

454605-2026 - Konkurss

Dānija – Darbinieku pieņemšanas pakalpojumi – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Paziņojums par līgumu vai paziņojums par koncesiju — standarta režīms

Pakalpojumi

1. Pircējs

1.1. Pircējs

Oficiālais nosaukums: Danmarks Tekniske Universitet - DTU

E-pasts: karho@adm.dtu.dk

Pircēja juridiskais statuss: Publisko tiesību subjekts

Līgumslēdzējas iestādes darbības joma: Izglītība

2. Procedūra

2.1. Procedūra

Nosaukums: Recruitment services for VIP positions

Apraksts: 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..

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

Iekšējais identifikators: #10730

Procedūras veids: Sarunu procedūra ar iepirkuma iepriekšēju izsludināšanu/konkursa procedūra ar sarunām

Procedūra ir paātrināta: nē

Procedūras galvenās iezīmes: 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. Mērķis

Līguma veids: Pakalpojumi

Galvenā klasifikācija (cpv): 79600000 Darbinieku pieņemšanas pakalpojumi

2.1.2. Izpildes vieta

Jebkur

2.1.3. Vērtība

Paredzamā vērtība bez PVN: 4 000 000,00 DKK

Pamat nolīguma maksimālā vērtība: 5 200 000,00 DKK

2.1.4. Vispārīga informācija

Juridiskais pamats:

Direktīva 2014/24/ES

2.1.6. Izslēgšanas iemesli

Izslēgšanas iemeslu avoti: Paziņojums, Eiropas vienotais iepirkuma procedūras dokuments (ESPD), Iepirkuma dokuments

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

Krāpšana: 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).

Nelikumīgi iegūtu līdzekļu legalizēšana vai teroristu finansēšana: 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).

Dalība noziedzīgā organizācijā: 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).

Teroristu nodarījumi vai nodarījumi, kas saistīti ar teroristu darbībām: 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.

Bērnu darbs un citi cilvēku tirdzniecības veidi: 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).

Pienākumu neizpilde vides tiesību jomā: 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.

Pienākumu neizpilde darba tiesību jomā: 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.

Pienākumu neizpilde sociālo tiesību jomā: 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.

Smags pārkāpums saistībā ar profesionālo rīcību: Is the economic operator guilty of grave professional misconduct? Where applicable, see definitions in national law, the relevant notice or the procurement documents.

Nepatiesas informācijas sniegšana, informācijas noklusēšana, nespēja sniegt pieprasītos dokumentus vai iegūta konfidenciāla informācija šajā procedūrā: 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?

Interesu konflikts saistībā ar tās dalību iepirkuma procedūrā: 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?

Tieša vai netieša iesaistīšanās šīs iepirkuma procedūras sagatavošanā: 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?

Sociālā nodrošinājuma iemaksu maksāšanas pienākuma pārkāpums: 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?

Nodokļu maksāšanas pienākuma pārkāpums: 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?

Uzņēmējdarbību aptur: 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.

Bankrots: 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.

Vienošānās ar kreditoriem: 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.

Maksātnespēja: 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.

Aktīvi, kurus pārvalda likvidators: 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.

Līdzīga situācija kā bankrots saskaņā ar valsts tiesību aktiem: 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. Daļa

5.1. Daļa: LOT-0000

Nosaukums: Recruitment services for VIP positions

Apraksts: 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..

Iekšējais identifikators: #10730

5.1.1. Mērķis

Līguma veids: Pakalpojumi

Galvenā klasifikācija (cpv): 79600000 Darbinieku pieņemšanas pakalpojumi

5.1.2. Izpildes vieta

Jebkur

5.1.3. Paredzamais ilgums

Darbības termiņš: 4 Gadi

5.1.5. Vērtība

Paredzamā vērtība bez PVN: 4 000 000,00 DKK

Pamatnolīguma maksimālā vērtība: 5 200 000,00 DKK

5.1.6. Vispārīga informācija

Rezervēta dalība:

Dalība nav rezervēta.

Iepirkuma projekts, kas netiek finansēts no ES fondiem

Uz iepirkumu attiecas Nolīgums par valsts iepirkumu: jā

5.1.9. Atlases kritēriji

Atlases kritēriju avoti: Paziņojums, Eiropas vienotais iepirkuma procedūras dokuments (ESPD), Iepirkuma dokuments

Kritērijs: Finanšu rādītājs

Atlases kritērija apraksts: 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.

Kritērijus izmantos, lai atlasītu kandidātus, kurus uzaicinās uz procedūras otro posmu

Kritērijs: Atsauksmes par noteiktām piegādēm

Atlases kritērija apraksts: 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.

Kritērijus izmantos, lai atlasītu kandidātus, kurus uzaicinās uz procedūras otro posmu

Informācija par divposmu procedūras otro posmu:

Minimālais kandidātu skaits, ko paredzēts uzaicināt uz procedūras otro posmu: 3

Maksimālais kandidātu skaits, ko paredzēts uzaicināt uz procedūras otro posmu: 3

Procedūra notiks secīgos posmos. Katrā posmā daži dalībnieki var tikt izslēgti

Pircējs patur tiesības piešķirt līguma slēgšanas tiesības, pamatojoties uz sākotnējiem piedāvājumiem, bez turpmākām sarunām

5.1.10. Piešķiršanas kritēriji

Kritērijs:

Veids: Cena

Nosaukums: Pris

Apraksts: 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 piešķiršanas kritērija svārs: Svārs (precīza procentuālā attiecība)

Piešķiršanas kritērija skaits: 40

Kritērijs:

Veids: Kvalitāte

Nosaukums: Kvalitāte

Apraksts: 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 piešķiršanas kritērija svārs: Svārs (precīza procentuālā attiecība)

Piešķiršanas kritērija skaits: 60

5.1.11. Iepirkuma dokumenti

Valodas, kurās ir oficiāli pieejami iepirkuma dokumenti: angļu valoda

Adrese, kur pieejami iepirkuma dokumenti: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

5.1.12. Iepirkuma noteikumi

Iesniegšanas noteikumi:

Elektroniskā iesniegšana: Prasīts

Iesniegšanas adrese: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

Valodas, kurās var iesniegt piedāvājumus vai dalības pieprasījumus: angļu valoda

Elektroniskais katalogs: Nav atļauts

Variānti: Nav atļauts

Pretendenti var iesniegt vairākus piedāvājumus: Nav atļauts

Dalības pieprasījumu saņemšanas termiņš: 10/09/2026 21:59:00 (UTC+00:00) Rietumeiropas laiks

Līguma noteikumi:

Līguma izpilde jāveic saskaņā ar aizsargātas nodarbinātības programmām: Nē

Tiek prasīts informācijas neizpaušanas līgums: nē

Elektroniskie rēķini: Prasīts

Tiks izmantoti elektroniskie pasūtījumi: nē

Tiks izmantoti elektroniskie maksājumi: jā

5.1.15. Paņēmieni

Pamat nolīgums:

Pamat nolīgums bez konkursa atsākšanas

Maksimālais dalībnieku skaits: 1

Informācija par dinamisko iepirkumu sistēmu:

5.1.16. Papildu informācija, mediācija un pārskatīšana

Pārskatīšanas organizācija: Klagenævnet for Udbud

Informācija par pārskatīšanas termiņiem: 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.

Organizācija, kas sniedz papildu informāciju par iepirkuma procedūru: Danmarks Tekniske Universitet - DTU

Organizācija, kas nodrošina bezsaistes piekļuvi iepirkuma procedūras dokumentiem: Danmarks Tekniske Universitet - DTU

Organizācija, kas sniedz sīkāku informāciju par pārskatīšanas procedūru: Konkurrence- og Forbrugerstyrelsen

8. Organizācijas

8.1. ORG-0001

Oficiālais nosaukums: Danmarks Tekniske Universitet - DTU

Reģistrācijas numurs: 30060946

Pasta adrese: Anker Engelunds Vej 1

Pilsēta: Kgs. Lyngby

Pasta indekss: 2800

Valsts apakšiedalījums (NUTS): Københavns omegn (DK012)

Valsts: Dānija

Kontaktpunkts: Karin Holmsgaard

E-pasts: karho@adm.dtu.dk

Tālrunis: +45 31964928

Interneta adrese: <https://www.dtu.dk>

Pircēja profils: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

Šīs organizācijas lomas:

Pircējs

Organizācija, kas sniedz papildu informāciju par iepirkuma procedūru

Organizācija, kas nodrošina bezsaistes piekļuvi iepirkuma procedūras dokumentiem

8.1. ORG-0002

Oficiālais nosaukums: Klagenævnet for Udbud

Reģistrācijas numurs: 37795526

Pasta adrese: Nævnenes hus, Toldboden 2

Pilsēta: Viborg

Pasta indekss: 8800

Valsts apakšiedalījums (NUTS): Østjylland (DK042)

Valsts: Dānija

E-pasts: kflu@erst.dk

Tālrunis: +45 35291000

Interneta adrese: <http://www.kflu.dk>

Šīs organizācijas lomas:

Pārskatīšanas organizācija

8.1. ORG-0003

Oficiālais nosaukums: Konkurrence- og Forbrugerstyrelsen
Reģistrācijas numurs: 10294819
Pasta adrese: Carl Jacobsens Vej 35
Pilsēta: Valby
Pasta indekss: 2500
Valsts apakšiedalījums (NUTS): Københavns omegn (DK012)
Valsts: Dānija
E-pasts: kfst@kfst.dk
Tālrunis: +45 41715000
Interneta adrese: <http://www.kfst.dk>

Šīs organizācijas lomas:

Organizācija, kas sniedz sīkāku informāciju par pārskatīšanas procedūru

8.1. ORG-0004

Oficiālais nosaukums: Merzell Holding ASA
Reģistrācijas numurs: 980921565
Pasta adrese: Askekroken 11
Pilsēta: Oslo
Pasta indekss: 0277
Valsts apakšiedalījums (NUTS): Oslo (NO081)
Valsts: Norvēģija
Kontaktpunkts: eSender
E-pasts: publication@merzell.com
Tālrunis: +47 21018800
Fakss: +47 21018801
Interneta adrese: <http://merzell.com/>

Šīs organizācijas lomas:

TED eSender

Informācija par paziņojumu

Paziņojuma identifikators/versija: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01
Veidlapas tips: Konkurss
Paziņojuma veids: Paziņojums par līgumu vai paziņojums par koncesiju — standarta režīms
Paziņojuma apakšveids: 16
Paziņojuma nosūtīšanas datums: 30/06/2026 14:39:53 (UTC+00:00) Rietumeiropas laiks
Paziņojuma nosūtīšanas datums (e- sūtītājs): 01/07/2026 11:30:46 (UTC+00:00)
Rietumeiropas laiks
Valodas, kurās oficiāli pieejams šis paziņojums: angļu valoda
Paziņojuma publikācijas numurs: 454605-2026
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Publicēšanas datums: 02/07/2026