

511669-2026 - Competition

France – Recruitment services – Prestations de recrutement, évaluation des compétences (assessment) et de management de transition pour l'Opco EP

OJ S 140/2026 23/07/2026

Contract or concession notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: OPCO EP

Email: support-entreprises@aws-france.com

Legal type of the buyer: Body governed by public law

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: Prestations de recrutement, évaluation des compétences (assessment) et de management de transition pour l'Opco EP

Description: Le marché a pour objet la réalisation de prestations de recrutement, d'évaluation des compétences (assessment) et de management de transition, visant à sécuriser les décisions RH et la continuité de service de l'Opco EP

Procedure identifier: a9c1dc32-f517-4343-ae74-268c83fdfaaf

Internal identifier: 20260331-52700

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): 79600000 Recruitment services

2.1.2. Place of performance

Postal address: Siège social

Town: Paris

Postcode: 75001

Country subdivision (NUTS): Paris (FR101)

Country: France

2.1.3. Value

Estimated value excluding VAT: 840 000,00 EUR

2.1.4. General information

Additional information: La date de début d'exécution des prestations au 10/12/2026 est une date estimative. La durée d'exécution de l'accord-cadre commence à courir à partir de la notification

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: 5

Terms of contract:

Maximum number of lots for which contracts can be awarded to one tenderer: 5

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: Procurement Document

5. Lot

5.1. Lot: LOT-0001

Title: Lot n°1 Recrutement des postes Organisation et Systèmes d'Information

Description: Le présent lot concerne le recrutement de l'ensemble des postes relevant des systèmes d'information et des fonctions informatiques de l'Opco EP, quel que soit le niveau de technicité ou de responsabilité des postes concernés

Internal identifier: 1

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Postal address: Siège social

Town: Paris

Postcode: 75001

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Start date: 10/12/2026

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: L'accord cadre est conclu pour une durée de 1 an, il pourra être reconduit expressément deux (3) fois pour une période d'un (1) an sans que sa durée totale ne puisse excéder quatre (4) ans. La reconduction interviendra : - au plus tôt à compter de la date de notification du bon de commande qui provoque le dépassement du montant maximum annuel, - au plus tard au terme du délai indiqué de reconduction

5.1.5. Value

Estimated value excluding VAT: 180 000,00 EUR

5.1.6. General information

This is a recurrent procurement

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

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

5.1.7. Strategic procurement

Approach to reducing environmental impacts: Other
Social objective promoted: Other

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: <https://www.marches-publics.info/mpiaws/index.cfm?fuseaction=dematEnt.login&type=DCE&IDM=1848700>

Ad hoc communication channel:

Name: AW Solutions

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.marches-publics.info/mpiaws/index.cfm?fuseaction=demat.termes&IDM=1848700>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of tenders: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Place: Opco Ep

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, 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

Mediation organisation: Tribunal judiciaire de Paris

Review organisation: Tribunal judiciaire de Paris

Organisation providing additional information about the procurement procedure: OPCO EP

Organisation providing more information on the review procedures: Tribunal judiciaire de Paris

5.1. Lot: LOT-0002

Title: Lot n°2 Recrutement des postes COMADIR

Description: Le présent lot concerne le recrutement des postes relevant du comité de direction élargi et, plus largement, des fonctions stratégiques à forte responsabilité et à forte exposition institutionnelle. Il couvre notamment les recrutements de directeurs et directrices, ainsi que de cadres occupant des fonctions de pilotage stratégique, de transformation, de gouvernance ou de management transversal

Internal identifier: 2

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Postal address: Siège social

Town: Paris

Postcode: 75001

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Start date: 10/12/2026

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: L'accord cadre est conclu pour une durée de 1 an, il pourra être reconduit expressément deux (3) fois pour une période d'un (1) an sans que sa durée totale ne puisse excéder quatre (4) ans. La reconduction interviendra : - au plus tôt à compter de la date de notification du bon de commande qui provoque le dépassement du montant maximum annuel, - au plus tard au terme du délai indiqué de reconduction

5.1.5. Value

Estimated value excluding VAT: 140 000,00 EUR

5.1.6. General information

This is a recurrent procurement

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

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

5.1.7. Strategic procurement

Approach to reducing environmental impacts: Other

Social objective promoted: Other

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: <https://www.marches-publics.info/mpiaws/index.cfm?fuseaction=dematEnt.login&type=DCE&IDM=1848700>

Ad hoc communication channel:

Name: AW Solutions

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.marches-publics.info/mpiaws/index.cfm?fuseaction=demat.termes&IDM=1848700>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of tenders: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Place: Opco Ep

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, 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

Mediation organisation: Tribunal judiciaire de Paris

Review organisation: Tribunal judiciaire de Paris

Organisation providing additional information about the procurement procedure: OPCO EP

Organisation providing more information on the review procedures: Tribunal judiciaire de Paris

5.1. Lot: LOT-0003

Title: Lot n°3 Prestations d'assessment

Description: Le présent lot concerne la réalisation de prestations d'assessment individuelles indépendamment ou en complément d'un processus de recrutement. Ces prestations peuvent notamment être mobilisées dans le cadre d'évaluations pré-recrutement, de mobilités internes, de prises de poste sensibles ou de démarches de sécurisation des décisions RH

Internal identifier: 3

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Postal address: Siège social

Town: Paris
Postcode: 75001
Country subdivision (NUTS): Paris (FR101)
Country: France

5.1.3. Estimated duration

Start date: 10/12/2026

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: L'accord cadre est conclu pour une durée de 1 an, il pourra être reconduit expressément deux (3) fois pour une période d'un (1) an sans que sa durée totale ne puisse excéder quatre (4) ans. La reconduction interviendra : - au plus tôt à compter de la date de notification du bon de commande qui provoque le dépassement du montant maximum annuel, - au plus tard au terme du délai indiqué de reconduction

5.1.5. Value

Estimated value excluding VAT: 160 000,00 EUR

5.1.6. General information

This is a recurrent procurement

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

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

5.1.7. Strategic procurement

Approach to reducing environmental impacts: Other

Social objective promoted: Other

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: <https://www.marches-publics.info/mpiaaws/index.cfm?fuseaction=dematEnt.login&type=DCE&IDM=1848700>

Ad hoc communication channel:

Name: AW Solutions

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.marches-publics.info/mpiaaws/index.cfm?fuseaction=demat.termes&IDM=1848700>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of tenders: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Place: Opco Ep

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, 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

Mediation organisation: Tribunal judiciaire de Paris

Review organisation: Tribunal judiciaire de Paris

Organisation providing additional information about the procurement procedure: OPCO EP

Organisation providing more information on the review procedures: Tribunal judiciaire de Paris

5.1. Lot: LOT-0004

Title: Lot n°4 Recrutement de l'ensemble des autres postes

Description: Le présent lot concerne le recrutement de l'ensemble des postes ne relevant pas des lots Informatique, COMADIR et Management de transition. Il couvre notamment les fonctions support, les fonctions opérationnelles et les profils experts non informatiques, à tous niveaux de responsabilité

Internal identifier: 4

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79600000 Recruitment services

5.1.2. Place of performance

Postal address: Siège social

Town: Paris

Postcode: 75001

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Start date: 10/12/2026

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: L'accord cadre est conclu pour une durée de 1 an, il pourra être reconduit expressément deux (3) fois pour une période d'un (1) an sans que sa durée totale ne puisse excéder quatre (4) ans. La reconduction interviendra : - au plus tôt à compter

de la date de notification du bon de commande qui provoque le dépassement du montant maximum annuel, - au plus tard au terme du délai indiqué de reconduction

5.1.5. Value

Estimated value excluding VAT: 120 000,00 EUR

5.1.6. General information

This is a recurrent procurement

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

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

5.1.7. Strategic procurement

Approach to reducing environmental impacts: Other

Social objective promoted: Other

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: <https://www.marches-publics.info/mpiaws/index.cfm?fuseaction=dematEnt.login&type=DCE&IDM=1848700>

Ad hoc communication channel:

Name: AW Solutions

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.marches-publics.info/mpiaws/index.cfm?fuseaction=demat.termes&IDM=1848700>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of tenders: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Place: Opco Ep

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, 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

Mediation organisation: Tribunal judiciaire de Paris

Review organisation: Tribunal judiciaire de Paris

Organisation providing additional information about the procurement procedure: OPCO EP

Organisation providing more information on the review procedures: Tribunal judiciaire de Paris

5.1. Lot: LOT-0005

Title: Lot n°5 Management de transition

Description: Le présent lot concerne la réalisation de prestations de management de transition visant à répondre à des besoins temporaires de l'Opco EP, notamment dans des situations nécessitant une mobilisation rapide de compétences managériales expérimentées. Ces prestations peuvent intervenir, sans que cette liste soit exhaustive, dans des contextes de remplacement temporaire, de vacance de poste, de gestion de situations complexes ou sensibles, de transformation organisationnelle, ou de conduite de projets à forts enjeux

Internal identifier: 5

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 79620000 Supply services of personnel including temporary staff

5.1.2. Place of performance

Postal address: Siège social

Town: Paris

Postcode: 75001

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Start date: 10/12/2026

Duration: 12 Months

5.1.4. Renewal

Maximum renewals: 3

Other information about renewals: L'accord cadre est conclu pour une durée de 1 an, il pourra être reconduit expressément deux (3) fois pour une période d'un (1) an sans que sa durée totale ne puisse excéder quatre (4) ans. La reconduction interviendra : - au plus tôt à compter de la date de notification du bon de commande qui provoque le dépassement du montant maximum annuel, - au plus tard au terme du délai indiqué de reconduction

5.1.5. Value

Estimated value excluding VAT: 240 000,00 EUR

5.1.6. General information

This is a recurrent procurement

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

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

5.1.7. Strategic procurement

Approach to reducing environmental impacts: Other
Social objective promoted: Other

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: <https://www.marches-publics.info/mpiaws/index.cfm?fuseaction=dematEnt.login&type=DCE&IDM=1848700>

Ad hoc communication channel:

Name: AW Solutions

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.marches-publics.info/mpiaws/index.cfm?fuseaction=demat.termes&IDM=1848700>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Tenderers may submit more than one tender: Not allowed

Deadline for receipt of tenders: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Duration during which the tender must remain valid: 6 Months

Information about public opening:

Opening date: 11/09/2026 14:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Place: Opco Ep

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, 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

Mediation organisation: Tribunal judiciaire de Paris

Review organisation: Tribunal judiciaire de Paris

Organisation providing additional information about the procurement procedure: OPCO EP

Organisation providing more information on the review procedures: Tribunal judiciaire de Paris

8. Organisations

8.1. ORG-0001

Official name: Avenue-Web Systèmes

Registration number: 3001BBB6-B1E4-7230-C358853AD8A42E93

Town: Seyssinet-Pariset

Postcode: 38170

Country subdivision (NUTS): Isère (FRK24)

Country: France

Email: publications-joue@aws-france.com

Telephone: +33480041260

Roles of this organisation:

TED eSender

8.1. ORG-0002

Official name: OPCO EP

Registration number: 86006

Postal address: Siège social 4 rue du Colonel Driant

Town: Paris

Postcode: 75001

Country subdivision (NUTS): Paris (FR101)

Country: France

Contact point: MURET Arnaud

Email: support-entreprises@aws-france.com

Telephone: 0970838837

Internet address: <https://www.opcoep.fr/>

Buyer profile: <https://www.marches-publics.info/>

Roles of this organisation:

Buyer

8.1. ORG-0003

Official name: OPCO EP

Registration number: 3001BC0F-F8BA-A55C-E5D728999662E8B5

Postal address: Siège social

Town: Paris

Postcode: 75001

Country subdivision (NUTS): Paris (FR101)

Country: France

Email: support-entreprises@aws-france.com

Telephone: 0970838837

Roles of this organisation:

Organisation providing additional information about the procurement procedure

8.1. ORG-0004

Official name: Tribunal judiciaire de Paris

Registration number: 3001BC21-AD47-B529-8151F9BE0075B3EF

Postal address: 1 Parv. du Tribunal de Paris

Town: Paris

Postcode: 75017

Country subdivision (NUTS): Paris (FR101)

Country: France

Email: accueil-paris@justice.fr

Telephone: 0144325151

Internet address: <https://www.tribunal-de-paris.justice.fr/75>

Roles of this organisation:

Review organisation

8.1. ORG-0005

Official name: Tribunal judiciaire de Paris

Registration number: 3001BC33-DDC6-EB3B-CC2355BCED047DEF

Postal address: 1 Parv. du Tribunal de Paris

Town: Paris

Postcode: 75017

Country subdivision (NUTS): Paris (FR101)

Country: France

Email: accueil-paris@justice.fr

Telephone: 0144325151

Internet address: <https://www.tribunal-de-paris.justice.fr/75>

Roles of this organisation:

Mediation organisation

8.1. ORG-0006

Official name: Tribunal judiciaire de Paris

Registration number: 3001BC56-C437-E5F7-52428B68362630EF

Postal address: 1 Parv. du Tribunal de Paris

Town: Paris

Postcode: 75017

Country subdivision (NUTS): Paris (FR101)

Country: France

Email: accueil-paris@justice.fr

Telephone: 0144325151

Internet address: <https://www.tribunal-de-paris.justice.fr/75>

Roles of this organisation:

Organisation providing more information on the review procedures

Notice information

Notice identifier/version: be31b88e-2210-4e4b-9f2c-e5409c396feb - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 16

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