

634016-2026 - Competition

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

OJ S 178/2026 15/09/2026

Contract or concession notice – standard regime - Change notice
Services

1. Buyer

1.1. Buyer

Official name: KAREL.

Email: v.horsch@wijzijnkarel.nl

Legal type of the buyer: Regional authority

Activity of the contracting authority: General public services

2. Procedure

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

Country: Netherlands

Additional information: Regio west brabant

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

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

Country: Netherlands

Additional information: Regio west brabant

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/439828>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.tenderned.nl/aankondigingen/overzicht/439828>

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

Country: Netherlands

Additional information: Regio west brabant

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

Address of the procurement documents: <https://www.tenderned.nl/aankondigingen/overzicht/439828>

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

Electronic submission: Required

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Duration during which the tender must remain valid: 4 Months

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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.

8. Organisations

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: v.horsch@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

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
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
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

10. Change

Version of the previous notice to be changed
:
94674552-0cbc-4268-b75a-2048f96e5302-01
Main reason for change
:
Information updated
Description
:
nutscode toegevoegd

Notice information

Notice identifier/version: bfae4e19-f2e7-4efb-8d2b-f87d9ca4b991 - 01
Form type: Competition
Notice type: Contract or concession notice – standard regime
Notice subtype: 16

Notice dispatch date: 14/09/2026 11:53:53 (UTC+02:00) Eastern European Time, Central European Summer Time
Languages in which this notice is officially available: Dutch
Notice publication number: 634016-2026
OJ S issue number: 178/2026
Publication date: 15/09/2026