

## 454605-2026 - Gara

Danimarca – Servizi di assunzione – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Bando di gara o di concessione – regime ordinario

Servizi

### 1. Committente

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#### 1.1. Committente

Nome ufficiale: Danmarks Tekniske Universitet - DTU

E-mail: [karho@adm.dtu.dk](mailto:karho@adm.dtu.dk)

Forma giuridica del committente: Organismo di diritto pubblico

Attività dell'amministrazione aggiudicatrice: Istruzione

### 2. Procedura

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#### 2.1. Procedura

Titolo: Recruitment services for VIP positions

Descrizione: 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..

Identificativo della procedura: 4c838a72-e817-4c32-b69a-a1fe025971a8

Identificativo interno: #10730

Tipo di procedura: Negoziata con previa indizione di gara / competitiva con negoziazione

La procedura è accelerata: no

Caratteristiche principali della procedura: 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. Finalità

Natura dell'appalto: Servizi

Classificazione principale (cpv): 79600000 Servizi di assunzione

##### 2.1.2. Luogo di esecuzione

Ovunque

##### 2.1.3. Valore

Valore stimato al netto dell'IVA: 4 000 000,00 DKK

Valore massimo dell'accordo quadro: 5 200 000,00 DKK

##### 2.1.4. Informazioni generali

**Base giuridica:**

Direttiva 2014/24/UE

##### 2.1.6. Motivi di esclusione

Fonti dei motivi di esclusione: Avviso, Documento di gara unico europeo (DGUE), Documento di gara

**Corruzione:** 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

**Frode:** 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).

**Riciclaggio di proventi di attività criminose o finanziamento del terrorismo:** 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).

**Partecipazione a un'organizzazione criminale:** 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).

**Reati terroristici o reati connessi alle attività terroristiche:** 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.

**Lavoro minorile e altre forme di tratta di esseri umani:** 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).

Violazione di obblighi in materia di diritto ambientale: 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.

Violazione degli obblighi in materia di diritto del lavoro: 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.

Violazione degli obblighi in materia di diritto sociale: 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.

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

False dichiarazioni, omessa informazione, incapacità di fornire i documenti richiesti o acquisizione di informazioni confidenziali in merito alla procedura in questione: 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?

Conflitto di interessi legato alla partecipazione alla procedura di appalto: 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?

Partecipazione diretta o indiretta alla preparazione della procedura di appalto: 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?

Violazione dell'obbligo di pagamento dei contributi previdenziali: 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?

Violazione dell'obbligo di pagamento delle imposte: 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?

Cessazione di attività: 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.

Fallimento: 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.

Concordato preventivo con i creditori: 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.

Insolvenza: 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.

Amministrazione controllata: 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.

Situazione analoga al fallimento ai sensi della normativa nazionale: 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. Lotto

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### 5.1. Lotto: LOT-0000

Titolo: Recruitment services for VIP positions

Descrizione: 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..

Identificativo interno: #10730

#### 5.1.1. Finalità

Natura dell'appalto: Servizi

Classificazione principale (cpv): 79600000 Servizi di assunzione

#### 5.1.2. Luogo di esecuzione

Ovunque

#### 5.1.3. Durata stimata

Durata: 4 Anni

#### 5.1.5. Valore

Valore stimato al netto dell'IVA: 4 000 000,00 DKK

Valore massimo dell'accordo quadro: 5 200 000,00 DKK

#### 5.1.6. Informazioni generali

##### Partecipazione riservata:

La partecipazione non è riservata.

Progetto di appalto non finanziato con fondi UE

L'appalto è soggetto all'accordo sugli appalti pubblici (AAP): sì

#### 5.1.9. Criteri di selezione

Fonti dei criteri di selezione: Avviso, Documento di gara unico europeo (DGUE), Documento di gara

**Criterio: Rapporto finanziario**

Descrizione del criterio di selezione: 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.

I criteri saranno utilizzati per selezionare i candidati da invitare alla seconda fase della procedura

**Criterio: Referenze su forniture specifiche**

Descrizione del criterio di selezione: 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.

I criteri saranno utilizzati per selezionare i candidati da invitare alla seconda fase della procedura

**Informazioni sulla seconda fase di una procedura in due fasi:**

Numero minimo di candidati da invitare alla seconda fase della procedura: 3

Numero massimo di candidati da invitare alla seconda fase della procedura: 3

La procedura si svolge in diverse fasi. In ogni fase possono essere eliminati alcuni partecipanti  
Il committente si riserva il diritto di aggiudicare l'appalto in base alle offerte iniziali senza ulteriore negoziazione

#### **5.1.10. Criteri di aggiudicazione**

##### **Criterio:**

Tipo: Prezzo

Nome: Pris

Descrizione: 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%

Categoria del criterio di aggiudicazione peso: Ponderazione (percentuale, esatta)

Criterio di aggiudicazione: numero: 40

##### **Criterio:**

Tipo: Qualità

Nome: Kvalitet

Descrizione: 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%

Categoria del criterio di aggiudicazione peso: Ponderazione (percentuale, esatta)

Criterio di aggiudicazione: numero: 60

#### **5.1.11. Documenti di gara**

Lingue in cui i documenti di gara sono ufficialmente disponibili: inglese

Indirizzo dei documenti di gara: [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. Condizioni di appalto**

##### **Modalità di presentazione:**

Presentazione elettronica delle offerte: Obbligatoria

Indirizzo per la presentazione: [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=)

Lingue in cui possono essere presentate le offerte o le domande di partecipazione: inglese

Catalogo elettronico: Non consentita

Varianti: Non consentita

Gli offerenti possono presentare più di un'offerta: Non consentita

Termine per il ricevimento delle domande di partecipazione: 10/09/2026 21:59:00 (UTC+00:00) ora dell'Europa occidentale, GMT

##### **Condizioni contrattuali:**

L'esecuzione dell'appalto deve avvenire nel contesto di programmi di lavoro protetti: No

È richiesto un accordo di non divulgazione: no

Fatturazione elettronica: Obbligatoria

Si farà ricorso all'ordinazione elettronica: no

Sarà utilizzato il pagamento elettronico: sì

#### **5.1.15. Tecniche**

##### **Accordo quadro:**

Accordo quadro, senza riapertura della gara

Numero massimo di partecipanti: 1

## Informazioni sul sistema dinamico di acquisizione:

Nessun sistema dinamico di acquisizione

### 5.1.16. Ulteriori informazioni, mediazione e ricorsi

Organizzazione competente per i ricorsi: Klagenævnet for Udbud

Informazioni sui termini per il riesame: 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.

Organizzazione alla quale rivolgersi per informazioni complementari sulla procedura di appalto : Danmarks Tekniske Universitet - DTU

Organizzazione alla quale rivolgersi per l'accesso offline ai documenti di gara: Danmarks Tekniske Universitet - DTU

Organizzazione alla quale rivolgersi per informazioni complementari sulle procedure di ricorso: Konkurrence- og Forbrugerstyrelsen

## 8. Organizzazioni

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### 8.1. ORG-0001

Nome ufficiale: Danmarks Tekniske Universitet - DTU

Numero di registrazione: 30060946

Indirizzo postale: Anker Engelds Vej 1

Località: Kgs. Lyngby

Codice postale: 2800

Suddivisione del paese (NUTS): Københavns omegn (DK012)

Paese: Danimarca

Referente: Karin Holmsgaard

E-mail: [karho@adm.dtu.dk](mailto:karho@adm.dtu.dk)

Telefono: +45 31964928

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

Profilo del committente: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

#### **Ruoli di questa organizzazione:**

Committente

Organizzazione alla quale rivolgersi per informazioni complementari sulla procedura di appalto

Organizzazione alla quale rivolgersi per l'accesso offline ai documenti di gara

### 8.1. ORG-0002

Nome ufficiale: Klagenævnet for Udbud

Numero di registrazione: 37795526

Indirizzo postale: Nævnenes hus, Toldboden 2

Località: Viborg

Codice postale: 8800

Suddivisione del paese (NUTS): Østjylland (DK042)

Paese: Danimarca

E-mail: [klfu@erst.dk](mailto:klfu@erst.dk)

Telefono: +45 35291000

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

#### **Ruoli di questa organizzazione:**

Organizzazione competente per i ricorsi

#### 8.1. ORG-0003

Nome ufficiale: Konkurrence- og Forbrugerstyrelsen

Numero di registrazione: 10294819

Indirizzo postale: Carl Jacobsens Vej 35

Località: Valby

Codice postale: 2500

Suddivisione del paese (NUTS): Københavns omegn (DK012)

Paese: Danimarca

E-mail: [kfst@kfst.dk](mailto:kfst@kfst.dk)

Telefono: +45 41715000

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

##### **Ruoli di questa organizzazione:**

Organizzazione alla quale rivolgersi per informazioni complementari sulle procedure di ricorso

#### 8.1. ORG-0004

Nome ufficiale: Merzell Holding ASA

Numero di registrazione: 980921565

Indirizzo postale: Askekroken 11

Località: Oslo

Codice postale: 0277

Suddivisione del paese (NUTS): Oslo (NO081)

Paese: Norvegia

Referente: eSender

E-mail: [publication@merzell.com](mailto:publication@merzell.com)

Telefono: +47 21018800

Fax: +47 21018801

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

##### **Ruoli di questa organizzazione:**

TED eSender

## Informazioni sull'avviso

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