

## 454605-2026 - Mise en concurrence

Danemark – Services de recrutement – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Avis de marché ou de concession – régime ordinaire

Services

### 1. Acheteur

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#### 1.1. Acheteur

Nom officiel: Danmarks Tekniske Universitet - DTU

Adresse électronique: [karho@adm.dtu.dk](mailto:karho@adm.dtu.dk)

Forme juridique de l'acheteur: Organisme de droit public

Activité du pouvoir adjudicateur: Enseignement

### 2. Procédure

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#### 2.1. Procédure

Titre: Recruitment services for VIP positions

Description: 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..

Identifiant de la procédure: 4c838a72-e817-4c32-b69a-a1fe025971a8

Identifiant interne: #10730

Type de procédure: Négociée avec publication préalable d'un appel à la concurrence / concurrentielle avec négociation

La procédure est accélérée: non

Principales caractéristiques de la procédure et informations sur l'endroit où obtenir les règles complètes applicables à la procédure: 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. Objet

Nature principale du marché: Services

Nomenclature principale (cpv): 79600000 Services de recrutement

##### 2.1.2. Lieu d'exécution

N'importe où

##### 2.1.3. Valeur

Valeur estimée hors TVA: 4 000 000,00 DKK

Valeur maximale de l'accord-cadre: 5 200 000,00 DKK

##### 2.1.4. Informations générales

**Base juridique:**

Directive 2014/24/UE

##### 2.1.6. Motifs d'exclusion

Sources des motifs d'exclusion: Avis, Document unique de marché européen (DUME), Document de marché

Corruption: 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).

Blanchiment de capitaux ou financement du terrorisme: 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).

Participation à une organisation criminelle: 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).

Infractions terroristes ou infractions liées aux activités terroristes: 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.

Travail des enfants et autres formes de traite des êtres humains: 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).

Manquement aux obligations dans le domaine du droit environnemental: 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.

Manquement aux obligations dans le domaine du droit du travail: 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.

Manquement aux obligations dans le domaine du droit 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.

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

Fausse déclarations, dissimulation d'informations, incapacité de présenter les documents requis ou obtention d'informations confidentielles sur cette procédure: 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?

Conflit d'intérêt créé par sa participation à la procédure de passation de marché: 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?

Association directe ou indirecte à la préparation de cette procédure de passation de marché: 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?

Manquement à l'obligation relative au paiement de cotisations de sécurité sociale: 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?

Manquement à l'obligation relative au paiement d'impôts et taxes: 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?

État de cessation d'activités: 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.

Faillite: 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.

Concordat: 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.

Insolvabilité: 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.

Biens administrés par un liquidateur: 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.

Situation analogue à la faillite prévue dans la législation nationale: 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. Lot

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### 5.1. Lot: LOT-0000

Titre: Recruitment services for VIP positions

Description: 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..

Identifiant interne: #10730

#### 5.1.1. Objet

Nature principale du marché: Services

Nomenclature principale (cpv): 79600000 Services de recrutement

#### 5.1.2. Lieu d'exécution

N'importe où

#### 5.1.3. Durée estimée

Durée: 4 Ans

#### 5.1.5. Valeur

Valeur estimée hors TVA: 4 000 000,00 DKK

Valeur maximale de l'accord-cadre: 5 200 000,00 DKK

#### 5.1.6. Informations générales

##### Participation réservée:

La participation n'est pas réservée.

Projet de passation de marché non financé par des fonds de l'UE

Le marché relève de l'accord sur les marchés publics (AMP): oui

#### **5.1.9. Critères de sélection**

Sources des critères de sélection: Avis, Document unique de marché européen (DUME), Document de marché

Critère: Ratio financier

Description du critère de sélection: 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.

Les critères seront appliqués pour sélectionner les candidats à inviter pour la seconde étape de la procédure

Critère: Références sur des livraisons spécifiées

Description du critère de sélection: 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.

Les critères seront appliqués pour sélectionner les candidats à inviter pour la seconde étape de la procédure

**Informations sur la seconde étape d'une procédure en deux étapes:**

Nombre minimal de candidats à inviter pour la seconde étape de la procédure: 3

Nombre maximal de candidats à inviter pour la seconde étape de la procédure: 3

La procédure se déroulera en plusieurs étapes. À chaque étape, certains candidats peuvent être éliminés

L'acheteur se réserve le droit d'attribuer le marché sur la base des offres initiales sans mener de négociations

**5.1.10. Critères d'attribution**

**Critère:**

Type: Prix

Nom: Pris

Description: 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%

Catégorie du critère d'attribution poids: Pondération (pourcentage, valeur exacte)

Nombre critère d'attribution: 40

**Critère:**

Type: Qualité

Nom: Kvalitet

Description: 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%

Catégorie du critère d'attribution poids: Pondération (pourcentage, valeur exacte)

Nombre critère d'attribution: 60

**5.1.11. Documents de marché**

Langues dans lesquelles les documents de marché sont officiellement disponibles: anglais

Adresse des documents de marché: [https://eu.eu-supply.com/app/rfq/rwlenrance\\_s.asp?PID=458157&TID=200418705&B=](https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=)

**5.1.12. Conditions du marché public**

**Conditions de soumission:**

Soumission par voie électronique: Requisite

Adresse de soumission: [https://eu.eu-supply.com/app/rfq/rwlenrance\\_s.asp?PID=458157&TID=200418705&B=](https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=)

Langues dans lesquelles les offres ou demandes de participation/candidatures peuvent être présentées: anglais

Catalogue électronique: Non autorisée

Variantes: Non autorisée

Les soumissionnaires peuvent présenter plusieurs offres: Non autorisée

Date limite de réception des demandes de participation/candidatures: 10/09/2026 21:59:00 (UTC+00:00) Heure de l'Europe occidentale, GMT

**Conditions du marché:**

Le contrat doit être exécuté dans le cadre de programmes d'emplois protégés: Non

Un accord de confidentialité est requis: non

Facturation électronique: Requisite

La commande en ligne sera utilisée: non

Le paiement électronique sera utilisé: oui

#### **5.1.15. Techniques**

##### **Accord-cadre:**

Accord-cadre, sans remise en concurrence

Nombre maximal de candidats: 1

##### **Informations sur le système d'acquisition dynamique:**

Pas de système d'acquisition dynamique

#### **5.1.16. Informations complémentaires, médiation et recours**

Organisation chargée des procédures de recours: Klagenævnet for Udbud

Description des délais d'introduction des procédures de recours: 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.

Organisation qui fournit des informations complémentaires sur la procédure de passation de marché: Danmarks Tekniske Universitet - DTU

Organisation qui fournit un accès hors ligne aux documents de marché: Danmarks Tekniske Universitet - DTU

Organisation qui fournit des précisions concernant l'introduction des recours: Konkurrence- og Forbrugerstyrelsen

## **8. Organisations**

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### **8.1. ORG-0001**

Nom officiel: Danmarks Tekniske Universitet - DTU

Numéro d'enregistrement: 30060946

Adresse postale: Anker Engelunds Vej 1

Ville: Kgs. Lyngby

Code postal: 2800

Subdivision pays (NUTS): Københavns omegn (DK012)

Pays: Danemark

Point de contact: Karin Holmsgaard

Adresse électronique: [karho@adm.dtu.dk](mailto:karho@adm.dtu.dk)

Téléphone: +45 31964928

Adresse internet: <https://www.dtu.dk>

Profil de l'acheteur: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

##### **Rôles de cette organisation:**

Acheteur

Organisation qui fournit des informations complémentaires sur la procédure de passation de marché

Organisation qui fournit un accès hors ligne aux documents de marché

### **8.1. ORG-0002**

Nom officiel: Klagenævnet for Udbud

Numéro d'enregistrement: 37795526

Adresse postale: Nævnenes hus, Toldboden 2

Ville: Viborg

Code postal: 8800

Subdivision pays (NUTS): Østjylland (DK042)

Pays: Danemark

Adresse électronique: [klfu@erst.dk](mailto:klfu@erst.dk)

Téléphone: +45 35291000

Adresse internet: <http://www.klfu.dk>

**Rôles de cette organisation:**

Organisation chargée des procédures de recours

**8.1. ORG-0003**

Nom officiel: Konkurrence- og Forbrugerstyrelsen

Numéro d'enregistrement: 10294819

Adresse postale: Carl Jacobsens Vej 35

Ville: Valby

Code postal: 2500

Subdivision pays (NUTS): Københavns omegn (DK012)

Pays: Danemark

Adresse électronique: [kfst@kfst.dk](mailto:kfst@kfst.dk)

Téléphone: +45 41715000

Adresse internet: <http://www.kfst.dk>

**Rôles de cette organisation:**

Organisation qui fournit des précisions concernant l'introduction des recours

**8.1. ORG-0004**

Nom officiel: Merzell Holding ASA

Numéro d'enregistrement: 980921565

Adresse postale: Askekroken 11

Ville: Oslo

Code postal: 0277

Subdivision pays (NUTS): Oslo (NO081)

Pays: Norvège

Point de contact: eSender

Adresse électronique: [publication@merzell.com](mailto:publication@merzell.com)

Téléphone: +47 21018800

Télécopieur: +47 21018801

Adresse internet: <http://merzell.com/>

**Rôles de cette organisation:**

TED eSender

## Informations relatives à l'avis

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Identifiant/version de l'avis: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

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Type d'avis: Avis de marché ou de concession – régime ordinaire

Sous-type d'avis: 16

Date d'envoi de l'avis: 30/06/2026 14:39:53 (UTC+00:00) Heure de l'Europe occidentale, GMT

Date et heure de transmission de l'avis (eSender): 01/07/2026 11:30:46 (UTC+00:00) Heure de l'Europe occidentale, GMT

Langues dans lesquelles l'avis en question est officiellement disponible: anglais

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