

454605-2026 - Nadmetanje

Danska – Usluge zapošljavanja – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Obavijest o nadmetanju ili koncesiji – standardni režim

Usluge

1. Kupac

1.1. Kupac

Službeno ime: Danmarks Tekniske Universitet - DTU

E-pošta: karho@adm.dtu.dk

Pravni oblik kupca: Tijelo koje se uređuje javnim pravom

Djelatnost javnog naručitelja: Obrazovanje

2. Postupak

2.1. Postupak

Naslov: Recruitment services for VIP positions

Opis: 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..

Identifikacijska oznaka postupka: 4c838a72-e817-4c32-b69a-a1fe025971a8

Interna identifikacijska oznaka: #10730

Vrsta postupka: Pregovarački s prethodnom objavom poziva na nadmetanje / natjecateljski uz pregovore

Postupak je ubrzan: ne

Glavna obilježja postupka: 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. Svrha

Priroda ugovora: Usluge

Glavna klasifikacija (cpv): 79600000 Usluge zapošljavanja

2.1.2. Mjesto izvršenja

Bilo gdje

2.1.3. Vrijednost

Procijenjena vrijednost bez PDV-a: 4 000 000,00 DKK

Maksimalna vrijednost okvirnog sporazuma: 5 200 000,00 DKK

2.1.4. Opće informacije

Pravna osnova:

Direktiva 2014/24/EU

2.1.6. Razlozi za isključenje

Izvori razloga za isključenje: Obavijest, Europska jedinstvena dokumentacija o nabavi, Dokumentacija o nabavi

Korupcija: 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

Prijevara: 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).

Pranje novca ili financiranje terorizma: 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).

Sudjelovanje u zločinačkoj organizaciji: 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).

Kaznena djela terorizma ili kaznena djela povezana s terorističkim aktivnostima: 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.

Dječji rad i drugi oblici trgovanja ljudima: 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).

Kršenje obveza u području prava o okolišu: 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.

Kršenje obveza u području radnog prava: 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.

Kršenje obveza u području socijalnog prava: 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.

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

Lažno prikazivanje, prikrivanje informacija, nemogućnost podnošenja traženih dokumenata ili prikupljanje povjerljivih informacija o ovom postupku: 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?

Sukob interesa koji proizlazi iz sudjelovanja u postupku javne nabave: 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?

Izravno ili neizravno sudjelovanje u pripremi ovog postupka javne nabave: 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?

Kršenje obveze plaćanja doprinosa za socijalno osiguranje: 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?

Kršenje obveze plaćanja poreza: 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?

Suspendirane poslovne aktivnosti: 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.

Stečaj: 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.

Nagodba s vjerovnicima: 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.

Nesolventnost: 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.

Imovinom subjekta upravlja stečajni upravitelj: 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.

Situacije istovrsne stečaju prema nacionalnim zakonima: 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. Grupa

5.1. Grupa: LOT-0000

Naslov: Recruitment services for VIP positions

Opis: 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..

Interna identifikacijska oznaka: #10730

5.1.1. Svrha

Priroda ugovora: Usluge

Glavna klasifikacija (cpv): 79600000 Usluge zapošljavanja

5.1.2. Mjesto izvršenja

Bilo gdje

5.1.3. Očekivano trajanje

Trajanje: 4 Godine

5.1.5. Vrijednost

Procijenjena vrijednost bez PDV-a: 4 000 000,00 DKK

Maksimalna vrijednost okvirnog sporazuma: 5 200 000,00 DKK

5.1.6. Opće informacije

Rezervirano sudjelovanje:

Sudjelovanje nije rezervirano.

Projekt javne nabave ne financira se sredstvima EU-a

Javna nabava obuhvaćena je Sporazumom o javnoj nabavi (GPA): da

5.1.9. Kriteriji za odabir

Izvori kriterija odabira: Obavijest, Europska jedinstvena dokumentacija o nabavi, Dokumentacija o nabavi

Kriterij: Financijski omjer

Opis kriterija odabira: 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.

Na kriterijima će se temeljiti odabir natjecatelja koji će biti pozvani u drugu fazu postupka

Kriterij: Reference na određene isporuke

Opis kriterija odabira: 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.

Na kriterijima će se temeljiti odabir natjecatelja koji će biti pozvani u drugu fazu postupka

Informacije o drugoj fazi postupka u dvije faze:

Minimalan broj natjecatelja koji će biti pozvani u drugu fazu postupka: 3

Maksimalan broj natjecatelja koji će biti pozvani u drugu fazu postupka: 3

Postupak će se odvijati u uzastopnim fazama. U svakoj fazi neki sudionici mogu biti isključeni
Kupac zadržava pravo dodjele ugovora na temelju početnih ponuda bez daljnjih pregovora

5.1.10. Kriteriji za dodjelu

Kriterij:

Vrsta: Cijena

Naziv: Pris

Opis: 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%

Kategorija kriterija za dodjelu težine: Ponder (postotak, točan)

Broj kriterija za dodjelu: 40

Kriterij:

Vrsta: Kvaliteta

Naziv: Kvalitet

Opis: 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%

Kategorija kriterija za dodjelu težine: Ponder (postotak, točan)

Broj kriterija za dodjelu: 60

5.1.11. Dokumentacija o nabavi

Jezici na kojima je dokumentacija o nabavi službeno dostupna: engleski

Adresa dokumentacije o nabavi: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=458157&TID=200418705&B=

5.1.12. Uvjeti nabave

Uvjeti podnošenja:

Elektroničko podnošenje: Obvezno

Adresa za podnošenje: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=458157&TID=200418705&B=

Jezici na kojima se mogu podnijeti ponude ili zahtjevi za sudjelovanje: engleski

Elektronički katalog: Nije dopušteno

Varijante: Nije dopušteno

Ponuditelji mogu podnijeti više od jedne ponude: Nije dopušteno

Rok za primitak zahtjeva za sudjelovanje: 10/09/2026 21:59:00 (UTC+00:00)
zapadnoeuropsko vrijeme, GMT

Uvjeti ugovora:

Ugovor se mora izvršiti u okviru programa zaštićenih radnih mjesta: Ne

Potreban je sporazum o povjerljivosti podataka: ne

Elektroničko izdavanje računa: Obvezno

Naručivanje će biti elektroničko: ne

Plaćanje će biti elektroničko: da

5.1.15. Tehnike

Okvirni sporazum:

Okvirni sporazum bez ponovne provedbe nadmetanja

Maksimalan broj sudionika: 1

Informacije o dinamičkom sustavu nabave:

Nema dinamičkog sustava nabave

5.1.16. Dodatne informacije, posredovanje i pravna zaštita (preispitivanje)

Organizacija za preispitivanje (pravnu zaštitu): Klagensævnet for Udbud

Informacije o rokovima za preispitivanje: 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.

Organizacija koja pruža dodatne informacije o postupku javne nabave: Danmarks Tekniske Universitet - DTU

Organizacija koja osigurava izvanmrežni pristup dokumentaciji o nabavi: Danmarks Tekniske Universitet - DTU

Organizacija koja pruža više informacija o postupcima preispitivanja (pravne zaštite): Konkurrence- og Forbrugerstyrelsen

8. Organizacije

8.1. ORG-0001

Službeno ime: Danmarks Tekniske Universitet - DTU

Registracijski broj: 30060946

Poštanska adresa: Anker Engelunds Vej 1

Grad: Kgs. Lyngby

Poštanski broj: 2800

Zemlja – podregija (NUTS): Københavns omegn (DK012)

Zemlja: Danska

Kontaktna točka: Karin Holmsgaard

E-pošta: karho@adm.dtu.dk

Tel.: +45 31964928

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

Profil kupca: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

Uloge ove organizacije:

Kupac

Organizacija koja pruža dodatne informacije o postupku javne nabave

Organizacija koja osigurava izvanmrežni pristup dokumentaciji o nabavi

8.1. ORG-0002

Službeno ime: Klagenævnet for Udbud

Registracijski broj: 37795526

Poštanska adresa: Nævnenes hus, Toldboden 2

Grad: Viborg

Poštanski broj: 8800

Zemlja – podregija (NUTS): Østjylland (DK042)

Zemlja: Danska

E-pošta: klfu@erst.dk

Tel.: +45 35291000

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

Uloge ove organizacije:

Organizacija za preispitivanje (pravnu zaštitu)

8.1. ORG-0003

Službeno ime: Konkurrence- og Forbrugerstyrelsen

Registracijski broj: 10294819

Poštanska adresa: Carl Jacobsens Vej 35

Grad: Valby

Poštanski broj: 2500

Zemlja – podregija (NUTS): Københavns omegn (DK012)

Zemlja: Danska

E-pošta: kfst@kfst.dk

Tel.: +45 41715000

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

Uloge ove organizacije:

Organizacija koja pruža više informacija o postupcima preispitivanja (pravne zaštite)

8.1. ORG-0004

Službeno ime: Merzell Holding ASA

Registracijski broj: 980921565

Poštanska adresa: Askekroken 11

Grad: Oslo

Poštanski broj: 0277

Zemlja – podregija (NUTS): Oslo (NO081)

Zemlja: Norveška

Kontaktna točka: eSender

E-pošta: publication@merzell.com

Tel.: +47 21018800

Faks: +47 21018801

Internet: <http://merzell.com/>

Uloge ove organizacije:

TED eSender

Informacije o obavijesti

Identifikacijska oznaka / verzija obavijesti: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

Vrsta obrasca: Nadmetanje

Vrsta obavijesti: Obavijest o nadmetanju ili koncesiji – standardni režim

Podvrsta obavijesti: 16

Datum slanja obavijesti: 30/06/2026 14:39:53 (UTC+00:00) zapadnoeuropsko vrijeme, GMT

Datum e-pošiljateljeva slanja obavijesti: 01/07/2026 11:30:46 (UTC+00:00) zapadnoeuropsko vrijeme, GMT

Jezici na kojima je ova obavijest službeno dostupna: engleski

Broj objave obavijesti: 454605-2026

Broj izdanja SL S-a: 125/2026

Datum objave: 02/07/2026