

354969-2026 - Kilpailu

Tanska – Työhönottopalvelut – Recruitment services for VIP positions

OJ S 99/2026 26/05/2026

Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä
Palvelut

1. Ostaja

1.1. Ostaja

Virallinen nimi: Danmarks Tekniske Universitet - DTU

Sähköposti: karho@adm.dtu.dk

Ostajan oikeudellinen muoto: Julkisoikeudellinen yhteisö

Pääasiallinen toimiala: Koulutus

2. Menettely

2.1. Menettely

Ilmoituksen nimi: Recruitment services for VIP positions

Kuvaus: 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..

Menettelyn tunniste: 05730b3b-4d08-435a-9316-f280e50c0110

Sisäinen tunniste: #10730

Menettelyn tyyppi: Tarjouskilpailukutsun julkaisemisen jälkeinen neuvottelumenettely / tarjousperusteinen neuvottelumenettely

Käytetään nopeutettua menettelyä: ei

Menettelyn tärkeimmät piirteet: 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. Tarkoitus

Pääasiallinen hankintalaji: Palvelut

Pääasiallinen luokitus (cpv): 79600000 Työhönottopalvelut

2.1.2. Suorituspaikka

Missä tahansa

2.1.3. Arvo

Ennakoitu arvo ilman arvonlisäveroa: 4 000 000,00 DKK

Enimmäisarvo puitejärjestelyssä: 5 200 000,00 DKK

2.1.4. Yleistä tietoa

Oikeusperusta:

Direktiivi 2014/24/EU

2.1.6. Poissulkemisperusteet

Poissulkemisperusteiden ilmoittamispaikka: Ilmoitus, Yhteinen eurooppalainen hankinta-asiakirja (ESPD), Hankinta-asiakirja

Korruptio: 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

Petos: 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).

Rahanpesu tai terrorismin rahoitus: 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).

Rikollisjärjestön toimintaan osallistuminen: 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).

Terrorismirikokset tai terroritoimintaan liittyvät rikokset: 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.

Lapsityövoima ja muut ihmiskaupan muodot: 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).

Ympäristölainsäädännön mukaisten velvoitteiden rikkominen: 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.

Työlainsäädännön mukaisten velvoitteiden rikkominen: 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.

Sosiaalilainsäädännön mukaisten velvoitteiden rikkominen: 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.

Ammatin harjoittamiseen liittyvä vakava virhe: Is the economic operator guilty of grave professional misconduct? Where applicable, see definitions in national law, the relevant notice or the procurement documents.

Väärien tietojen antaminen, tietojen salaaminen, vaadittujen asiakirjojen toimittamatta jättäminen tai tätä menettelyä koskevien luottamuksellisten tietojen saaminen: 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?

Talouden toimijan hankintamenettelyyn osallistumisesta johtuvat eturistiriidat: 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?

Välitön tai välillinen osallistuminen tämän hankintamenettelyn valmisteluun: 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?

Sosiaaliturvamaksujen maksamiseen liittyvän velvoitteen rikkominen: 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?

Verojen maksamiseen liittyvän velvoitteen rikkominen: 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?

Liiketoiminta on keskeytetty: 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.

Konkurssi: 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.

Järjestelyt velkojien kanssa: 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.

Maksukyvyttömyys: 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.

Varat selvitysmiehen hallinnassa: 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.

Kansallisesta lainsäädännöstä johtuva konkurssia tai muuta sellaista vastaava tilanne: 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

Ilmoituksen nimi: Recruitment services for VIP positions

Kuvaus: 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..

Sisäinen tunniste: #10730

5.1.1. Tarkoitus

Pääasiallinen hankintalaji: Palvelut

Pääasiallinen luokitus (cpv): 79600000 Työhönottopalvelut

5.1.2. Suorituspaikka

Missä tahansa

5.1.3. Arvioitu kesto

Kesto: 4 Vuodet

5.1.5. Arvo

Ennakoitu arvo ilman arvonlisäveroa: 4 000 000,00 DKK

Enimmäisarvo puitejärjestelyssä: 5 200 000,00 DKK

5.1.6. Yleistä tietoa

Varattu osallistuminen:

Osallistumista ei ole varattu.

Hankintaa ei ole rahoitettu EU:n varoista

Hankintaan sovelletaan WTO:n julkisia hankintoja koskevaa sopimusta (GPA): kyllä

5.1.9. Valintaperusteet

Valintaperusteiden ilmoittamisaika: Ilmoitus, Yhteinen eurooppalainen hankinta-asiakirja (ESPD), Hankinta-asiakirja

Kriteeri: Taloudellinen suhdeluku

Valintaperusteen kuvaus: 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.

Soveltuvuusvaatimusta käytetään valittaessa menettelyn jälkimmäiseen vaiheeseen kutsuttavia ehdokkaita

Kriteeri: Viitteet määriteltäisiin palveluihin

Valintaperusteen kuvaus: The Applicant/Tenderer must provide as a minimum 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. The agreement to which the reference refers must not be more than 3 years old. This means that the agreement must be in operation or have been in operation within the last 3 years calculated from deadline for submission of request for participation. The Applicant/Tenderer should give the following information for each reference: • Name of reference (companies and/or institutions) • Time for start-up of collaboration. If the collaboration started earlier than 3 years, then it must be documented that recruitment tasks have been performed within the last 3 years and when the first recruitment task was performed for the reference within the last 3 years. • The number of and a description of the international recruitment assignments and comparability, including which job types within the VIP area. A description is not required for each individual recruitment task, but for each of the job types within the VIP area that are representative of the total number of recruitment tasks. Applicant/Tenderer is encouraged to elaborate and enclose the references in a separate document. 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

Soveltuvuusvaatimusta käytetään valittaessa menettelyn jälkimmäiseen vaiheeseen kutsuttavia ehdokkaita

Tiedot kaksivaiheisen menettelyn jälkimmäisestä vaiheesta:

Menettelyn jälkimmäiseen vaiheeseen kutsuttavien ehdokkaiden vähimmäismäärä: 3

Menettelyn jälkimmäiseen vaiheeseen kutsuttavien ehdokkaiden enimmäismäärä: 3

Menettely etenee peräkkäisissä vaiheissa. Kussakin vaiheessa osa osallistujista voidaan karsia Ostaja varaa oikeuden tehdä sopimus alustavien tarjousten perusteella ilman neuvottelujen toteuttamista

5.1.10. Vertailuperusteet

Kriteeri:

Tyyppi: Hinta

Nimi: Pris

Kuvaus: 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%

Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)

Vertailuperusteen luku: 40

Kriteeri:

Tyyppi: Laatu

Nimi: Kvalitet

Kuvaus: 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%

Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)

Vertailuperusteen luku: 60

5.1.11. Hankinta-asiakirjat

Hankinta-asiakirjojen osoite: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=454929&TID=200415657&B=

5.1.12. Hankinnan ehdot**Tarjouksen/hakemuksen jättämisen ehdot:**

Tarjouksen/hakemuksen jättäminen sähköisesti: Pakollinen

Tarjouksen/hakemuksen toimitusosoite: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=454929&TID=200415657&B=

Kielet, joilla tarjoukset tai osallistumishakemukset voidaan toimittaa: englanti

Sähköinen luettelo: Ei sallittu

Vaihtoehtoiset tarjoukset: Ei sallittu

Tarjoaja voi jättää useamman kuin yhden tarjouksen: Ei sallittu

Osallistumishakemusten vastaanottamisen määräaika: 14/08/2026 21:59:00 (UTC+00:00)

Länsi-Euroopan aika, GMT

Tiedot, joita voidaan täydentää myös tarjousten jättämiselle asetetun määräajan jälkeen :

Hankkijan harkinnan mukaan osa puuttuvista hakuasiakirjoista voidaan toimittaa myöhemmin.

Lisätiedot: Certain supplementary information may be submitted in accordance with the procurement rules.

Sopimusehdot:

Sopimuksen täytäntöönpano on rajattu tehtäväksi suojatyöohjelmien puitteissa: Ei

Salassapitosopimus (NDA) vaaditaan: ei

Sähköinen laskutus: Pakollinen

Tilaukset tehdään sähköisesti: ei

Maksut tehdään sähköisesti: kyllä

5.1.15. Menetelmät**Puitejärjestely:**

Puitejärjestely, johon ei liity uudelleen kilpailuttamista

Osallistujien enimmäismäärä: 1

Tietoa dynaamisesta hankintajärjestelmästä:

Ei dynaamista hankintajärjestelmää

5.1.16. Lisätietoja, sovittelu ja muutoksenhaku

Muutoksenhakuelin: Klagenævnet for Udbud

Tietoa muutoksenhaun määräajoista: 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.

Hankintamenettelystä lisätietoja antava organisaatio: Danmarks Tekniske Universitet - DTU

Hankinta-asiakirjoja offline-tilassa tarjoava organisaatio: Danmarks Tekniske Universitet - DTU
Muutoksenhakumenettelyjen määräajoista lisätietoja tarjoava organisaatio: Konkurrence- og Forbrugerstyrelsen
Osallistumishakemuksia vastaanottava organisaatio: Danmarks Tekniske Universitet - DTU
Tarjouksia käsittelevä organisaatio: Danmarks Tekniske Universitet - DTU

8. Organisaatiot

8.1. ORG-0001

Virallinen nimi: Danmarks Tekniske Universitet - DTU
Rekisterinumero: 30060946
Postiosoite: Anker Engelunds Vej 1
Postitoimipaikka: Kgs. Lyngby
Postinumero: 2800
Maaryhmittely (NUTS): Københavns omegn (DK012)
Maa: Tanska
Yhteyspiste: Karin Holmsgaard
Sähköposti: karho@adm.dtu.dk
Puhelin: +45 31964928
Internetosoite: <https://www.dtu.dk>
Hankkijaprofiili: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

Tämän organisaation roolit:

Ostaja
Hankintamenettelystä lisätietoja antava organisaatio
Hankinta-asiakirjoja offline-tilassa tarjoava organisaatio
Osallistumishakemuksia vastaanottava organisaatio
Tarjouksia käsittelevä organisaatio

8.1. ORG-0002

Virallinen nimi: Klagenævnet for Udbud
Rekisterinumero: 37795526
Postiosoite: Nævnenes hus, Toldboden 2
Postitoimipaikka: Viborg
Postinumero: 8800
Maaryhmittely (NUTS): Københavns omegn (DK012)
Maa: Tanska
Sähköposti: klfu@erst.dk
Puhelin: +45 35291000
Internetosoite: <http://www.klfu.dk>

Tämän organisaation roolit:

Muutoksenhakuelin

8.1. ORG-0003

Virallinen nimi: Konkurrence- og Forbrugerstyrelsen
Rekisterinumero: 10294819
Postiosoite: Carl Jacobsens Vej 35
Postitoimipaikka: Valby
Postinumero: 2500
Maaryhmittely (NUTS): Københavns omegn (DK012)
Maa: Tanska

Sähköposti: kfst@kfst.dk

Puhelin: +45 41715000

Internetosoite: <http://www.kfst.dk>

Tämän organisaation roolit:

Muutoksenhakumenettelyjen määrääjoista lisätietoja tarjoava organisaatio

8.1. ORG-0004

Virallinen nimi: Mercell Holding ASA

Rekisterinumero: 980921565

Postiosoite: Askekroken 11

Postitoimipaikka: Oslo

Postinumero: 0277

Maaryhmittely (NUTS): Oslo (NO081)

Maa: Norja

Yhteyspiste: eSender

Sähköposti: publication@mercell.com

Puhelin: +47 21018800

Faksi: +47 21018801

Internetosoite: <http://mercell.com/>

Tämän organisaation roolit:

TED eSender

Ilmoituksen tiedot

Ilmoituksen tunnisteversio: 260e180c-5657-4402-8b8e-3a4662ed9ac4 - 01

Lomakkeen tyyppi: Kilpailu

Ilmoituksen tyyppi: Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä

Ilmoituksen alatyypinumero: 16

Ilmoituksen lähetyspäivä: 21/05/2026 13:50:35 (UTC+00:00) Länsi-Euroopan aika, GMT

Ilmoituksen lähetyspäivä (eSender): 21/05/2026 15:01:03 (UTC+00:00) Länsi-Euroopan aika, GMT

Kielet, joilla tämä ilmoitus on virallisesti saatavilla: englanti

Ilmoituksen julkaisunumero: 354969-2026

EUVL S -lehden numero: 99/2026

Julkaisupäivä: 26/05/2026