

454605-2026 - Kompetizzjoni

Id-Danimarka – Servizi ta' reklutaġġ – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Avviż tal-kuntratt jew tal-konċessjoni – reġim standard

Servizzi

1. Xerrej

1.1. Xerrej

Isem uffiċjali: Danmarks Tekniske Universitet - DTU

Email: karho@adm.dtu.dk

Tip legali tax-xerrej: Korp irregolat bil-liġi pubblika

Attività tal-awtorità kontraenti: Edukazzjoni

2. Proċedura

2.1. Proċedura

Titlu: Recruitment services for VIP positions

Deskrizzjoni: 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..

Identifikatur tal-proċedura: 4c838a72-e817-4c32-b69a-a1fe025971a8

Identifikatur intern: #10730

Tip ta' proċedura: Innegożjta bil-pubblikazzjoni minn qabel ta' sejha għall-kompetizzjoni/għall-kompetizzjoni bin-negożjar

Il-proċedura hija aċċellerata: Ie

Elementi prinċipali tal-proċedura: 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. Għan

Natura tal-kuntratt: Servizi

Klassifikazzjoni prinċipali (cpv): 79600000 Servizi ta' reklutaġġ

2.1.2. Post tal-prestazzjoni

Ikun fejn ikun

2.1.3. Valur

Valur stmat mingħajr VAT: 4 000 000,00 DKK

Valur massimu tal-ftehim qafas: 5 200 000,00 DKK

2.1.4. Informazzjoni ġenerali

Baži legali:

Direttiva 2014/24/UE

2.1.6. Raġunijiet għall-esklużjoni

Sors tal-motivi għall-eżklussjoni: Avviż, Dokument Uniku Ewropew tal-Akkwist (DUEA), Dokument tal-Akkwist

Il-korruzzjoni: 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

Frodi: 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).

Hasil tal-flus jew finanzjament tat-terroriżmu: 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).

Parteċipazzjoni f'organizzazzjoni kriminali: 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 terroristiċi jew reati marbuta ma' attivitajiet terroristiċi: 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.

Thaddim tat-tfal u forom oħra ta' traffikar tal-bnedmin: 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).

Ksur tal-obbligi fl-oqsma tal-liġi ambjentali: 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.

Ksur tal-obbligi fl-oqsma tal-liġi tax-xogħol: 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.

Ksur tal-obbligi fl-oqsma tal-liġi soċjali: 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.

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

Dikjarazzjoni falza, informazzjoni moħbija, ma setgħux jiġu pprovduti d-dokumenti meħtieġa jew inkisbet informazzjoni kunfidenzjali ta' din il-proċedura: 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?

Kunflitt ta' interess minħabba l-partecipazzjoni tiegħu fil-proċedura ta' akkwist: 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?

Involvement dirett jew indirett fit-tiegħija ta' din il-proċedura ta' akkwist: 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?

Ksur tal-obbligu relatat mal-ħlas tal-kontribuzzjonijiet tas-sigurtà soċjali: 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?

Ksur tal-obbligu relatat mal-ħlas tat-taxxi: 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?

L-attivitajiet kummerċjali huma sospizi: 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.

Falliment: 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.

Arrangament mal-kredituri: 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.

Assijiet amministrati minn likwidatur: 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.

Sitwazzjoni analoga bħal falliment skont il-liġi nazzjonali: 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. Lott

5.1. Lott: LOT-0000

Titlu: Recruitment services for VIP positions

Deskrizzjoni: 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..

Identifikatur intern: #10730

5.1.1. Għan

Natura tal-kuntratt: Servizi

Klassifikazzjoni prinċipali (cpv): 79600000 Servizi ta' reklutaġġ

5.1.2. Post tal-prestazzjoni

Lokun fejn ikun

5.1.3. Tul ta' żmien stmat

Tul ta' żmien: 4 Snin

5.1.5. Valur

Valur stmat mingħajr VAT: 4 000 000,00 DKK

Valur massimu tal-ftehim qafas: 5 200 000,00 DKK

5.1.6. Informazzjoni ġenerali

Parteċipazzjoni riżervata:

Il-parteċipazzjoni mhijiex riżervata.

Proġett ta' akkwist mhux iffinanzjat mill-Fondi tal-UE

L-akkwist huwa kopert mill-Ftehim dwar l-Akkwisti Pubbliċi (GPA): iva

5.1.9. Kriterji tal-għażla

Sors tal-kriterji ta' għażla: Avviż, Dokument Uniku Ewropew tal-Akkwist (DUEA), Dokument tal-Akkwist

Kriterju: Rapport finanzjarju

Deskrizzjoni tal-kriterju ta' selezzjoni: 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.

Il-kriterji se jintużaw biex jintgħażlu l-kandidati li għandhom jiġu mistiedna għat-tieni stadju tal-proċedura

Kriterju: Referenzi fuq consegne speċifiċi

Deskrizzjoni tal-kriterju ta' selezzjoni: 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.

Il-kriterji se jintużaw biex jintgħażlu l-kandidati li għandhom jiġu mistiedna għat-tieni stadju tal-proċedura

Informazzjoni dwar it-tieni stadju ta' proċedura b'żewġ stadji:

Numru minimu ta' kandidati li għandhom jiġu mistiedna għat-tieni stadju tal-proċedura: 3
Numru massimu ta' kandidati li għandhom jiġu mistiedna għat-tieni stadju tal-proċedura: 3
Il-proċedura se ssir fi stadji suċċessivi. F'kull stadju, xi parteċipanti jistgħu jiġu eliminati
Ix-xerrej jirriżerva d-dritt li jagħti l-kuntratt abbażi tal-offerti inizjali mingħajr negozjar ulterjuri

5.1.10. Kriterji tal-għoti

Kriterju:

Tip: Prezz

Isem: Pris

Deskrizzjoni: 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 tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 40

Kriterju:

Tip: Kwalità

Isem: Kvalitet

Deskrizzjoni: 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 tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 60

5.1.11. Dokumenti tal-akkwist

Lingwi li bihom id-dokumenti tal-akkwist huma disponibbli uffiċjalment: Ingliż

Indirizz tad-dokumenti tal-akkwist: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=458157&TID=200418705&B=

5.1.12. Termini tal-akkwist

Termini tas-sottomissjoni:

Sottomissjoni elettronika: Meħtieġa

Indirizz għas-sottomissjoni: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=458157&TID=200418705&B=

Lingwi li bihom jistgħu jiġu sottomessi offerti jew talbiet għall-partekipazzjoni: Ingliż

Katalogu elettroniku: Mhux permessa

Varjanti: Mhux permessa

L-offerenti jistgħu jifgħu aktar minn offerta waħda: Mhux permessa

Skadenza biex jintlaqgħu t-talbiet għall-partekipazzjoni: 10/09/2026 21:59:00 (UTC+00:00) Hin tal-Ewropa tal-Punent, GMT

Termini tal-kuntratt:

L-eżekuzzjoni tal-kuntratt għandha titwettaq fil-qafas ta' programmi ta' impjiegi protetti: Le

Hu meħtieġ ftehim ta' kunfidenzjalità: le

Fatturazzjoni elettronika: Meħtieġa

Se tintuża l-ordni elettronika: le

Se jintuża l-pagament elettroniku: iva

5.1.15. Tekniki

Ftehim qafas:

Ftehim qafas, mingħajr ma terġa' tinfetaħ il-kompetizzjoni

Numru massimu ta' parteċipanti: 1

Informazzjoni dwar is-sistema dinamika tax-xiri:

Ebda sistema dinamika ta' xiri

5.1.16. Aktar informazzjoni, medjazzjoni u rieżami

Organizzazzjoni tar-rieżami: Klagenævnet for Udbud

Informazzjoni dwar l-iskadenzi tar-rieżami: 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.

Organizzazzjoni li tipprovdi informazzjoni addizzjonali dwar il-proċedura tal-akkwist: Danmarks Tekniske Universitet - DTU

Organizzazzjoni li tipprovdi aċċess offline għad-dokumenti tal-akkwist: Danmarks Tekniske Universitet - DTU

Organizzazzjoni li tipprovdi iktar informazzjoni dwar proċeduri tar-rieżami: Konkurrence- og Forbrugerstyrelsen

8. Organizzazzjonijiet

8.1. ORG-0001

Isem uffiċjali: Danmarks Tekniske Universitet - DTU

Numru tar-reġistrazzjoni: 30060946

Indirizz postali: Anker Engelunds Vej 1

Belt: Kgs. Lyngby

Kodiċi postali: 2800

Sottodivizjoni tal-pajjiż (NUTS): Københavns omegn (DK012)

Pajjiż: Id-Danimarka

Punt ta' kuntatt: Karin Holmsgaard

Email: karho@adm.dtu.dk

Telefown: +45 31964928

Indirizz tal-internet: <https://www.dtu.dk>

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

Rwoli ta' din l-organizzazzjoni:

Xerrej

Organizzazzjoni li tipprovdi informazzjoni addizzjonali dwar il-proċedura tal-akkwist

Organizzazzjoni li tipprovdi aċċess offline għad-dokumenti tal-akkwist

8.1. ORG-0002

Isem uffiċjali: Klagenævnet for Udbud

Numru tar-reġistrazzjoni: 37795526

Indirizz postali: Nævnenes hus, Toldboden 2

Belt: Viborg

Kodiċi postali: 8800

Sottodivizjoni tal-pajjiż (NUTS): Østjylland (DK042)

Pajjiż: Id-Danimarka

Email: klfu@erst.dk

Telefown: +45 35291000

Indirizz tal-internet: <http://www.klfu.dk>

Rwoli ta' din l-organizzazzjoni:

Organizzazzjoni tar-rieżami

8.1. ORG-0003

Isem uffiċjali: Konkurrence- og Forbrugerstyrelsen

Numru tar-reġistrazzjoni: 10294819

Indirizz postali: Carl Jacobsens Vej 35

Belt: Valby

Kodiċi postali: 2500

Sottodivizjoni tal-pajjiż (NUTS): Københavns omegn (DK012)

Pajjiż: Id-Danimarka

Email: kfst@kfst.dk

Telefown: +45 41715000

Indirizz tal-internet: <http://www.kfst.dk>

Rwoli ta' din l-organizzazzjoni:

Organizzazzjoni li tipprovdi iktar informazzjoni dwar proċeduri tar-rieżami

8.1. ORG-0004

Isem uffiċjali: Merzell Holding ASA

Numru tar-reġistrazzjoni: 980921565

Indirizz postali: Askekroken 11

Belt: Oslo

Kodiċi postali: 0277

Sottodivizjoni tal-pajjiż (NUTS): Oslo (NO081)

Pajjiż: In-Norveġja

Punt ta' kuntatt: eSender

Email: publication@merzell.com

Telefown: +47 21018800

Fax: +47 21018801

Indirizz tal-internet: <http://merzell.com/>

Rwoli ta' din l-organizzazzjoni:

TED eSender

Informazzjoni dwar l-avviż

Identifikatur/verżjoni tal-avviż: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

Tip ta' formola: Kompetizzjoni

Tip ta' avviż: Avviż tal-kuntratt jew tal-konċessjoni – reġim standard

Sottotip tal-avviż: 16

Data ta' meta ntbaġħat l-avviż: 30/06/2026 14:39:53 (UTC+00:00) Hin tal-Ewropa tal-Punent, GMT

Data tad-dispaċċ tal-avviż (eSender): 01/07/2026 11:30:46 (UTC+00:00) Hin tal-Ewropa tal-Punent, GMT

Lingwi li bihom dan l-avviż huwa disponibbli uffiċjalment: Ingliz

Numru tal-pubblikazzjoni tal-avviż: 454605-2026

Numru tal-ħarġa tal-ĠU S: 125/2026

Data tal-pubblikazzjoni: 02/07/2026