

## 454605-2026 - Concurso

Dinamarca – Serviços de recrutamento – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Anúncio de concurso ou de concessão – regime normal

Serviços

### 1. Adquirente

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#### 1.1. Adquirente

Nome oficial: Danmarks Tekniske Universitet - DTU

Correio eletrónico: [karho@adm.dtu.dk](mailto:karho@adm.dtu.dk)

Forma jurídica do adquirente: Organismo de direito público

Atividade da autoridade adjudicante: Educação

### 2. Procedimento

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#### 2.1. Procedimento

Título: Recruitment services for VIP positions

Descrição: 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..

Identificador do procedimento: 4c838a72-e817-4c32-b69a-a1fe025971a8

Identificador interno: #10730

Tipo de procedimento: Por negociação com publicação prévia de um convite à apresentação de propostas/concurso com negociação

O procedimento é acelerado: não

Principais características do processo: 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. Finalidade

Natureza do contrato: Serviços

Classificação principal (cpv): 79600000 Serviços de recrutamento

##### 2.1.2. Local de execução

Em qualquer local

##### 2.1.3. Valor

Valor estimado, sem IVA: 4 000 000,00 DKK

Valor máximo do acordo-quadro: 5 200 000,00 DKK

##### 2.1.4. Informações gerais

**Base jurídica:**

Diretiva 2014/24/UE

##### 2.1.6. Motivos de exclusão

Fontes dos motivos de exclusão: Anúncio, Documento europeu único de contratação pública (DEUCP), Documento do concurso

**Corrupção:** 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).

**Branqueamento de capitais ou financiamento do 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).

**Participação numa organização criminosa:** 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).

**Infrações terroristas ou infrações relacionadas com atividades terroristas:** 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.

**Trabalho infantil e outras formas de tráfico de seres humanos:** 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).

Violação das obrigações no domínio da legislação ambiental: 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.

Violação das obrigações no domínio da legislação laboral: 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.

Violação das obrigações no domínio da legislação social: 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.

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

Falsas declarações, ocultação de informações, incapacidade de fornecer os documentos exigidos ou obtenção de informações confidenciais sobre o presente procedimento: 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?

Conflitos de interesses decorrentes da participação no procedimento de contratação: 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?

Intervenção direta ou indireta na preparação do presente procedimento de contratação: 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?

Incumprimento da obrigação de pagamento das contribuições para a segurança social: 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?

Incumprimento da obrigação de pagamento de impostos: 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?

Atividades suspensas: 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.

Falência: 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.

Acordo com os credores: 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.

Insolvência: 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.

Ativos sob gestão por um liquidatário: 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.

Situação análoga, como falência ao abrigo da legislação nacional: 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. Lote

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### 5.1. Lote: LOT-0000

Título: Recruitment services for VIP positions

Descrição: 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..

Identificador interno: #10730

#### 5.1.1. Finalidade

Natureza do contrato: Serviços

Classificação principal (cpv): 79600000 Serviços de recrutamento

#### 5.1.2. Local de execução

Em qualquer local

#### 5.1.3. Duração estimada

Duração: 4 Anos

#### 5.1.5. Valor

Valor estimado, sem IVA: 4 000 000,00 DKK

Valor máximo do acordo-quadro: 5 200 000,00 DKK

#### 5.1.6. Informações gerais

##### Participação reservada:

A participação não está reservada.

Projeto de contratação pública não financiado por fundos da UE

O concurso é abrangido pelo Acordo sobre Contratos Públicos (ACP): sim

#### 5.1.9. Critérios de seleção

Fontes dos critérios de seleção: Anúncio, Documento europeu único de contratação pública (DEUCP), Documento do concurso

Critério: Rácio financeiro

Descrição do critério de seleção: 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.

Os critérios serão utilizados para selecionar os candidatos a convidar para a segunda fase do concurso

Critério: Referências sobre entregas especificadas

Descrição do critério de seleção: 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.

Os critérios serão utilizados para selecionar os candidatos a convidar para a segunda fase do concurso

**Informações sobre a segunda fase de um procedimento de concurso em duas fases:**

Número mínimo de candidatos a convidar para a segunda fase do procedimento: 3

Número máximo de candidatos a convocar para a segunda fase do procedimento: 3

O procedimento irá decorrer em fases sucessivas. Em cada fase, alguns participantes podem ser eliminados

O adquirente reserva-se o direito de adjudicar o contrato com base nas propostas iniciais, sem quaisquer negociações

#### **5.1.10. Critérios de adjudicação**

##### **Critério:**

Tipo: Preço

Nome: Pris

Descrição: 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 do critério de adjudicação peso: Ponderação (percentagem, valor exato)

N.º do critério de adjudicação: 40

##### **Critério:**

Tipo: Qualidade

Nome: Kvalitet

Descrição: 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 do critério de adjudicação peso: Ponderação (percentagem, valor exato)

N.º do critério de adjudicação: 60

#### **5.1.11. Documentos do concurso**

Línguas em que os documentos do concurso estão oficialmente disponíveis: inglês

Endereço dos documentos do concurso: [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. Condições do concurso**

##### **Condições de apresentação:**

Apresentação por via eletrónica: Necessário

Endereço para apresentação: [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=)

Línguas em que podem ser apresentadas as propostas ou pedidos de participação: inglês

Catálogo eletrónico: Não autorizado

Variantes: Não autorizado

Os proponentes podem apresentar mais do que uma proposta: Não autorizado

Prazo para a receção dos pedidos de participação: 10/09/2026 21:59:00 (UTC+00:00) hora da Europa Ocidental, GMT

##### **Condições do contrato:**

A execução do contrato tem de ser efetuada no âmbito de programas de emprego protegido: Não

É exigido um acordo de não divulgação: não

Faturação eletrónica: Necessário

Serão utilizadas encomendas eletrónicas: não

Será utilizado o pagamento eletrónico: sim

#### **5.1.15. Técnicas**

##### **Acordo-quadro:**

Acordo-quadro, sem reabertura de concurso

Número máximo de participantes: 1

**Informações sobre o sistema de aquisição dinâmico:**

Inexistência de sistema de aquisição dinâmico

**5.1.16. Informações adicionais, mediação e recurso**

Instância de recurso: Klagenævnet for Udbud

Informações sobre os prazos de recurso: 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.

Organização que fornece informações adicionais sobre o processo de adjudicação: Danmarks Tekniske Universitet - DTU

Organização que fornece acesso fora de linha aos documentos do concurso: Danmarks Tekniske Universitet - DTU

Organização que fornece mais informações sobre os procedimentos de recurso: Konkurrence- og Forbrugerstyrelsen

## 8. Organizações

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**8.1. ORG-0001**

Nome oficial: Danmarks Tekniske Universitet - DTU

Número de registo: 30060946

Endereço postal: Anker Engelunds Vej 1

Cidade: Kgs. Lyngby

Código postal: 2800

Subdivisão do país (NUTS): Københavns omegn (DK012)

País: Dinamarca

Ponto de contacto: Karin Holmsgaard

Correio eletrónico: [karho@adm.dtu.dk](mailto:karho@adm.dtu.dk)

Telefone: +45 31964928

Endereço Internet: <https://www.dtu.dk>

Perfil do adquirente: <https://eu.eu-supply.com/ctm/company/companyinformation/index/165863>

**Funções desta organização:**

Adquirente

Organização que fornece informações adicionais sobre o processo de adjudicação

Organização que fornece acesso fora de linha aos documentos do concurso

**8.1. ORG-0002**

Nome oficial: Klagenævnet for Udbud

Número de registo: 37795526

Endereço postal: Nævnenes hus, Toldboden 2

Cidade: Viborg

Código postal: 8800

Subdivisão do país (NUTS): Østjylland (DK042)

País: Dinamarca

Correio eletrónico: [klfu@erst.dk](mailto:klfu@erst.dk)

Telefone: +45 35291000

Endereço Internet: <http://www.klfu.dk>

**Funções desta organização:**

Instância de recurso

**8.1. ORG-0003**

Nome oficial: Konkurrence- og Forbrugerstyrelsen

Número de registo: 10294819

Endereço postal: Carl Jacobsens Vej 35

Cidade: Valby

Código postal: 2500

Subdivisão do país (NUTS): Københavns omegn (DK012)

País: Dinamarca

Correio eletrónico: [kfst@kfst.dk](mailto:kfst@kfst.dk)

Telefone: +45 41715000

Endereço Internet: <http://www.kfst.dk>

**Funções desta organização:**

Organização que fornece mais informações sobre os procedimentos de recurso

**8.1. ORG-0004**

Nome oficial: Merzell Holding ASA

Número de registo: 980921565

Endereço postal: Askekroken 11

Cidade: Oslo

Código postal: 0277

Subdivisão do país (NUTS): Oslo (NO081)

País: Noruega

Ponto de contacto: eSender

Correio eletrónico: [publication@merzell.com](mailto:publication@merzell.com)

Telefone: +47 21018800

Fax: +47 21018801

Endereço Internet: <http://merzell.com/>

**Funções desta organização:**

TED eSender

## Informações sobre o anúncio

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Identificador/versão do anúncio: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

Tipo de formulário: Concurso

Tipo de anúncio: Anúncio de concurso ou de concessão – regime normal

Subtipo de anúncio: 16

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