

## 623653-2026 - Competition

Netherlands – Recruitment services – Europese openbare aanbesteding VMS en ATS Regio West Brabant

OJ S 175/2026 10/09/2026

Contract or concession notice – standard regime

Services

### 1. Buyer

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#### 1.1. Buyer

Official name: KAREL.

Email: [info@wijzijkarel.nl](mailto:info@wijzijkarel.nl)

Legal type of the buyer: Regional authority

Activity of the contracting authority: General public services

### 2. Procedure

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#### 2.1. Procedure

Title: Europese openbare aanbesteding VMS en ATS Regio West Brabant

Description: Levering, implementatie, inrichting, beheer, onderhoud en ondersteuning van een Applicant Tracking Systeem (ATS) en een Vendor Management Systeem (VMS) voor RWB en de Deelnemende Organisaties. 29 gemeenten en 28 gemeenten verdeeld over 2 percelen

Procedure identifier: d5d25196-cb09-48fa-bd4d-90f7706ef920

Internal identifier: K011612

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): 75131100 General personnel services for the government

##### 2.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: NL411

##### 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: 2

**Terms of contract:**

Maximum number of lots for which contracts can be awarded to one tenderer: 2

##### 2.1.6. Grounds for exclusion

Sources of grounds for exclusion: Procurement Document

## 5. Lot

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### 5.1. Lot: LOT-0001

Title: Perceel 1 — Applicant Tracking Systeem (ATS)

Description: ATS voor het volledige werving- en selectieproces voor 28 aangesloten organisaties: vacatureworkflows, multi-channel publicatie, sollicitatieformulieren, selectiecommissies, talentpoolbeheer, rapportages, AVG-compliance, koppelingen met o.a. werkeninwestbrabant.nl, werkeninbrabant.nl, HR- en financiële systemen, Microsoft Fabric /Power BI en het VMS. WCAG 2.2 niveau AA. 29 gemeenten en 28 gemeenten verdeeld over 2 percelen

Internal identifier: 1

#### 5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

Additional classification (cpv): 75131100 General personnel services for the government

#### 5.1.2. Place of performance

Country: Netherlands

Anywhere in the given country

Additional information: NL411

#### 5.1.3. Estimated duration

Duration: 60 Months

#### 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

#### 5.1.8. Accessibility criteria

Accessibility criteria for persons with disabilities are included

#### 5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

#### 5.1.10. Award criteria

##### Criterion:

Type: Quality

Name: Wensenpakket ATS

Description: Zie paragraaf 4.6.4 K1 Wensenpakket Beschrijvend document

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

Award criterion number: 30

##### Criterion:

Type: Quality

Name: Plan van aanpak: implementatie, samenwerking en dienstverlening

Description: Zie paragraaf 4.6.5 K2 Plan van aanpak: implementatie, samenwerking en dienstverlening Beschrijvend document

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

Award criterion number: 25

**Criterion:**

Type: Quality

Name: Kandidaatreis, gebruikersadoptie en verantwoorde inzet van AI

Description: Zie paragraaf 4.6.6 K3 Kandidaatreis, gebruikersadoptie en verantwoorde inzet van AI Beschrijvend document

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

Award criterion number: 20

**Criterion:**

Type: Price

Name: Prijs

Description: Zie paragraaf 4.6.2 Prijscriterium Beschrijvend document.

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

Award criterion number: 25

**Criterion:**

Type: Quality

Name: Ronde 2: Demonstratie en presentatie

Description: Zie paragraaf 4.6.10 K4 Demonstratie en presentatie Beschrijvend document

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

Award criterion number: 35

#### **5.1.11. Procurement documents**

Deadline for requesting additional information: 05/10/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/439235>

#### **5.1.12. Terms of procurement**

**Terms of submission:**

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/439235>

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of tenders: 26/10/2026 10:00:00 (UTC+01:00) Central European Time, Western European Summer Time

Duration during which the tender must remain valid: 4 Months

**Information about public opening:**

Opening date: 26/10/2026 10:05:00 (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: Required

Electronic ordering will be used: no

Electronic payment will be used: no

#### **5.1.15. Techniques**

**Framework agreement:**

No framework agreement

**Information about the dynamic purchasing system:**

No dynamic purchase system

**5.1.16. Further information, mediation and review**

Mediation organisation: KAREL. - Arrondissementsparket Zeeland West-Brabant

Review organisation: KAREL. - Rechtbank Zeeland - West-Brabant

Organisation providing additional information about the procurement procedure: KAREL.

Organisation providing more information on the review procedures: KAREL. -

Arrondissementsparket Zeeland West-Brabant

Organisation receiving requests to participate: KAREL.

**5.1. Lot: LOT-0002**

Title: Perceel 2 — Vendor Management Systeem (VMS)

Description: VMS voor de volledige cyclus van externe inhuur voor de Inhuurdesk van Flex West-Brabant en 29 aangesloten organisaties: geïntegreerd DAS, mantelpartners en overige raamcontractanten, aanvraag en matching, opdrachtvorming, urenregistratie, self-billing facturatie, documentbeheer, poolbeheer, rapportages. Koppelingen met o.a. Key2Financiën, Proactis (e-facturatie), Power BI, systemen van mantelpartners en flexwestbrabant.nl. Circa 16.600 gebruikers, 1.681 toegelaten leveranciers/zzp'ers, ± 1.450 aanvragen en 1.257 plaatsingen per jaar, jaaromzet € 139 mln.

Internal identifier: 2

**5.1.1. Purpose**

Main nature of the contract: Services

Main classification (cpv): 79600000 Recruitment services

**5.1.2. Place of performance**

Country: Netherlands

Anywhere in the given country

Additional information: NL411

**5.1.3. Estimated duration**

Duration: 60 Months

**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

**5.1.8. Accessibility criteria**

Accessibility criteria for persons with disabilities are included

**5.1.9. Selection criteria**

Sources of selection criteria: Procurement Document

**5.1.10. Award criteria**

**Criterion:**

Type: Quality

Name: Wensenpakket VMS

Description: Zie paragraaf 4.6.7 K1 Wensenpakket Beschrijvend document.

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

Award criterion number: 30

**Criterion:**

Type: Quality

Name: Plan van aanpak: implementatie, samenwerking en dienstverlening

Description: Zie paragraaf 4.6.8 K2 Plan van aanpak: implementatie, samenwerking en dienstverlening Beschrijvend document.

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

Award criterion number: 25

**Criterion:**

Type: Quality

Name: Rechtmatigheid en beheersing van de inhuurketen

Description: Zie paragraaf 4.6.9 K3 Rechtmatigheid en beheersing van de inhuurketen Beschrijvend document

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

Award criterion number: 20

**Criterion:**

Type: Price

Name: Prijs

Description: Zie paragraaf 4.6.2 Prijscriterium Beschrijvend document.

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

Award criterion number: 25

**Criterion:**

Type: Quality

Name: Ronde 2: Demonstratie en presentatie

Description: Zie paragraaf 4.6.10 K4 Demonstratie en presentatie Beschrijvend document

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

Award criterion number: 35

**5.1.11. Procurement documents**

Deadline for requesting additional information: 05/10/2026 10:00:00 (UTC+02:00) Eastern European Time, Central European Summer Time

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Electronic invoicing: Required

Electronic ordering will be used: no

Electronic payment will be used: no

**5.1.15. Techniques**

**Framework agreement:**

No framework agreement

**Information about the dynamic purchasing system:**

No dynamic purchase system

**5.1.16. Further information, mediation and review**

Mediation organisation: KAREL. - Arrondissementsparket Zeeland West-Brabant

Review organisation: KAREL. - Rechtbank Zeeland - West-Brabant

Organisation providing additional information about the procurement procedure: KAREL.

Organisation providing more information on the review procedures: KAREL. -

Arrondissementsparket Zeeland West-Brabant

Organisation receiving requests to participate: KAREL.

## 8. Organisations

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**8.1. ORG-0001**

Official name: KAREL.

Registration number: 54674912

Postal address: Roosendaalseweg 4

Town: Etten-Leur

Postcode: 4875 AA

Country subdivision (NUTS): West-Noord-Brabant (NL411)

Country: Netherlands

Contact point: Vera Horsch

Email: [info@wijzijkarel.nl](mailto:info@wijzijkarel.nl)

Telephone: +31 630326347

Internet address: <http://www.wijzijkarel.nl>

**Other contact points:**

Official name: Rechtbank Zeeland - West-Brabant

Postal address: Stationslaan 10

Town: Breda

Postcode: 4815 GW

Country subdivision (NUTS): West-Noord-Brabant (NL411)

Country: Netherlands

Email: [kanton.breda.zwb@rechtspraak.nl](mailto:kanton.breda.zwb@rechtspraak.nl)

Telephone: +31 883616000

Internet address: <https://www.rechtspraak.nl/Organisatie-en-contact/Organisatie/Rechtbanken/Rechtbank-Zeeland-West-Brabant>

**Other contact points:**

Official name: Arrondissementsparket Zeeland West-Brabant

Postal address: Postbus 90112  
Town: Breda  
Postcode: 4800 RA  
Country subdivision (NUTS): West-Noord-Brabant (NL411)  
Country: Netherlands  
Contact point: Arrondissementsrechtbank Breda  
Email: [info.zwb@rechtspraak.nl](mailto:info.zwb@rechtspraak.nl)  
Telephone: +31 768872444  
Fax: +31 768872195  
Internet address: <http://www.rechtspraak.nl>

**Other contact points:**

Official name: Arrondissementsparket Zeeland West-Brabant  
Postal address: Postbus 90112  
Town: Breda  
Postcode: 4800 RA  
Country subdivision (NUTS): West-Noord-Brabant (NL411)  
Country: Netherlands  
Contact point: Arrondissementsrechtbank Breda  
Email: [info.zwb@rechtspraak.nl](mailto:info.zwb@rechtspraak.nl)  
Telephone: +31 768872444  
Fax: +31 768872195  
Internet address: <http://www.rechtspraak.nl>

**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  
Mediation organisation

## Notice information

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Notice identifier/version: 94674552-0cbc-4268-b75a-2048f96e5302 - 01  
Form type: Competition  
Notice type: Contract or concession notice – standard regime  
Notice subtype: 16  
Notice dispatch date: 09/09/2026 10:17:18 (UTC+02:00) Eastern European Time, Central European Summer Time  
Languages in which this notice is officially available: Dutch  
Notice publication number: 623653-2026  
OJ S issue number: 175/2026  
Publication date: 10/09/2026