

685996-2026 - Competition

France – Supply services of personnel including temporary staff – Marché de prestations de ressources humaines externes et de recrutement

OJ S 193/2026 06/10/2026

Contract or concession notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: Coallia

Email: aleyna.dimen@coallia.org

Legal type of the buyer: Body governed by public law

Activity of the contracting authority: Health

2. Procedure

2.1. Procedure

Title: Marché de prestations de ressources humaines externes et de recrutement

Description: Accord-cadre mono-attributaire à bons de commande, sans montant minimum, portant sur des prestations de ressources humaines externes et de recrutement pour l'ensemble des établissements et dispositifs de Coallia (972 dispositifs répartis dans 53 départements). Le marché est alloté en 5 lots : lot 1 travail temporaire - intérim multi-métiers ; lot 2 cabinets de recrutement CDD/CDI ; lot 3 management de transition ; lot 4 plateforme de gestion des vacataires CDD (métiers du soin et socio-éducatifs, urgences < 48h) ; lot 5 plateforme de mise en relation avec des professionnels indépendants (IDE, ES, animateurs..., urgences < 48h). Durée : 24 mois, renouvelable deux fois un an, soit 4 ans maximum.

Procedure identifier: 94e63c7d-6b64-4783-9d66-18829926630f

Internal identifier: 2026-05

Type of procedure: Negotiated with prior publication of a call for competition / competitive with negotiation

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

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

2.1.2. Place of performance

Country: France

Anywhere in the given country

2.1.3. Value

Maximum value of the framework agreement: 50 000 000,00 EUR

2.1.4. General information

Legal basis:

Directive 2014/24/EU

2.1.5. Terms of procurement

Terms of submission:

Maximum number of lots for which one tenderer can submit tenders: 3

Terms of contract:

Maximum number of lots for which contracts can be awarded to one tenderer: 3

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: Procurement Document

5. Lot

5.1. Lot: LOT-0001

Title: Travail temporaire - Intérim multi-métiers

Description: ccord-cadre mono-attributaire à bons de commande de mise à disposition de personnel intérimaire multi-métiers pour l'ensemble des établissements de Coallia. Plafond annuel : 9 000 000 euros HT.

Internal identifier: Lot 1

5.1.1. Purpose

Main nature of the contract: Services

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

5.1.2. Place of performance

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Duration: 24 Months

5.1.4. Renewal

Maximum renewals: 2

5.1.5. Value

Estimated value excluding VAT: 36 000 000,00 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): no

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document

5.1.11. Procurement documents

Address of the procurement documents: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

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

Electronic catalogue: Not allowed

Deadline for receipt of requests to participate: 09/11/2026 12:00:00 (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: 0

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: COALLIA

Organisation providing additional information about the procurement procedure: Coallia

Organisation providing more information on the review procedures: COALLIA

5.1. Lot: LOT-0002

Title: Cabinets de recrutement CDD/CDI

Description: Accord-cadre mono-attributaire à bons de commande de prestations de cabinets de recrutement pour des postes en CDD et CDI. Plafond annuel : 400 000 euros HT.

Internal identifier: Lot 2

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79610000 Placement services of personnel

5.1.2. Place of performance

Country: France

Anywhere in the given country

5.1.3. Estimated duration

Duration: 24 Months

5.1.5. Value

Estimated value excluding VAT: 1 600 000,00 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): no

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: 3

Maximum number of candidates to be invited for the second stage of the procedure: 3

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

5.1.11. Procurement documents

Address of the procurement documents: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of requests to participate: 09/11/2026 12:00:00 (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: COALLIA

Organisation providing additional information about the procurement procedure: Coallia

Organisation providing more information on the review procedures: COALLIA

5.1. Lot: LOT-0003

Title: Management de transition

Description: Accord-cadre mono-attributaire à bons de commande de prestations de management de transition. Plafond annuel : 400 000 euros HT.

Internal identifier: Lot 3

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79621000 Supply services of office personnel

5.1.2. Place of performance

Postal address: 16 - 18 COUR SAINT ELOI

Town: Paris

Postcode: 75012

Country subdivision (NUTS): Paris (FR101)

Country: France

5.1.3. Estimated duration

Duration: 24 Months

5.1.5. Value

Estimated value excluding VAT: 1 600 000,00 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): no

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: 3

Maximum number of candidates to be invited for the second stage of the procedure: 3

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

5.1.11. Procurement documents

Address of the procurement documents: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of requests to participate: 09/11/2026 12:00:00 (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: 0

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: COALLIA

Organisation providing additional information about the procurement procedure: Coallia

5.1. Lot: LOT-0004

Title: Plateforme de gestion des vacataires CDD

Description: Accord-cadre mono-attributaire de mise à disposition d'une plateforme de gestion des vacataires CDD pour les métiers du soin et socio-éducatifs, avec traitement des urgences sous 48 h. Plafond annuel : 200 000 euros HT.

Internal identifier: Lot 4

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72000000 IT services: consulting, software development, Internet and support

5.1.2. Place of performance

Country: France

Anywhere in the given country

5.1.3. Estimated duration

Duration: 24 Months

5.1.5. Value

Estimated value excluding VAT: 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): no

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: 3

Maximum number of candidates to be invited for the second stage of the procedure: 3

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

5.1.11. Procurement documents

Address of the procurement documents: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of requests to participate: 09/11/2026 12:00:00 (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: COALLIA

Organisation providing additional information about the procurement procedure: Coallia

Organisation providing more information on the review procedures: COALLIA

5.1. Lot: LOT-0005

Title: Plateforme de mise en relation avec des professionnels indépendants

Description: Accord-cadre mono-attributaire de mise à disposition d'une plateforme de mise en relation avec des professionnels indépendants (IDE, ES, animateurs...), avec traitement des urgences sous 48 h. Plafond annuel : 2 500 000 euros HT.

Internal identifier: Lot 5

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72000000 IT services: consulting, software development, Internet and support

5.1.2. Place of performance

Country: France

Anywhere in the given country

5.1.3. Estimated duration

Duration: 24 Months

5.1.5. Value

Estimated value excluding VAT: 10 000 000,00 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): no

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: 3

Maximum number of candidates to be invited for the second stage of the procedure: 3

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

5.1.11. Procurement documents

Address of the procurement documents: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: https://coallia.e-marchespublics.com/pack/annonce_marche_public_7152_1185442.html

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

Electronic catalogue: Not allowed

Variants: Not allowed

Deadline for receipt of requests to participate: 09/11/2026 12:00:00 (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: COALLIA

Organisation providing additional information about the procurement procedure: Coallia

Organisation providing more information on the review procedures: COALLIA

8. Organisations

8.1. ORG-0001

Official name: Coallia

Registration number: 775 680 309 00611

Postal address: 16-18 cours Saint Eloi

Town: PARIS

Postcode: 75012

Country subdivision (NUTS): Paris (FR101)

Country: France

Email: aleyna.dimen@coallia.org

Telephone: +33 612617705

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

Buyer profile: <https://coallia.e-marchespublics.com>

Roles of this organisation:

Buyer

Organisation providing additional information about the procurement procedure

8.1. ORG-0002

Official name: COALLIA

Registration number: 775â680â309â00611

Postal address: 16 AU 18 16 SAINT-ELOI

Town: PARIS

Postcode: 75012

Country subdivision (NUTS): Paris (FR101)

Country: France

Roles of this organisation:

Review organisation

Organisation providing more information on the review procedures

8.1. ORG-0000

Official name: DEMATIS

Registration number: 45072478600030

Town: Paris

Postcode: 75015

Country subdivision (NUTS): Paris (FR101)

Country: France

Email: contact@dematis.com

Telephone: +33 172365548

Internet address: www.dematis.com

Roles of this organisation:

TED eSender

Notice information

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