

454605-2026 - Procedură concurențială

Danemarca – Servicii de recrutare – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Anunț de participare sau de concesiune - regim standard

Servicii

1. Cumpărător

1.1. Cumpărător

Denumire oficială: Danmarks Tekniske Universitet - DTU

E-mail: karho@adm.dtu.dk

Forma juridică a achizitorului: Organism de drept public

Activitatea autorității contractante: Educație

2. Procedură

2.1. Procedură

Titlu: Recruitment services for VIP positions

Descriere: 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..

Identificatorul procedurii: 4c838a72-e817-4c32-b69a-a1fe025971a8

Identificator intern: #10730

Tip de procedură: Negociată cu publicarea prealabilă a unei proceduri concurențiale de ofertare / competitivă cu negociere

Procedura este accelerată: nu

Principalele caracteristici ale procedurii: 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. Scop

Natura contractului: Servicii

Clasificarea principală (cpv): 79600000 Servicii de recrutare

2.1.2. Locul de executare

Oriunde

2.1.3. Valoare

Valoarea estimată fără TVA: 4 000 000,00 DKK

Valoarea maximă a acordului-cadru: 5 200 000,00 DKK

2.1.4. Informații generale

Temei juridic:

Directiva 2014/24/UE

2.1.6. Motive de excludere

Sursele motivelor de excludere: Anunț, Documentul european de achiziție unic (DEAU), Document de achiziție

Corupție: 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

Frauda: 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).

Combaterea spălării banilor sau a finanțării terorismului: 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).

Participarea la o organizație criminală: 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).

Infracțiuni teroriste sau infracțiuni legate de activități teroriste: 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.

Munca copiilor și alte forme de trafic de persoane: 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).

Încălcarea obligațiilor în domeniile legislației de mediu: 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.

Încălcarea obligațiilor în domeniile legislației muncii: 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.

Încălcarea obligațiilor în domeniile legislației sociale: 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.

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

Interpretare eronată, nedivulgare de informații, incapacitate de a furniza documentele necesare sau obținere de informații confidențiale referitoare la această procedură: 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?

Conflict de interese care decurge din participarea la procedura de achiziții publice: 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?

Implicare directă sau indirectă în pregătirea acestei proceduri de achiziții publice: 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?

Încălcarea obligației de plată a contribuțiilor la asigurările sociale: 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?

Încălcarea obligației de plată a impozitelor: 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?

Activitățile economice sunt suspendate: 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.

Faliment: 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.

Concordat: 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.

Insolvență: 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.

Active administrate de lichidator: 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.

Situații similare, în temeiul legislației naționale, cum ar fi falimentul: 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. Lot

5.1. Lot: LOT-0000

Titlu: Recruitment services for VIP positions

Descriere: 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..

Identificator intern: #10730

5.1.1. Scop

Natura contractului: Servicii

Clasificarea principală (cpv): 79600000 Servicii de recrutare

5.1.2. Locul de executare

Oriunde

5.1.3. Durata estimată

Durată: 4 Ani

5.1.5. Valoare

Valoarea estimată fără TVA: 4 000 000,00 DKK

Valoarea maximă a acordului-cadru: 5 200 000,00 DKK

5.1.6. Informații generale

Participare rezervată:

Participarea nu este rezervată.

Proiect de achiziții publice nefinanțat din fonduri UE

Achiziția face obiectul Acordului privind achizițiile publice (AAP): da

5.1.9. Criterii de selecție

Sursele criteriilor de selecție: Anunț, Documentul european de achiziție unic (DEAU),

Document de achiziție

Criteriu: Raport financiar

Descrierea criteriului de selecție: 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.

Criteriile vor fi utilizate pentru a selecta candidații care urmează să fie invitați în a doua etapă a procedurii

Criteriu: Referințe despre livrări specificate

Descrierea criteriului de selecție: 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.

Criteriile vor fi utilizate pentru a selecta candidații care urmează să fie invitați în a doua etapă a procedurii

Informații privind a doua etapă a unei proceduri în două etape:

Numărul minim de candidați care urmează să fie invitați în a doua etapă a procedurii: 3

Numărul maxim de candidați care urmează să fie invitați în a doua etapă a procedurii: 3

Procedura se va desfășura în mai multe etape. În fiecare etapă, unii participanți pot fi eliminați. Achizitorul își rezervă dreptul de a atribui contractul pe baza ofertelor inițiale, fără alte negocieri.

5.1.10. Criterii de atribuire

Criteriu:

Tip: Preț

Denumire: Pris

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 40

Criteriu:

Tip: Calitate

Denumire: Kvalitet

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 60

5.1.11. Documentele achiziției

Limbile în care documentele achiziției sunt disponibile oficial: engleză

Unde se găsesc documentele achiziției: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=458157&TID=200418705&B=

5.1.12. Condițiile achiziției publice

Condiții de depunere:

Depunere electronică: Obligatorie

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

Limbile în care pot fi depuse ofertele sau cererile de participare: engleză

Catalog electronic: Nu este permisă

Variante: Nu este permisă

Ofertanții pot depune mai multe oferte: Nu este permisă

Termenul-limită pentru primirea cererilor de participare: 10/09/2026 21:59:00 (UTC+00:00) ora Europei Occidentale, GMT

Clauzele contractuale:

Executarea contractului trebuie efectuată în cadrul unor programe de angajare protejată: Nu

Este necesar un acord de confidențialitate: nu

Facturare electronică: Obligatorie

Se va utiliza comanda electronică: nu

Se va utiliza plata electronică: da

5.1.15. Aspecte tehnice

Acord-cadru:

Acord-cadru, fără reluarea procedurii concurențiale

Numărul maxim de participanți: 1

Informații despre sistemul dinamic de achiziții:

Nu există un sistem dinamic de achiziție

5.1.16. Informații suplimentare, mediere și căi de atac

Organizația responsabilă cu căile de atac: Klagenævnet for Udbud

Informații privind termenele-limită pentru reexaminare: 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.

Organizația care furnizează informații suplimentare cu privire la procedura de achiziții: Danmarks Tekniske Universitet - DTU

Organizația care oferă acces offline la documentele achiziției: Danmarks Tekniske Universitet - DTU

Organizația care furnizează mai multe informații cu privire la căile de atac: Konkurrence- og Forbrugerstyrelsen

8. Organizații

8.1. ORG-0001

Denumire oficială: Danmarks Tekniske Universitet - DTU

Număr de înregistrare: 30060946

Adresă poștală: Anker Engelds Vej 1

Localitate: Kgs. Lyngby

Cod poștal: 2800

Subdiviziunea țării (NUTS): Københavns omegn (DK012)

Țara: Danemarca

Punct de contact: Karin Holmsgaard

E-mail: karho@adm.dtu.dk

Telefon: +45 31964928

Adresa de internet: <https://www.dtu.dk>

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

Rolurile acestei organizații:

Cumpărător

Organizația care furnizează informații suplimentare cu privire la procedura de achiziții

Organizația care oferă acces offline la documentele achiziției

8.1. ORG-0002

Denumire oficială: Klagenævnet for Udbud

Număr de înregistrare: 37795526

Adresă poștală: Nævnenes hus, Toldboden 2

Localitate: Viborg

Cod poștal: 8800

Subdiviziunea țării (NUTS): Østjylland (DK042)

Țara: Danemarca

E-mail: klfu@erst.dk

Telefon: +45 35291000

Adresa de internet: <http://www.klfu.dk>

Rolurile acestei organizații:

Organizația responsabilă cu căile de atac

8.1. ORG-0003

Denumire oficială: Konkurrence- og Forbrugerstyrelsen
Număr de înregistrare: 10294819
Adresă poștală: Carl Jacobsens Vej 35
Localitate: Valby
Cod poștal: 2500
Subdiviziunea țării (NUTS): Københavns omegn (DK012)
Țara: Danemarca
E-mail: kfst@kfst.dk
Telefon: +45 41715000
Adresa de internet: <http://www.kfst.dk>

Rolurile acestei organizații:

Organizația care furnizează mai multe informații cu privire la căile de atac

8.1. ORG-0004

Denumire oficială: Merzell Holding ASA
Număr de înregistrare: 980921565
Adresă poștală: Askekroken 11
Localitate: Oslo
Cod poștal: 0277
Subdiviziunea țării (NUTS): Oslo (NO081)
Țara: Norvegia
Punct de contact: eSender
E-mail: publication@merzell.com
Telefon: +47 21018800
Fax: +47 21018801
Adresa de internet: <http://merzell.com/>

Rolurile acestei organizații:

TED eSender

Informații privind anunțul

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