

399567-2026 - Competition

Netherlands – Recruitment services – Werving & Selectie diensten

OJ S 111/2026 11/06/2026

Contract or concession notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: Stichting Z-CERT

Email: inkoop@z-cert.nl

Legal type of the buyer: Body governed by public law

Activity of the contracting authority: Health

2. Procedure

2.1. Procedure

Title: Werving & Selectie diensten

Description: Het doel van de aanbesteding is om te komen tot een duurzaam samenwerkingsmodel met geselecteerde, gespecialiseerde W&S-partners, waarbij: • Structurele toegang wordt geborgd tot schaars en specialistisch talent binnen: cybersecurity, IT en bedrijfsvoering; • De kwaliteit van instroom en dienstverlening verder wordt verhoogd en geborgd; • Meer uniformiteit ontstaat in processen, werkwijzen en kandidaat presentaties; • Inzicht en sturing op prestaties, kosten en effectiviteit worden verbeterd; • Heldere en consistente contractuele afspraken worden gemaakt, waaronder tarieven, garanties en rapportage. De totale geraamde waarde is €580.000,- verdeeld over 3 percelen.

Procedure identifier: 9ec9eb38-3e75-49c5-8c3b-6a4860ac4eeb

Type of procedure: Open

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79612000 Placement services of office-support personnel

2.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

2.1.3. Value

Estimated value excluding VAT: 580 000,00 EUR

2.1.4. General information

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

5.1. Lot: LOT-0001

Title: Werving & Selectie van vakspecialisten en overige functies op het gebied van (operationele) cyberspecialisten

Description: Dit perceel ziet op de werving en selectie van specialistische profielen binnen het cybersecuritydomein. Het betreft onder meer functies op het gebied van incident response, security operations, thread intelligence en andere aan cybersecurity gerelateerde rollen. De dienstverlening richt zich op het identificeren en aantrekken van (schaars) gespecialiseerd talent, passend bij de missie en werkzaamheden van Z-CERT.

Internal identifier: 1

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79612000 Placement services of office-support personnel

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

5.1.3. Estimated duration

Duration: 4 Years

5.1.5. Value

Estimated value excluding VAT: 160 000,00 EUR

5.1.6. General information

Reserved participation:

Participation is not reserved.

The names and professional qualifications of the staff assigned to perform the contract must be given: Not required

Procurement Project not financed with EU Funds.

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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

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

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Subgunningscriteria K1: Plan van aanpak

Description: Zie 'Deel A Beschrijvend document'

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

Award criterion number: 35

Criterion:

Type: Quality

Name: Subgunningscriteria K2: Wervings- en selectiestrategie

Description: Zie 'Deel A Beschrijvend document'

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

Award criterion number: 35

Criterion:

Type: Price

Name: Subgunningscriterium P1: Succesfee van het brutosalaris

Description: De inschrijver dient per perceel een fee-percentag in te schrijven binnen de bandbreedte van 18% tot 28%. Indien een inschrijver een fee-percentag buiten deze bandbreedte aanbiedt, wordt de inschrijving als ongeldig aangemerkt en niet verder beoordeeld.

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

Award criterion number: 30

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/428466>

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

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/428466>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 04/09/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 3 Months

Information about public opening:

Opening date: 04/09/2026 10:10:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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:**

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Stichting Z-CERT - Rechtbank Midden-Nederland, Utrecht

Organisation providing additional information about the procurement procedure: Stichting Z-CERT

Organisation providing more information on the review procedures: Stichting Z-CERT

Organisation receiving requests to participate: Stichting Z-CERT

5.1. Lot: LOT-0002

Title: Werving & Selectie van vakspecialisten en overige functies op het gebied van IT

Description: Dit perceel omvat de werving en selectie van vakspecialisten en overige functies binnen het brede IT-domein. Hieronder vallen onder andere functies op het gebied van softwareontwikkeling, infrastructuur, data, en IT-beheer. De focus ligt op het invullen van zowel specialistische als meer generieke IT-rollen, met aandacht voor kwaliteit, passend bij de missie en werkzaamheden van Z-CERT.

Internal identifier: 2

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79612000 Placement services of office-support personnel

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

5.1.3. Estimated duration

Duration: 4 Years

5.1.5. Value

Estimated value excluding VAT: 160 000,00 EUR

5.1.6. General information

Reserved participation:

Participation is not reserved.

The names and professional qualifications of the staff assigned to perform the contract must be given: Not required

Procurement Project not financed with EU Funds.

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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

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

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Subgunningscriteria K1: Plan van aanpak

Description: Zie 'Deel A Beschrijvend document'

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

Award criterion number: 35

Criterion:

Type: Quality

Name: Subgunningscriteria K2: Wervings- en selectiestrategie

Description: Zie 'Deel A Beschrijvend document'

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

Award criterion number: 35

Criterion:

Type: Price

Name: Subgunningscriterium P1: Succesfee van het brutosalaris

Description: De inschrijver dient per perceel een fee-percentages in te schrijven binnen de bandbreedte van 18% tot 28%. Indien een inschrijver een fee-percentages buiten deze bandbreedte aanbiedt, wordt de inschrijving als ongeldig aangemerkt en niet verder beoordeeld.

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

Award criterion number: 30

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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:

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

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Organisation providing additional information about the procurement procedure: Stichting Z-CERT

Organisation providing more information on the review procedures: Stichting Z-CERT

Organisation receiving requests to participate: Stichting Z-CERT

5.1. Lot: LOT-0003

Title: Werving & Selectie van management- en bedrijfsvoeringsfuncties

Description: Dit perceel heeft betrekking op de werving en selectie van management- en stafrollen. Dit omvat onder andere rollen binnen HR, finance, inkoop, secretariaat, communicatie en leidinggevende posities, passend bij de missie en werkzaamheden van Z-CERT.

Internal identifier: 3

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79612000 Placement services of office-support personnel

5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

5.1.3. Estimated duration

Duration: 4 Years

5.1.5. Value

Estimated value excluding VAT: 260 000,00 EUR

5.1.6. General information

Reserved participation:

Participation is not reserved.

The names and professional qualifications of the staff assigned to perform the contract must be given: Not required

Procurement Project not financed with EU Funds.

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

5.1.7. Strategic procurement

Aim of strategic procurement: No strategic procurement

5.1.9. Selection criteria

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

5.1.10. Award criteria

Criterion:

Type: Quality

Name: Subgunningscriteria K1: Plan van aanpak

Description: Zie 'Deel A Beschrijvend document'

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

Award criterion number: 35

Criterion:

Type: Quality

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Type: Price

Name: Subgunningscriterium P1: Succesfee van het brutosalaris

Description: De inschrijver dient per perceel een fee-percentages in te schrijven binnen de bandbreedte van 18% tot 28%. Indien een inschrijver een fee-percentages buiten deze bandbreedte aanbiedt, wordt de inschrijving als ongeldig aangemerkt en niet verder beoordeeld.

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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:

Framework agreement, without reopening of competition

Maximum number of participants: 1

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Stichting Z-CERT - Rechtbank Midden-Nederland, Utrecht

Organisation providing additional information about the procurement procedure: Stichting Z-CERT

Organisation providing more information on the review procedures: Stichting Z-CERT

Organisation receiving requests to participate: Stichting Z-CERT

8. Organisations

8.1. ORG-0001

Official name: Stichting Z-CERT

Registration number: 248760907

Postal address: Stationsplein 121

Town: Amersfoort

Postcode: 3818 LE

Country subdivision (NUTS): Utrecht (NL350)

Country: Netherlands

Contact point: Matthijs Wijnants

Email: inkoop@z-cert.nl

Telephone: +313 37370609

Internet address: <https://z-cert.nl/>

Other contact points:

Official name: Rechtbank Midden-Nederland, Utrecht

Postal address: Vrouwe Justitiaplein 1

Town: Utrecht

Postcode: 3511 EX

Country subdivision (NUTS): Utrecht (NL350)

Country: Netherlands

Roles of this organisation:

Buyer

Organisation providing additional information about the procurement procedure

Organisation receiving requests to participate

Review organisation

Organisation providing more information on the review procedures

Notice information

Notice identifier/version: 301b456e-1b12-414e-b29e-d9b0ce591781 - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 16

Notice dispatch date: 09/06/2026 15:19:35 (UTC+02:00) Eastern European Time, Central European Summer Time

Languages in which this notice is officially available: Dutch

Notice publication number: 399567-2026

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Publication date: 11/06/2026