

## 454605-2026 - Konkursas

Danija – Darbo jėgos atrankos paslaugos – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Skelbimas apie pirkimą arba koncesiją. Įprasta tvarka

Paslaugos

### 1. Pirkėjas

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#### 1.1. Pirkėjas

Oficialus pavadinimas: Danmarks Tekniske Universitet - DTU

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

Pirkėjo teisinė forma: Viešosios teisės reglamentuojama įstaiga

Perkančiosios organizacijos veiklos sritis: Švietimas

### 2. Procedūra

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#### 2.1. Procedūra

Pavadinimas: Recruitment services for VIP positions

Aprašymas: 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..

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

Vidaus identifikatorius: #10730

Pirkimo būdas: Derybos su išankstiniu kvietimu dalyvauti konkurse ir (arba) konkursas su derybomis

Procedūra pagreitinta: ne

Pagrindiniai procedūros ypatumai: 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. Tikslas

Sutarties objektas: Paslaugos

Pagrindinis klasifikacijos kodas (cpv): 79600000 Darbo jėgos atrankos paslaugos

##### 2.1.2. Sutarties vykdymo vieta

Bet kur

##### 2.1.3. Vertė

Numatoma vertė be PVM: 4 000 000,00 DKK

Preliminariosios sutarties didžiausioji vertė: 5 200 000,00 DKK

##### 2.1.4. Bendra informacija

Teisinis pagrindas:

Direktyva 2014/24/ES

##### 2.1.6. Pašalinimo pagrindai

Pašalinimo pagrindų šaltiniai: Pranešimas, Europos bendrasis viešųjų pirkimų dokumentas (EBVPD), Pirkimo dokumentas

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

Sukčiavimas: 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).

Pinigų plovimas arba teroristų finansavimas: 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).

Dalyvavimas nusikalstamoje organizacijoje: 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).

Teroristiniai nusikaltimai arba su teroristine veikla susiję nusikaltimai: 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.

Vaikų darbas ir kitos prekybos žmonėmis formos: 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).

Pareigų aplinkos teisės srityje pažeidimas: 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.

Pareigų darbo teisės srityje pažeidimas: 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.

Pareigų socialinės teisės srityje pažeidimas: 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.

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

Faktų iškraipymas, nusižengimas, negalėjimas pateikti reikalaujamų dokumentų ar su šia procedūra susijusios konfidencialios informacijos gavimas: 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?

Interesų konfliktas dėl dalyvavimo pirkimo procedūroje: 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?

Tiesioginis arba netiesioginis dalyvavimas rengiant šią pirkimo procedūrą: 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?

Pareigos mokėti socialinio draudimo įmokas pažeidimas: 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?

Pareigos mokėti mokesčius pažeidimas: 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?

Sustabdyta verslo veikla: 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.

Bankrotas: 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.

Susitarimas su kreditoriais: 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.

Nemokumas: 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.

Likvidatoriaus administruojamas turtas: 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.

Bankrotui prilygstanti situacija pagal nacionalinius įstatymus: 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. Pirkimo dalis

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### 5.1. Pirkimo dalis: LOT-0000

Pavadinimas: Recruitment services for VIP positions

Aprašymas: 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..

Vidaus identifikatorius: #10730

#### 5.1.1. Tikslas

Sutarties objektas: Paslaugos

Pagrindinis klasifikacijos kodas (cpv): 79600000 Darbo jėgos atrankos paslaugos

#### 5.1.2. Sutarties vykdymo vieta

Bet kur

#### 5.1.3. Numatomas galiojimas

Galiojimas: 4 Metai

#### 5.1.5. Vertė

Numatoma vertė be PVM: 4 000 000,00 DKK

Preliminariosios sutarties didžiausioji vertė: 5 200 000,00 DKK

#### 5.1.6. Bendra informacija

**Rezervuota dalyvavimo teisė:**

Dalyvavimas nerezervuotas.

Iš ES fondų nefinansuojamas pirkimo projektas

Pirkimui taikoma Sutartis dėl viešųjų pirkimų (SVP): taip

#### 5.1.9. Atrankos kriterijai

Pasirinkimo kriterijų šaltiniai: Pranešimas, Europos bendrasis viešųjų pirkimų dokumentas (EBVPD), Pirkimo dokumentas

Kriterijus: Finansinis santykis

Atrankos kriterijaus aprašymas: 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.

Kriterijai bus taikomi atrenkant į antrąjį procedūros etapą kviečiamus kandidatus

Kriterijus: Rekomendacijos dėl nurodytų pristatymų

Atrankos kriterijaus aprašymas: 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.

Kriterijai bus taikomi atrenkant į antrąjį procedūros etapą kviečiamus kandidatus

**Informacija apie dviejų etapų procedūros antrąjį etapą:**

Mažiausias į antrąjį procedūros etapą kviečiamų kandidatų skaičius: 3

Didžiausias į antrąjį procedūros etapą kviečiamų kandidatų skaičius: 3

Procedūra vyks nuosekliais etapais. Kiekviename etape kai kurie dalyviai gali būti pašalinti. Pirkėjas pasilieka teisę skirti sutartį remdamasis pirminiais pasiūlymais ir be derybų.

#### **5.1.10. Skyrimo kriterijai**

##### **Kriterijus:**

Rūšis: Kaina

Pavadinimas: Pris

Aprašymas: 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 skyrimo kriterijaus svoris: Lyginamasis svoris (procentinė dalis, tikslus skaičius)

Skyrimo kriterijus: skaičius: 40

##### **Kriterijus:**

Rūšis: Kokybė

Pavadinimas: Kvalitet

Aprašymas: 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 skyrimo kriterijaus svoris: Lyginamasis svoris (procentinė dalis, tikslus skaičius)

Skyrimo kriterijus: skaičius: 60

#### **5.1.11. Pirkimo dokumentai**

Kalbos, kuriomis oficialiai skelbiami pirkimo dokumentai: anglų kalba

Pirkimo dokumentų adresas: [https://eu.eu-supply.com/app/rfq/rwentrance\\_s.asp?PID=458157&TID=200418705&B=](https://eu.eu-supply.com/app/rfq/rwentrance_s.asp?PID=458157&TID=200418705&B=)

#### **5.1.12. Pirkimo sąlygos**

##### **Pateikimo sąlygos:**

Pateikimas elektroninėmis priemonėmis: Privalomos

Pateikimo adresas: [https://eu.eu-supply.com/app/rfq/rwentrance\\_s.asp?PID=458157&TID=200418705&B=](https://eu.eu-supply.com/app/rfq/rwentrance_s.asp?PID=458157&TID=200418705&B=)

Kalbos, kuriomis galima pateikti pasiūlymus arba dalyvavimo prašymus: anglų kalba

Elektroninis katalogas: Draudžiamos

Alternatyvūs pasiūlymai: Draudžiamos

Dalyviai gali pateikti daugiau kaip vieną pasiūlymą: Draudžiamos

Dalyvavimo prašymų priėmimo terminas: 10/09/2026 21:59:00 (UTC+00:00) Vakarų Europos laikas, GMT

##### **Sutarties sąlygos:**

Sutartis turi būti vykdoma pagal globojamų darbo grupių užimtumo programas: Ne

Būtinas konfidencialumo susitarimas: ne

Elektroninės sąskaitos faktūros: Privalomos

Bus naudojami elektroniniai užsakymai: ne

Bus naudojami elektroniniai mokėjimai: taip

#### **5.1.15. Metodai**

##### **Preliminarioji sutartis:**

Preliminarioji sutartis, neskelbiant naujo konkurso

Didžiausias dalyvių skaičius: 1

##### **Informacija apie dinaminę pirkimo sistemą:**

#### 5.1.16. Išsamesnė informacija, tarpininkavimas ir peržiūra

Peržiūros organizacija: Klagenævnet for Udbud

Informacija apie peržiūros terminus: 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, teikianti papildomą informaciją apie pirkimo procedūrą: Danmarks Tekniske Universitet - DTU

Organizacija, teikianti neinternetinę prieigą prie pirkimo dokumentų: Danmarks Tekniske Universitet - DTU

Organizacija, teikianti daugiau informacijos apie peržiūros procedūras: Konkurrence- og Forbrugerstyrelsen

## 8. Organizacijos

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### 8.1. ORG-0001

Oficialus pavadinimas: Danmarks Tekniske Universitet - DTU

Registracijos numeris: 30060946

Pašto adresas: Anker Engelunds Vej 1

Miestas: Kgs. Lyngby

Pašto kodas: 2800

Šalies administracinis vienetas (NUTS): Københavns omegn (DK012)

Šalis: Danija

Ryšių centras: Karin Holmsgaard

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

Telefono numeris: +45 31964928

Interneto adresas: <https://www.dtu.dk>

Pirkėjo profilis: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

**Šios organizacijos vaidmenys:**

Pirkėjas

Organizacija, teikianti papildomą informaciją apie pirkimo procedūrą

Organizacija, teikianti neinternetinę prieigą prie pirkimo dokumentų

### 8.1. ORG-0002

Oficialus pavadinimas: Klagenævnet for Udbud

Registracijos numeris: 37795526

Pašto adresas: Nævnenes hus, Toldboden 2

Miestas: Viborg

Pašto kodas: 8800

Šalies administracinis vienetas (NUTS): Østjylland (DK042)

Šalis: Danija

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

Telefono numeris: +45 35291000

Interneto adresas: <http://www.klfu.dk>

**Šios organizacijos vaidmenys:**

Peržiūros organizacija

### 8.1. ORG-0003

Oficialus pavadinimas: Konkurrence- og Forbrugerstyrelsen  
Registracijos numeris: 10294819  
Pašto adresas: Carl Jacobsens Vej 35  
Miestas: Valby  
Pašto kodas: 2500  
Šalies administracinis vienetas (NUTS): Københavns omegn (DK012)  
Šalis: Danija  
E. paštas: [kfst@kfst.dk](mailto:kfst@kfst.dk)  
Telefono numeris: +45 41715000  
Interneto adresas: <http://www.kfst.dk>  
**Šios organizacijos vaidmenys:**  
Organizacija, teikianti daugiau informacijos apie peržiūros procedūras

#### 8.1. ORG-0004

Oficialus pavadinimas: Mercell Holding ASA  
Registracijos numeris: 980921565  
Pašto adresas: Askekroken 11  
Miestas: Oslo  
Pašto kodas: 0277  
Šalies administracinis vienetas (NUTS): Oslo (NO081)  
Šalis: Norvegija  
Ryšių centras: eSender  
E. paštas: [publication@mercell.com](mailto:publication@mercell.com)  
Telefono numeris: +47 21018800  
Fakso numeris: +47 21018801  
Interneto adresas: <http://mercell.com/>  
**Šios organizacijos vaidmenys:**  
TED eSender

## Skelbimo informacija

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Skelbimo identifikatorius / versija: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01  
Formos tipas: Konkursas  
Skelbimo rūšis: Skelbimas apie pirkimą arba koncesiją. Įprasta tvarka  
Skelbimo porūšis: 16  
Skelbimo išsiuntimo data: 30/06/2026 14:39:53 (UTC+00:00) Vakarų Europos laikas, GMT  
Skelbimas: išsiuntimo data (e. formų siuntėjas): 01/07/2026 11:30:46 (UTC+00:00) Vakarų Europos laikas, GMT  
Kalbos, kuriomis šis skelbimas oficialiai skelbiamas: anglų kalba  
Skelbimo paskelbimo numeris: 454605-2026  
OL S numeris: 125/2026  
Paskelbimo data: 02/07/2026