

454605-2026 - Kilpailu

Tanska – Työhönottopalvelut – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

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

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 tunnistus: #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 toimituksiin

Valintaperusteen kuvaus: 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.

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

Kielet, joilla hankinta-asiakirjat ovat virallisesti saatavilla: englanti

Hankinta-asiakirjojen osoite: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&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=458157&TID=200418705&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: 10/09/2026 21:59:00 (UTC+00:00)

Länsi-Euroopan aika, GMT

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

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

8.1. ORG-0002

Virallinen nimi: Klagenævnet for Udbud

Rekisterinumero: 37795526

Postiosoite: Nævnenes hus, Toldboden 2

Postitoimipaikka: Viborg

Postinumero: 8800

Maaryhmittely (NUTS): Østjylland (DK042)

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: Merzell Holding ASA
Rekisterinumero: 980921565
Postiosoite: Askekroken 11
Postitoimipaikka: Oslo
Postinumero: 0277
Maaryhmittely (NUTS): Oslo (NO081)
Maa: Norja
Yhteyspiste: eSender
Sähköposti: publication@merzell.com
Puhelin: +47 21018800
Faksi: +47 21018801
Internetosoite: <http://merzell.com/>

Tämän organisaation roolit:

TED eSender

Ilmoituksen tiedot

Ilmoituksen tunnisteversio: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01
Lomakkeen tyyppi: Kilpailu
Ilmoituksen tyyppi: Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä
Ilmoituksen alatyypinumero: 16
Ilmoituksen lähetyspäivä: 30/06/2026 14:39:53 (UTC+00:00) Länsi-Euroopan aika, GMT
Ilmoituksen lähetyspäivä (eSender): 01/07/2026 11:30:46 (UTC+00:00) Länsi-Euroopan aika, GMT
Kielet, joilla tämä ilmoitus on virallisesti saatavilla: englanti
Ilmoituksen julkaisunumero: 454605-2026
EUVL S -lehden numero: 125/2026
Julkaisupäivä: 02/07/2026