

454605-2026 - Hange

Taani – Värbamisteenistus – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Hanketeade või kontsessiooniteade – üldkord

Teenused

1. Hankija

1.1. Hankija

Ametlik nimi: Danmarks Tekniske Universitet - DTU

E-posti aadress: karho@adm.dtu.dk

Hankija õiguslik vorm: Avalik-õiguslik isik

Hankija tegevus: Haridus

2. Menetlus

2.1. Menetlus

Pealkiri: Recruitment services for VIP positions

Kirjeldus: 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..

Menetluse tunnus: 4c838a72-e817-4c32-b69a-a1fe025971a8

Sisemine tunnus: #10730

Menetluse liik: Väljakuulutamisega läbirääkimistega hankemenetlus / konkurentsipõhine läbirääkimistega hankemenetlus

Kiirendatud menetlus: ei

Menetluskorra kirjeldus: 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. Eesmärk

Lepingu olemus: Teenused

Peamine liigitus (cpv): 79600000 Värbamisteenistus

2.1.2. Lepingu täitmise koht

Kus tahes

2.1.3. Maksumus

Eeldatav maksumus käibemaksuta: 4 000 000,00 DKK

Raamlepingu maksimaalne maksumus: 5 200 000,00 DKK

2.1.4. Üldine teave

Õiguslik alus:

Direktiiv 2014/24/EL

2.1.6. Kõrvaldamise alused

Väljajätmise aluste allikad: Teade, Euroopa ühtne hankedokument (ESPD), Hankedokument

Korruptsioon: 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

Pettus: 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).

Rahapesu või terrorismi rahastamine: 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).

Kuritegelikus ühenduses osalemine: 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).

Terroriakti toimepanek või terroristliku tegevusega seotud õigusrikkumised: 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.

Laste tööjõu kasutamine ja muud inimkaubanduse vormid: 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).

Keskkonnaõiguse valdkonnas kohaldatavate kohustuste täitmata jätmine: 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.

Tööõiguse valdkonnas kohaldatavate kohustuste täitmata jätmine: 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.

Sotsiaalõiguse valdkonnas kohaldatavate kohustuste täitmata jätmine: 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.

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

Valeandmete esitamine, teabe esitamata jätmine, suutmatuse nõutud dokumente esitada või selle menetluse kohta konfidentsiaalse teabe saamine: 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?

Hankemenetluses osalemisega kaasnev huvide konflikt: 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?

Otsene või kaude osalemine käesoleva hankemenetluse ettevalmistamisel: 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?

Sotsiaalkindlustusmaksete tasumise kohustuse rikkumine: 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?

Maksude tasumise kohustuse rikkumine: 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?

Äritegevus on peatatud: 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.

Pankrot: 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.

Kokkulepe võlausaldajatega: 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.

Maksejõuetus: 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.

Vara haldab likvideerija: 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.

Siseriikliku õiguse kohane samalaadne olukord, näiteks pankrot: 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. Osa

5.1. Osa: LOT-0000

Pealkiri: Recruitment services for VIP positions

Kirjeldus: 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..

Sisemine tunnus: #10730

5.1.1. Eesmärk

Lepingu olemus: Teenused

Peamine liigitus (cpv): 79600000 Värbamisteenistus

5.1.2. Lepingu täitmise koht

Kus tahes

5.1.3. Eeldatav kestus

Kestus: 4 Aastad

5.1.5. Maksumus

Eeldatav maksumus käibemaksuta: 4 000 000,00 DKK

Raamlepingu maksimaalne maksumus: 5 200 000,00 DKK

5.1.6. Üldine teave

Reserveeritud osalemine:

Osalemine ei ole reserveeritud.

Hankeprojekt, mida ei rahastata ELi vahenditest

Hanke suhtes kohaldatakse riigihankelepingut (GPA): jah

5.1.9. Kvalifitseerimistingimused

Valikukriteeriumide allikad: Teade, Euroopa ühtne hankedokument (ESPD), Hankedokument

Kriteerium: Finants suhtarv

Valikukriteeriumi kirjeldus: 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.

Kriteeriume kasutatakse menetluse teise etapi kutsutavate taotlejate väljaajamiseks

Kriteerium: Viited määratud tarnetele

Valikukriteeriumi kirjeldus: 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/submit 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.

Kriteeriume kasutatakse menetluse teise etapi kutsutavate taotlejate väljaajamiseks

Teave kaheetapilise menetluse teise etapi kohta:

Menetluse teise etapi kutsutavate taotlejate miinimumarv: 3

Menetluse teise etapi kutsutavate taotlejate maksimumarv: 3

Menetlus toimub järjestikuste etappidena. Igas etapis võidakse mõni osaleja kõrvaldada Hankija jätab endale õiguse sõlmida leping esialgsete pakkumuste alusel ilma edasiste läbirääkimisteta

5.1.10. Pakkumuste hindamise kriteeriumid

Kriteerium:

Liik: Hind

Nimi: Pris

Kirjeldus: 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%

Hindamise kaalukriteeriumi kategooria: Kaal (protsentides, täpne)

Hindamiskriteerium – arv: 40

Kriteerium:

Liik: Kvaliteet

Nimi: Kvalitet

Kirjeldus: 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%

Hindamise kaalukriteeriumi kategooria: Kaal (protsentides, täpne)

Hindamiskriteerium – arv: 60

5.1.11. Hankedokumendid

Keeled, milles hankedokumendid on ametlikult kättesaadavad: inglise keel

Hankedokumentide aadress: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

5.1.12. Hanke tingimused

Esitamise tingimused:

Elektrooniline esitamine: Nõutav

Esitamise aadress: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

Keeled, milles võib pakkumusi või osalemistaotlusi esitada: inglise keel

Elektrooniline kataloog: Ei ole lubatud

Variandid: Ei ole lubatud

Pakkujad võivad esitada rohkem kui ühe pakkumuse: Ei ole lubatud

Osalemistaotluste esitamise tähtaeg: 10/09/2026 21:59:00 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

Lepingutingimused:

Lepingu täitmine peab toimuma kaitstud tööhõive programmide raames: Ei

Vajalik on konfidentsiaalsuskokkulepe: ei

E-arveldamine: Nõutav

Kasutatakse elektroonilisi tellimusi: ei

Kasutatakse elektroonilisi makseid: jah

5.1.15. Vahendid

Raamleping:

Raamleping ilmainikonkursita

Osalejate maksimaalne arv: 1

Teave dunaamilise hankesüsteemi kohta:

Ei kohaldata dunaamilist hankesüsteemi

5.1.16. Lisateave, lepitus ja vaidlustus

Vaidlustusorgan: Klagenævnet for Udbud

Teave vaidlustamise tähtaegade kohta: 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.

Organisatsioon, mis annab lisateavet hankemenetluse kohta: Danmarks Tekniske Universitet - DTU

Hankedokumentidele internetivälisest juurdepääsu pakkuv organisatsioon: Danmarks Tekniske Universitet - DTU

Organisatsioon, mis annab lisateavet vaidlustamise kohta: Konkurrence- og Forbrugerstyrelsen

8. Organisatsioonid

8.1. ORG-0001

Ametlik nimi: Danmarks Tekniske Universitet - DTU

Registreerimisnumber: 30060946

Postiaadress: Anker Engelunds Vej 1

Linn: Kgs. Lyngby

Sihtnumber: 2800

Riik – jaotus (NUTS): Københavns omegn (DK012)

Riik: Taani

Kontaktpunkt: Karin Holmsgaard

E-posti aadress: karho@adm.dtu.dk

Telefon: +45 31964928

Internetiaadress: <https://www.dtu.dk>

Hankija profiil: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

Selle organisatsiooni rollid:

Hankija

Organisatsioon, mis annab lisateavet hankemenetluse kohta

Hankedokumentidele internetivälisest juurdepääsu pakkuv organisatsioon

8.1. ORG-0002

Ametlik nimi: Klagenævnet for Udbud

Registreerimisnumber: 37795526

Postiaadress: Nævnenes hus, Toldboden 2

Linn: Viborg

Sihtnumber: 8800

Riik – jaotus (NUTS): Østjylland (DK042)

Riik: Taani

E-posti aadress: klfu@erst.dk

Telefon: +45 35291000

Internetiaadress: <http://www.klfu.dk>

Selle organisatsiooni rollid:

Vaidlustusorgan

8.1. ORG-0003

Ametlik nimi: Konkurrence- og Forbrugerstyrelsen

Registreerimisnumber: 10294819

Postiaadress: Carl Jacobsens Vej 35

Linn: Valby
Sihtnumber: 2500
Riik – jaotus (NUTS): Københavns omegn (DK012)
Riik: Taani
E-posti aadress: kfst@kfst.dk
Telefon: +45 41715000
Internetiaadress: <http://www.kfst.dk>
Selle organisatsiooni rollid:
Organisatsioon, mis annab lisateavet vaidlustamise kohta

8.1. ORG-0004

Ametlik nimi: Merzell Holding ASA
Registreerimisnumber: 980921565
Postiaadress: Askekroken 11
Linn: Oslo
Sihtnumber: 0277
Riik – jaotus (NUTS): Oslo (NO081)
Riik: Norra
Kontaktpunkt: eSender
E-posti aadress: publication@merzell.com
Telefon: +47 21018800
Faks: +47 21018801
Internetiaadress: <http://merzell.com/>
Selle organisatsiooni rollid:
TED eSender

Teave teate kohta

Teate tunnus/version: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01
Vormi liik: Hange
Teate liik: Hanketeade või kontsessiooniteade – üldkord
Teate alaliik: 16
Teate saatmise kuupäev: 30/06/2026 14:39:53 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg
Teate saatmise kuupäev (eSender): 01/07/2026 11:30:46 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg
Keeled, milles käesolev teade on ametlikult kättesaadav: inglise keel
Teate avaldamise number: 454605-2026
ELT S väljaande number: 125/2026
Avaldamise kuupäev: 02/07/2026