

454605-2026 - Licitación

Dinamarca – Servicios de contratación – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Anuncio de contrato o de concesión. Régimen normal

Servicios

1. Comprador

1.1. Comprador

Denominación oficial: Danmarks Tekniske Universitet - DTU

Correo electrónico: karho@adm.dtu.dk

Naturaleza jurídica del comprador: Organismo de Derecho público

Actividad del poder adjudicador: Educación

2. Procedimiento

2.1. Procedimiento

Título: Recruitment services for VIP positions

Descripción: DTU continuously seeks the right candidates for the many exciting challenges and tasks that need to be solved. DTU Group HR can handle a large part of this but for certain VIP make use of an external recruitment agency. VIP positions are understood as VIP Leadership and staff positions such as Department Director, Professor, Associate Professor, Dean and Senior Researcher etc..

Identificador del procedimiento: 4c838a72-e817-4c32-b69a-a1fe025971a8

Identificador interno: #10730

Tipo de procedimiento: Negociado con publicación previa de un anuncio de licitación / licitación con negociación

El procedimiento está acelerado: no

Principales características del procedimiento: DTU expects to have 1 negotiation with each of the prequalified Tenderers. However DTU can award the contract at any time based on the initial tender and are not obliged to have a negotiation.

2.1.1. Finalidad

Naturaleza del contrato: Servicios

Clasificación principal (cpv): 79600000 Servicios de contratación

2.1.2. Lugar de ejecución

En cualquier lugar

2.1.3. Valor

Valor estimado, IVA excluido: 4 000 000,00 DKK

Valor máximo del acuerdo marco: 5 200 000,00 DKK

2.1.4. Información general

Base jurídica:

Directiva 2014/24/UE

2.1.6. Motivos de exclusión

Fuentes de los motivos de exclusión: Anuncio, Documento europeo único de contratación (DEUC), Documento de contratación

Corrupción: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for corruption, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Article 3 of the Convention on the fight against corruption involving officials of the European Communities or officials of Member States of the European Union, OJ C 195, 25.6.1997, p. 1, and in Article 2(1) of Council Framework Decision 2003/568/JHA of 22 July 2003 on combating corruption in the private sector (OJ L 192, 31.7.2003, p. 54). This exclusion ground also includes corruption as defined in the national law of the contracting authority (contracting entity) or the economic operator

Fraude: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for fraud, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? Within the meaning of Article 1 of the Convention on the protection of the European Communities' financial interests (OJ C 316, 27.11.1995, p. 48).

Blanqueo de capitales o financiación del terrorismo: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for money laundering or terrorist financing, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Article 1 of Directive 2005/60/EC of the European Parliament and of the Council of 26 October 2005 on the prevention of the use of the financial system for the purpose of money laundering and terrorist financing (OJ L 309, 25.11.2005, p. 15).

Participación en una organización delictiva: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for participation in a criminal organisation, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Article 2 of Council Framework Decision 2008/841/JHA of 24 October 2008 on the fight against organised crime (OJ L 300, 11.11.2008, p. 42).

Delitos de terrorismo o delitos ligados a las actividades terroristas: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for terrorist offences or offences linked to terrorist activities, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Articles 1 and 3 of Council Framework Decision of 13 June 2002 on combating terrorism (OJ L 164, 22.6.2002, p. 3). This exclusion ground also includes inciting or aiding or abetting or attempting to commit an offence, as referred to in Article 4 of that Framework Decision.

Trabajo infantil y otras formas de trata de seres humanos: Has the economic operator itself or any person who is a member of its administrative, management or supervisory body or has powers of representation, decision or control therein been the subject of a conviction by final judgment for child labour and other forms of trafficking in human beings, by a conviction rendered at the most five years ago or in which an exclusion period set out directly in the conviction continues to be applicable? As defined in Article 2 of Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA (OJ L 101, 15.4.2011, p. 1).

Incumplimiento de obligaciones en materia de Derecho medioambiental: Has the economic operator, to its knowledge, breached its obligations in the field of environmental law? As referred to for the purposes of this procurement in national law, in the relevant notice or the procurement documents or in Article 18(2) of Directive 2014/24/EU.

Incumplimiento de obligaciones en materia de Derecho laboral: Has the economic operator, to its knowledge, breached its obligations in the field of labour law? As referred to for the purposes of this procurement in national law, in the relevant notice or the procurement documents or in Article 18(2) of Directive 2014/24/EU.

Incumplimiento de obligaciones en materia de Derecho social: Has the economic operator, to its knowledge, breached its obligations in the field of social law? As referred to for the purposes of this procurement in national law, in the relevant notice or the procurement documents or in Article 18(2) of Directive 2014/24/EU.

Falta profesional grave: Is the economic operator guilty of grave professional misconduct? Where applicable, see definitions in national law, the relevant notice or the procurement documents.

Declaración falsa, ocultación de información, incapacidad de presentar los documentos exigidos u obtención de información confidencial del presente procedimiento: Can the economic operator confirm that: a) It has been guilty of serious misrepresentation in supplying the information required for the verification of the absence of grounds for exclusion or the fulfilment of the selection criteria, b) It has withheld such information, c) It has not been able, without delay, to submit the supporting documents required by a contracting authority or contracting entity, and d) It has undertaken to unduly influence the decision making process of the contracting authority or contracting entity, to obtain confidential information that may confer upon it undue advantages in the procurement procedure or to negligently provide misleading information that may have a material influence on decisions concerning exclusion, selection or award?

Conflicto de intereses debido a su participación en el procedimiento de contratación: Is the economic operator aware of any conflict of interest, as indicated in national law, the relevant notice or the procurement documents due to its participation in the procurement procedure?

Participación, directa o indirecta, en la preparación del presente procedimiento de contratación : Has the economic operator or an undertaking related to it advised the contracting authority or contracting entity or otherwise been involved in the preparation of the procurement procedure?

Incumplimiento de la obligación de pago de cotizaciones a la seguridad social: Has the economic operator breached its obligations relating to the payment social security contributions, both in the country in which it is established and in Member State of the contracting authority or contracting entity if other than the country of establishment?

Incumplimiento de la obligación de pago de impuestos: Has the economic operator breached its obligations relating to the payment of taxes, both in the country in which it is established and in Member State of the contracting authority or contracting entity if other than the country of establishment?

Las actividades empresariales han sido suspendidas: Are the business activities of the economic operator suspended? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Quiebra: Is the economic operator bankrupt? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Convenio con los acreedores: Is the economic operator in arrangement with creditors? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Insolvencia: Is the economic operator the subject of insolvency or winding-up? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Activos que están siendo administrados por un liquidador: Are the assets of the economic operator being administered by a liquidator or by the court? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

Situación análoga a la quiebra con arreglo al Derecho nacional: Is the economic operator in in any analogous situation like bankruptcy arising from a similar procedure under national laws and regulations? This information needs not be given if exclusion of economic operators in this case has been made mandatory under the applicable national law without any possibility of derogation where the economic operator is nevertheless able to perform the contract.

5. Lote

5.1. Lote: LOT-0000

Título: Recruitment services for VIP positions

Descripción: DTU continuously seeks the right candidates for the many exciting challenges and tasks that need to be solved. DTU Group HR can handle a large part of this but for certain VIP make use of an external recruitment agency. VIP positions are understood as VIP Leadership and staff positions such as Department Director, Professor, Associate Professor, Dean and Senior Researcher etc..

Identificador interno: #10730

5.1.1. Finalidad

Naturaleza del contrato: Servicios

Clasificación principal (cpv): 79600000 Servicios de contratación

5.1.2. Lugar de ejecución

En cualquier lugar

5.1.3. Duración estimada

Duración: 4 Años

5.1.5. Valor

Valor estimado, IVA excluido: 4 000 000,00 DKK

Valor máximo del acuerdo marco: 5 200 000,00 DKK

5.1.6. Información general

Participación reservada:

La participación no está reservada.

Proyecto de contratación pública no financiado con fondos de la UE

La contratación pública está cubierta por el Acuerdo sobre Contratación Pública (ACP): sí

5.1.9. Criterios de selección

Fuentes de los criterios de selección: Anuncio, Documento europeo único de contratación (DEUC), Documento de contratación

Criterio: Ratio financiero

Descripción del criterio de selección: For the last 3 audited financial years, as a minimum the Applicant/Tenderer must on average have had a: - Solvency ratio at 15% If the Applicant /Tenderer is unable to fulfil the requirements, the Applicant /Tenderer may enter into or form a consortium or rely on the capacities of other entities.

Los criterios se utilizarán para seleccionar a los candidatos que serán invitados a la segunda fase del procedimiento

Criterio: Referencias sobre entregas específicas

Descripción del criterio de selección: The Applicant/Tenderer must provide 3 references for companies and/or institutions for which Applicant/Tenderer has collaborated with and performed comparable assignments. By comparable assignments is meant continuous international recruiting and search of VIP positions, which resulted in a successful employment relationship. By a successful employment relationship means that the candidate remains employed in the position for a minimum of 12 months. By international recruiting and search for VIP positions is meant that the search and recruitment of candidates is carried out with international coverage. The agreement to which the reference refers must not be more than 3 years old. This means that the agreement must either be active or must have been active within the last 3 years calculated from deadline for submission of request for participation. Being active means that the agreement is valid and that one or more recruitment assignments have been carried out under the agreement within the past 3 years, calculated from the deadline for submission of request for participation. For the assessment of fulfillment of the minimum requirements for suitability and the selection of applicants, the Applicant/Tenderer should provide the following information for each reference: • Name of the company /contracting party (company and/or institution) • The commencement date of the collaboration /agreement and, where applicable, the end date, unless the collaboration/agreement is still active. If the collaboration/agreement is still active, this shall be stated in the response. • The number of international recruitment assignments completed within the past 3 years, as well as the date when the first international recruitment assignment for the reference was carried out within the past 3 years. It must also be stated how many of the completed international recruitment assignments within the past 3 years resulted in a successful employment relationship, meaning the candidate remained employed in the position for a minimum of 12 months. In addition, a description must be included of the international recruitment assignments within the past 3 years and comparability, including which job types within the VIP area. A description is not required for each individual international recruitment assignment completed within the past 3 years but for each of the job types within the VIP area that are representative of the total number of international recruitment assignments within the past 3 years. The Applicant/Tenderer may list the references in the ESPD but is encouraged to elaborate on them and submit the references in a separate document (or both). The Applicant /Tenderer is encouraged to use Appendix F – Reference Template for the response for each reference; however, it is not a requirement that the Applicant/Tenderer uses Appendix F – Reference Template. If the Applicant/Tenderer provides/submits more than 3 references, DTU will only consider the first 3 references. If the Applicant/Tenderer is unable to fulfil the requirements, the Applicant/Tenderer may enter into or form a consortium or rely on the capacities of other entities.

Los criterios se utilizarán para seleccionar a los candidatos que serán invitados a la segunda fase del procedimiento

Información sobre la segunda fase de un procedimiento de dos fases:

Número mínimo de candidatos que serán invitados a la segunda fase del procedimiento: 3
Número máximo de candidatos que serán invitados a la segunda fase del procedimiento: 3
El procedimiento se desarrollará en fases sucesivas. En cada fase, pueden eliminarse algunos participantes
El comprador se reserva el derecho de adjudicar el contrato sobre la base de las ofertas iniciales sin necesidad de más negociaciones

5.1.10. Criterios de adjudicación

Criterio:

Tipo: Precio

Nombre: Pris

Descripción: Cf. Appendix 2 - Prices, the evaluation price is: * Percentage of annual salary, pr. recruitment - first candidate * Percentage of annual salary pr. recruitment - subsequent candidates The two prices are weighted as below: - Percentage of annual salary per recruitment - first candidate 75% - Percentage of annual salary per recruitment - subsequent candidates 25%

Categoría del criterio de adjudicación de peso: Ponderación (porcentaje, exacto)

Criterio de adjudicación: número: 40

Criterio:

Tipo: Calidad

Nombre: Kvalitet

Descripción: Quality is divided into the following sub-criteria and will be weighted as follows:
Quality – sub-criteria I: Item in Appendix 1 – Requirement specification: 1.4, 1.5, 1.6, 1.8, 1.9, 1.10, 1.13, 3.2 - 35% Quality – sub-criteria II: Response of Appendix 3 – Case - 65%

Categoría del criterio de adjudicación de peso: Ponderación (porcentaje, exacto)

Criterio de adjudicación: número: 60

5.1.11. Pliegos de contratación

Lenguas en las que los pliegos de contratación están disponibles oficialmente: inglés

Dirección de los pliegos de contratación: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

5.1.12. Condiciones de la contratación pública

Condiciones de presentación:

Presentación electrónica: Obligatoria

Dirección para la presentación: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

Lenguas en las que pueden presentarse las ofertas o solicitudes de participación: inglés

Catálogo electrónico: No autorizada

Variantes: No autorizada

Los licitadores pueden presentar más de una oferta: No autorizada

Plazo de recepción de solicitudes de participación: 10/09/2026 21:59:00 (UTC+00:00) Hora de Europa Occidental, GMT

Condiciones del contrato:

La ejecución del contrato debe realizarse en el marco de programas de empleo protegido: No

Es necesario un acuerdo de confidencialidad: no

Facturación electrónica: Obligatoria

Se utilizarán pedidos electrónicos: no

Se utilizará el pago electrónico: sí

5.1.15. Técnicas

Acuerdo marco:

Acuerdo marco sin convocatoria de nueva licitación

Número máximo de participantes: 1

Información sobre el sistema dinámico de adquisición:

Ningún sistema dinámico de adquisición

5.1.16. Información adicional, mediación y recurso

Organización encargada de los procedimientos de recurso: Klagenævnet for Udbud

Información sobre los plazos de revisión: Complaint regarding the award of a framework agreement: Complaint regarding the award of a contract must be submitted no later than 6 months from the date after the Contracting Authority has notified the concerned Candidates and Tenderers that a framework agreement has been concluded, cf. lov om Klagenævnet for Udbud (Complaints Board for Tenders) § 7, Section 2, no. 3.

Organización que proporciona información adicional sobre el procedimiento de contratación: Danmarks Tekniske Universitet - DTU

Organización que proporciona acceso fuera de línea a los documentos de la contratación: Danmarks Tekniske Universitet - DTU

Organización que proporciona más información sobre los procedimientos de recurso: Konkurrence- og Forbrugerstyrelsen

8. Organizaciones**8.1. ORG-0001**

Denominación oficial: Danmarks Tekniske Universitet - DTU

Número de registro: 30060946

Dirección postal: Anker Engelunds Vej 1

Localidad: Kgs. Lyngby

Código postal: 2800

Subdivisión del país (NUTS): Københavns omegn (DK012)

País: Dinamarca

Punto de contacto: Karin Holmsgaard

Correo electrónico: karho@adm.dtu.dk

Teléfono: +45 31964928

Dirección de internet: <https://www.dtu.dk>

Perfil de comprador: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

Funciones de esta organización:

Comprador

Organización que proporciona información adicional sobre el procedimiento de contratación

Organización que proporciona acceso fuera de línea a los documentos de la contratación

8.1. ORG-0002

Denominación oficial: Klagenævnet for Udbud

Número de registro: 37795526

Dirección postal: Nævnenes hus, Toldboden 2

Localidad: Viborg

Código postal: 8800

Subdivisión del país (NUTS): Østjylland (DK042)

País: Dinamarca

Correo electrónico: klfu@erst.dk

Teléfono: +45 35291000

Dirección de internet: <http://www.klfu.dk>

Funciones de esta organización:

Organización encargada de los procedimientos de recurso

8.1. ORG-0003

Denominación oficial: Konkurrence- og Forbrugerstyrelsen

Número de registro: 10294819

Dirección postal: Carl Jacobsens Vej 35

Localidad: Valby

Código postal: 2500

Subdivisión del país (NUTS): Københavns omegn (DK012)

País: Dinamarca

Correo electrónico: kfst@kfst.dk

Teléfono: +45 41715000

Dirección de internet: <http://www.kfst.dk>

Funciones de esta organización:

Organización que proporciona más información sobre los procedimientos de recurso

8.1. ORG-0004

Denominación oficial: Merzell Holding ASA

Número de registro: 980921565

Dirección postal: Askekroken 11

Localidad: Oslo

Código postal: 0277

Subdivisión del país (NUTS): Oslo (NO081)

País: Noruega

Punto de contacto: eSender

Correo electrónico: publication@merzell.com

Teléfono: +47 21018800

Fax: +47 21018801

Dirección de internet: <http://merzell.com/>

Funciones de esta organización:

TED eSender

Información del anuncio

Identificador/versión del anuncio: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

Tipo de formulario: Licitación

Tipo de anuncio: Anuncio de contrato o de concesión. Régimen normal

Subtipo de anuncio: 16

Fecha de envío del anuncio: 30/06/2026 14:39:53 (UTC+00:00) Hora de Europa Occidental, GMT

Anuncio: fecha de envío (por parte del eSender): 01/07/2026 11:30:46 (UTC+00:00) Hora de Europa Occidental, GMT

Lenguas en las que este anuncio está disponible oficialmente: inglés

Número de publicación del anuncio: 454605-2026

Número de la edición del DO S: 125/2026

Fecha de publicación: 02/07/2026