service C will be tendered as a separate contract.

In 2022, the MFA recruited 15 sector advisers and 3 bilateral advisers. It is envisaged that during a 4-year period, the Consultant will recruit approximately 60 sector advisers and 8 bilateral advisers. However, these numbers will vary over the years, as the number of secondments depends, inter alia, on the annual appropriations, and therefore no specific number of recruitments per year can be guaranteed. The MFA also reserves the right to recruit by means other than the Consultant chosen. The Assignment does not cover the MFA programme for multilateral junior and senior advisers and Senior National Experts to the EU Commission recruited directly by the World Bank, the UN or the EU Commission.

The purpose of the Assignment is to ensure efficient and timely recruitment of sector advisers and bilateral advisers to enable that well-qualified and competent experts are assigned to MFA's various engagements around the world. The allocation of advisers is an important instrument in implementing 'The World We Share' (MFA 2021), Denmark's strategy for development cooperation.

The objective of the Assignment is to ensure that the identification and selection of qualified candidates for vacant posts in a professional and transparent process to enable that advisers contribute to Denmark's development goals. Advisers hold a wide range of professional backgrounds as academics, civil servants, consultants, etc. All advisers will be selected based on their personal and professional competencies in relation to the requirements described in each vacancy notice. MFA will be the appointing and deciding authority for all recruitments.

It is essential for the MFA to obtain a solution that ensures a stable organisation with a high degree of continuity among the Consultant's key personnel and that the recruitment process supports the recruitment of the right persons. Offers are sought to ensure that the MFA receives relevant applications that demonstrate the ability and capacity for selecting the right

candidates for the often-specialised posts that the MFA advertises. It is noted in this context that there are no resources for extensive and costly personal analyses of applicants other than the standard personality tests.

The Consultant shall handle all practical arrangements related to recruitment of sector and bilateral advisers (Services A and B). The Consultant shall, as part of the Services, ensure good ongoing cooperation with the MFA as well as with the Danish authorities and embassies involved in relation to the individual recruitment processes. MFA will take active part in the identification of relevant posts and subsequent identification of advisers. As there will be many changing contracts and ongoing processes, as well as multiple stakeholders, the Consultant must be able to provide careful, operational, flexible and strategic management of the Services with a strong intercultural understanding.

II.2.5. Award criteria

Cost criterion - Name: Price / Weighting: 30

Cost criterion - Name: Quality / Weighting: 70

II.2.11. Information about options

Options: yes

Description of options:

If requested by MFA (optional), the Consultant is responsible for arranging language tests for applicants.

II.2.13. Information about European Union funds

The procurement is related to a project and/or programme financed by European Union funds:
no

II.2.14. Additional information

The maximum value of the Services under the Agreement is DKK 7,000,000.00 net of VAT.

The Client may not request further Services and shall terminate the Agreement once that limit is reached.

Section IV: Procedure

IV.1. Description

IV.1.1. Type of procedure

Open procedure

IV.1.3. Information about a framework agreement or a dynamic purchasing system

The procurement involves the establishment of a framework agreement

IV.1.8. Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: yes

IV.2. Administrative information

IV.2.1. Previous publication concerning this procedure

Notice number in the OJ S: [2023/S 061-182739](#)

IV.2.8. Information about termination of dynamic purchasing system

IV.2.9. Information about termination of call for competition in the form of a prior information notice

Section V: Award of contract

Title:

Assistance with recruitment of sector advisers and bilateral advisers

A contract/lot is awarded: yes

V.2. Award of contract

V.2.1. Date of conclusion of the contract

22/05/2023

V.2.2. Information about tenders

Number of tenders received: 2

Number of tenders received from SMEs: 1

Number of tenders received from tenderers from other EU Member States: 2

Number of tenders received from tenderers from non-EU Member States: 0

Number of tenders received by electronic means: 2

The contract has been awarded to a group of economic operators: no

V.2.3. Name and address of the contractor

Official name: Mercuri Urval A/S

National registration number: 51512413

Postal address: Philip Heymans Allé 29, 1.th.

Town: Hellerup

NUTS code: DK Danmark

Postal code: 2900

Country: Denmark

Internet address: www.mercuriurval.com

The contractor is an SME: no

V.2.4. Information on value of the contract/lot

Total value of the contract/lot: 6 987 250,00 DKK

V.2.5. Information about subcontracting

Section VI: Complementary information

VI.3. Additional information

The tender procedure is governed by Danish law and the rules applicable hereunder.

An English translation of the Danish Public Procurement Act is available on: <https://www.kfst.dk/media/54435/the-public-procurement-act.pdf>

VI.4. Procedures for review

VI.4.1. Review body

Official name: Klagenævnet for Udbud

Postal address: Nævnenes Hus, Toldboden 2

Town: Viborg

Postal code: 8800

Country: Denmark

E-mail: klfu@naevneneshus.dk

Telephone: +45 72405600

Internet address: <https://naevneneshus.dk/start-din-klage/klagenaevnet-for-udbud/>

VI.4.3. Review procedure

Precise information on deadline(s) for review procedures:

Actions regarding the procedure (e.g. decisions regarding award of contract) must be submitted within 6 months from the day after the contracting authority has notified the economic operators of the decisions regarding award of a framework agreement.

Complaint guidelines (in English) can be found at: <https://naevneneshus.dk/media/9802/complaint-guidelines.pdf>

VI.4.4. Service from which information about the review procedure may be obtained

Official name: Konkurrence- og Forbrugerstyrelsen

Postal address: Carl Jacobsens Vej 35

Town: Valby

Postal code: 2500

Country: Denmark

E-mail: kfst@kfst.dk

Telephone: +45 41715000

Internet address: www.kfst.dk

VI.5. Date of dispatch of this notice

20/06/2023