

454605-2026 - Mededinging

Denemarken – Recruiteringsdiensten – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Aankondiging van een opdracht of concessie – standaardregeling

Diensten

1. Koper

1.1. Koper

Officiële naam: Danmarks Tekniske Universitet - DTU

E-mail: karho@adm.dtu.dk

Rechtsvorm van de koper: Publiekrechtelijke instelling

Activiteit van de aanbestedende dienst: Onderwijs

2. Procedure

2.1. Procedure

Titel: Recruitment services for VIP positions

Beschrijving: 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..

Identificatiecode van de procedure: 4c838a72-e817-4c32-b69a-a1fe025971a8

Interne identificatiecode: #10730

Type procedure: Onderhandelingsprocedure met voorafgaande oproep tot mededinging / mededingingsprocedure met onderhandeling

De procedure wordt versneld: neen

Belangrijkste kenmerken van de procedure: 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. Doel

Aard van het contract: Diensten

Belangrijkste classificatie (cpv): 79600000 Recruiteringsdiensten

2.1.2. Plaats van uitvoering

Waar dan ook

2.1.3. Waarde

Geraamde waarde exclusief btw: 4 000 000,00 DKK

Maximumwaarde van de raamovereenkomst: 5 200 000,00 DKK

2.1.4. Algemene informatie

Rechtsgrondslag:

Richtlijn 2014/24/EU

2.1.6. Gronden voor uitsluiting

Bronnen voor uitsluitingsgronden: Aankondiging, Uniform Europees Aanbestedingsdocument (UEA), Aanbestedingsstuk

Corruptie: 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.

Fraude: 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).

Witwassen van geld of financiering van terrorisme: 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).

Deelname aan een criminele organisatie: 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).

Terroristische misdrijven of strafbare feiten in verband met terroristische activiteiten: 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.

Kinderarbeid en andere vormen van mensenhandel: 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).

Niet-nakoming van verplichtingen op het gebied van milieurecht: 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.

Niet-nakoming van verplichtingen op het gebied van arbeidsrecht: 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.

Niet-nakoming van verplichtingen op het gebied van sociaal recht: 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.

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

Gaf valse verklaringen af, hield informatie achter, was niet in staat vereiste documenten te verstrekken of verkreeg vertrouwelijke informatie over deze procedure: 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?

Belangenconflict als gevolg van deelneming aan de aanbestedingsprocedure: 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?

Directe of indirecte betrokkenheid bij de voorbereiding van deze aanbestedingsprocedure: 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?

Niet-nakoming van de verplichting tot betaling van socialezekerheidsbijdragen: 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?

Niet-nakoming van de verplichting tot betaling van belastingen: 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?

Staking van bedrijfsactiviteiten: 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.

Faillissement: 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.

Regeling met schuldeisers: 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.

Insolventie: 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.

Activa beheerd door vereffenaar: 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.

Met faillissement vergelijkbare toestand uit hoofde van nationale recht: 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. Perceel

5.1. Perceel: LOT-0000

Titel: Recruitment services for VIP positions

Beschrijving: 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..

Interne identificatiecode: #10730

5.1.1. Doel

Aard van het contract: Diensten

Belangrijkste classificatie (cpv): 79600000 Recruiteringsdiensten

5.1.2. Plaats van uitvoering

Waar dan ook

5.1.3. Geraamde duur

Looptijd: 4 Jaren

5.1.5. Waarde

Geraamde waarde exclusief btw: 4 000 000,00 DKK

Maximumwaarde van de raamovereenkomst: 5 200 000,00 DKK

5.1.6. Algemene informatie

Vorbehouden deelname:

Deelname is niet voorbehouden.

Aanbestedingsproject dat niet uit EU-fondsen wordt gefinancierd

De aanbesteding valt onder de Overeenkomst inzake overheidsopdrachten (GPA): ja

5.1.9. Selectiecriteria

Bronnen van selectiecriteria: Aankondiging, Uniform Europees Aanbestedingsdocument (UEA), Aanbestedingsstuk

Criterium: Financiële ratio

Beschrijving van het selectiecriterium: 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.

De criteria zullen worden gebruikt om de gegadigden te selecteren die voor de tweede fase van de procedure zullen worden uitgenodigd

Criterium: Referenties voor gespecificeerde leveringen

Beschrijving van het selectiecriterium: 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.

De criteria zullen worden gebruikt om de gegadigden te selecteren die voor de tweede fase van de procedure zullen worden uitgenodigd

Informatie over de tweede fase van een procedure in twee fasen:

Minimumaantal gegadigden dat voor de tweede fase van de procedure moet worden uitgenodigd: 3

Maximumaantal gegadigden dat voor de tweede fase van de procedure kan worden uitgenodigd: 3

De procedure verloopt in opeenvolgende fasen. In elke fase kunnen deelnemers afvallen

De koper behoudt zich het recht voor de opdracht zonder verdere onderhandelingen te gunnen op basis van de oorspronkelijke inschrijvingen

5.1.10. Gunningscriteria

Criterium:

Type: Prijs

Naam: Pris

Beschrijving: 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%

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 40

Criterium:

Type: Kwaliteit

Naam: Kwalitet

Beschrijving: 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%

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 60

5.1.11. Aanbestedingsstukken

Talen waarin de aanbestedingsstukken officieel beschikbaar zijn: Engels

Adres van de aanbestedingsstukken: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=458157&TID=200418705&B=

5.1.12. Voorwaarden van de aanbesteding

Voorwaarden voor indiening:

Elektronische indiening: Vereist

Adres voor indiening: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=458157&TID=200418705&B=

Talen waarin inschrijvingen of verzoeken tot deelname kunnen worden ingediend: Engels

Elektronische catalogus: Niet toegestaan

Varianten: Niet toegestaan

Inschrijvers mogen meer dan één inschrijving indienen: Niet toegestaan

Uiterste datum voor de ontvangst van verzoeken tot deelname: 10/09/2026 21:59:00 (UTC+00:00) West-Europese tijd, GMT

Voorwaarden van het contract:

De uitvoering van de opdracht moet plaatsvinden binnen het kader van programma's voor maatwerkbedrijven: Neen

Een geheimhoudingsovereenkomst is vereist: neen

Elektronische facturering: Vereist

Er zal worden gebruikgemaakt van elektronische orderplaatsing: neen

Er zal worden gebruikgemaakt van elektronische betaling: ja

5.1.15. Technieken

Raamovereenkomst:

Raamovereenkomst, zonder hernieuwde oproep tot mededinging

Maximumaantal deelnemers: 1

Informatie over het dynamische aankoopstelsel:

Geen dynamisch aankoopstelsel

5.1.16. Nadere inlichtingen, bemiddeling en evaluatie

Organisatie voor beroepsprocedures: Klagenævnet for Udbud

Informatie over de termijnen voor beroep: 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.

Organisatie die nadere inlichtingen over de aanbestedingsprocedure verstrekt: Danmarks Tekniske Universitet - DTU

Organisatie die offlinetoegang verleent tot de aanbestedingsstukken: Danmarks Tekniske Universitet - DTU

Organisatie die meer informatie geeft over beroepsprocedures: Konkurrence- og Forbrugerstyrelsen

8. Organisaties**8.1. ORG-0001**

Officiële naam: Danmarks Tekniske Universitet - DTU

Registratienummer: 30060946

Postadres: Anker Engelunds Vej 1

Stad: Kgs. Lyngby

Postcode: 2800

Onderverdeling land (NUTS): Københavns omegn (DK012)

Land: Denemarken

Contactpunt: Karin Holmsgaard

E-mail: karho@adm.dtu.dk

Telefoon: +45 31964928

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

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

Rollen van deze organisatie:

Koper

Organisatie die nadere inlichtingen over de aanbestedingsprocedure verstrekt

Organisatie die offlinetoegang verleent tot de aanbestedingsstukken

8.1. ORG-0002

Officiële naam: Klagenævnet for Udbud

Registratienummer: 37795526

Postadres: Nævnenes hus, Toldboden 2

Stad: Viborg

Postcode: 8800

Onderverdeling land (NUTS): Østjylland (DK042)

Land: Denemarken

E-mail: klfu@erst.dk

Telefoon: +45 35291000

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

Rollen van deze organisatie:

Organisatie voor beroepsprocedures

8.1. ORG-0003

Officiële naam: Konkurrence- og Forbrugerstyrelsen

Registratienummer: 10294819

Postadres: Carl Jacobsens Vej 35

Stad: Valby

Postcode: 2500

Onderverdeling land (NUTS): Københavns omegn (DK012)

Land: Denemarken

E-mail: kfst@kfst.dk

Telefoon: +45 41715000

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

Rollen van deze organisatie:

Organisatie die meer informatie geeft over beroepsprocedures

8.1. ORG-0004

Officiële naam: Mercell Holding ASA

Registratienummer: 980921565

Postadres: Askekroken 11

Stad: Oslo

Postcode: 0277

Onderverdeling land (NUTS): Oslo (NO081)

Land: Noorwegen

Contactpunt: eSender

E-mail: publication@mercell.com

Telefoon: +47 21018800

Fax: +47 21018801

Internetadres: <http://mercell.com/>

Rollen van deze organisatie:

TED eSender

Informatie over een aankondiging

Identificatiecode/versie van de aankondiging: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

Type formulier: Mededinging

Type aankondiging: Aankondiging van een opdracht of concessie – standaardregeling

Subtype aankondiging: 16

Verzenddatum van de aankondiging: 30/06/2026 14:39:53 (UTC+00:00) West-Europese tijd, GMT

Aankondiging datum verzending (eSender): 01/07/2026 11:30:46 (UTC+00:00) West-Europese tijd, GMT

Talen waarin deze aankondiging officieel beschikbaar is: Engels

Publicatienummer aankondiging: 454605-2026

Nummer uitgave PB S: 125/2026

Datum van bekendmaking: 02/07/2026