

423542-2026 - Competition

France – Human resources management consultancy services – Recrutement, intégration et fidélisation et Gérer et développer les compétences dans ma structure

OJ S 117/2026 19/06/2026

Contract or concession notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: OPCO SANTE

Email: Achats@opco-sante.fr

Legal type of the buyer: Organisation awarding a contract subsidised by a central government authority

Activity of the contracting authority: Health

2. Procedure

2.1. Procedure

Title: Recrutement, intégration et fidélisation et Gérer et développer les compétences dans ma structure

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Procedure identifier: b8db3827-38d5-422c-87a6-4723a3b3e8bc

Internal identifier: 2026.DMC.016

Type of procedure: Restricted

The procedure is accelerated: no

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

Country subdivision (NUTS): Hauts-de-Seine (FR105)

Country: France

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: 15

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: Procurement Document

5. Lot

5.1. Lot: LOT-0001

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Ile-de-France

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 1

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Hauts-de-Seine (FR105)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 1 300 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0002

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Haut-de-France

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 2

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Nord (FRE11)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 1 000 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

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

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques**Framework agreement:**

Framework agreement, without reopening of competition

Maximum number of participants: 4

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0003

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Auvergne Rhône Alpes

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 3

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Rhône (FRK26)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 1 400 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0004

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Provence Alpes Cotes d'Azur

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 4

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Bouches-du-Rhône (FRL04)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 800 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0005

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Corse

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 5

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Corse-du-Sud (FRM01)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 150 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

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

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques**Framework agreement:**

Framework agreement, without 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: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0006

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Nouvelle Aquitaine

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 6

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Gironde (FRI12)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 1 120 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 7

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0007

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Occitanie

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 7

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Haute-Garonne (FRJ23)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 1 500 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 7

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0008

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Bourgogne Franche Comté

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 8

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Côte-d'Or (FRC11)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 400 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

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

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques**Framework agreement:**

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0009

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Grand Est

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 9

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Moselle (FRF33)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 1 000 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0010

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Antilles-Guyane

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 10

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Martinique (FRY20)

Country: France

5.1.2. Place of performance

Country subdivision (NUTS): Guadeloupe (FRY10)

Country: France

5.1.2. Place of performance

Country subdivision (NUTS): Guyane (FRY30)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 140 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0011

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Bretagne Normandie

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 11

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Seine-Maritime (FRD22)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 1 100 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0012

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Pays de la Loire Centre Val de Loire

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.
Internal identifier: 12

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Loir-et-Cher (FRB05)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 700 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0013

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Mayotte

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 13

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Mayotte (FRY50)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 35 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without 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: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0014

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Ile de la Réunion

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.

Internal identifier: 14

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): La Réunion (FRY40)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 55 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 3

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

5.1. Lot: LOT-0015

Title: Prestation d'accompagnement RH : Recrutement, intégration et fidélisation et Gestion et développement des compétences - Comptes Clés

Description: Le présent marché a pour objet de permettre la mise en œuvre de prestations d'accompagnement et de conseil répondant aux enjeux actuels de transformation des organisations, de sécurisation des parcours professionnels et adaptation des compétences.
Internal identifier: 15

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Hauts-de-Seine (FR105)

Country: France

5.1.3. Estimated duration

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

5.1.5. Value

Maximum value of the framework agreement: 500 000,00 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

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

Information about the second stage of a two-stage procedure:

Minimum number of candidates to be invited for the second stage of the procedure: 5

Maximum number of candidates to be invited for the second stage of the procedure: 15

The procedure will take place in successive stages. At each stage, some participants may be eliminated

5.1.11. Procurement documents

Deadline for requesting additional information: 13/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Address of the procurement documents: www.marches-publics.gouv.fr

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: www.marches-publics.gouv.fr

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 20/07/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 5

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Tribunal judiciaire de Nanterre

Information about review deadlines: Les informations relatives aux délais recours sont disponibles auprès du Tribunal judiciaire de Nanterre.

8. Organisations

8.1. ORG-0001

Official name: OPCO SANTE

Registration number: 85403311500015

Postal address: 31 rue Anatole France

Town: LEVALLOIS PERRET

Postcode: 92300

Country subdivision (NUTS): Hauts-de-Seine (FR105)

Country: France

Email: Achats@opco-sante.fr

Telephone: 0149681079

Internet address: www.opco-sante.fr

Buyer profile: www.marches-publics.gouv.fr

Roles of this organisation:

Buyer

8.1. ORG-0002

Official name: Tribunal judiciaire de Nanterre

Registration number: 177 801 115 00151

Postal address: 179-191 avenue Joliot-Curie

Town: Nanterre

Postcode: 92020

Country subdivision (NUTS): Hauts-de-Seine (FR105)

Country: France

Email: accueil.tj-nanterre@justice.fr

Telephone: 0140971010

Internet address: www.telerecours.fr

Roles of this organisation:

Review organisation

Notice information

Notice identifier/version: c7d0bbbd-0934-4b98-924b-c47b9b5d8cf6 - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 16

Notice dispatch date: 17/06/2026 15:24:30 (UTC+02:00) Eastern European Time, Central European Summer Time

Languages in which this notice is officially available: French

Notice publication number: 423542-2026

OJ S issue number: 117/2026

Publication date: 19/06/2026