

454605-2026 - Konkurrensutsättning

Danmark – Rekryteringstjänster – Recruitment services for VIP positions

OJ S 125/2026 02/07/2026

Meddelande om upphandling eller koncession – standardsystem

Tjänster

1. Upphandlare

1.1. Upphandlare

Officiellt namn: Danmarks Tekniske Universitet - DTU

E-postadress: karho@adm.dtu.dk

Köparens rättsliga status: Offentligt styrt organ

Den upphandlande myndighetens verksamhet: Utbildning

2. Förfarande

2.1. Förfarande

Titel: Recruitment services for VIP positions

Beskrivning: 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..

Förfarandets identifierare: 4c838a72-e817-4c32-b69a-a1fe025971a8

Intern identifierare: #10730

Typ av förfarande: Förhandlat förfarande med föregående meddelande om upphandling/under konkurrens

Förfarandet är påskyndat: nej

Förfarandets viktigaste kännetecken: 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. Föremålet för upphandlingen

Kontraktets art: Tjänster

Huvudklassificering (cpv): 79600000 Rekryteringstjänster

2.1.2. Leveransplats

Var som helst

2.1.3. Värde

Beräknat värde exklusive moms: 4 000 000,00 DKK

Högsta värde för ramavtalet: 5 200 000,00 DKK

2.1.4. Allmänna upplysningar

Rättslig grund:

Direktiv 2014/24/EU

2.1.6. Uteslutningsgrunder

Källor till uteslutningsgrunder: Meddelande, Europeiskt enhetligt upphandlingsdokument, Upphandlingsdokument

Korruption: 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

Bedrägerier: 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).

Penningtvätt eller finansiering av terrorism: 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).

Deltagande i en kriminell organisation: 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).

Terroristbrott eller brott med anknytning till terroristverksamhet: 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.

Barnarbete och andra former av människohandel: 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).

Åsidosättande av skyldigheter enligt miljölagstiftningen: 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.

Åsidosättande av skyldigheter enligt arbetsrätten: 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.

Åsidosättande av skyldigheter enligt sociallagstiftningen: 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.

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

Har lämnat oriktiga uppgifter, har undanhållit information, kan inte förete de handlingar som krävs eller har tillägnat sig konfidentiell information om förfarandet: 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?

Intressekonflikt på grund av deltagande i upphandlingsförfarandet: 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?

Direkt eller indirekt deltagande i förberedelserna av detta upphandlingsförfarande: 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?

Åsidosättande av skyldigheten att betala sociala avgifter: 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?

Åsidosättande av skyldigheten att betala skatter: 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?

Avbruten näringsverksamhet: 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.

Konkurs: 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.

Ackordsuppgörelse med borgenärer: 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.

Insolvens: 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.

Tvångsförvaltning: 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.

Situation som enligt nationell lagstiftning motsvarar konkurs: 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. Del (anbudsområde)

5.1. Del (anbudsområde): LOT-0000

Titel: Recruitment services for VIP positions

Beskrivning: 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..

Intern identifierare: #10730

5.1.1. Föremålet för upphandlingen

Kontraktets art: Tjänster

Huvudklassificering (cpv): 79600000 Rekryteringstjänster

5.1.2. Leveransplats

Var som helst

5.1.3. Uppskattad löptid

Varaktighet: 4 År

5.1.5. Värde

Beräknat värde exklusive moms: 4 000 000,00 DKK

Högsta värde för ramavtalet: 5 200 000,00 DKK

5.1.6. Allmänna upplysningar

Reserverad upphandling:

Deltagande är inte reserverat.

Upphandlingsprojekt som inte finansieras med EU-medel

Upphandlingen omfattas av Världshandelsorganisationens avtal om offentlig upphandling, GPA
: ja

5.1.9. Urvalskriterier

Källor till urvalskriterier: Meddelande, Europeiskt enhetligt upphandlingsdokument, Upphandlingsdokument

Kriterium: Finansiellt förhållande

Beskrivning av urvalskriterium: 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.

Kriterierna kommer att användas för att välja anbudssökande som bjuds in att delta i det andra steget i förfarandet

Kriterium: Referenser på angivna leveranser

Beskrivning av urvalskriterium: 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.

Kriterierna kommer att användas för att välja anbudssökande som bjuds in att delta i det andra steget i förfarandet

Information om det andra steget i ett förfarande med två steg:

Minsta antalet anbudssökande som inbjuds att delta i andra steget i förfarandet: 3
Högsta antalet anbudssökande som inbjuds att delta i andra steget i förfarandet: 3
Förfarandet kommer att äga rum i på varandra följande steg. I varje steg kan några deltagare komma att uteslutas
Köparen förbehåller sig rätten att tilldela kontraktet på grundval av de ursprungliga anbudena utan ytterligare förhandlingar

5.1.10. Tilldelningskriterier

Kriterium:

Typ: Pris

Namn: Pris

Beskrivning: 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%

Kategori av tilldelningskriteriet vikt: Viktning (procentandel, exakt)

Sifferangivelse för tilldelningskriterium: 40

Kriterium:

Typ: Kvalitet

Namn: Kvalitet

Beskrivning: 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%

Kategori av tilldelningskriteriet vikt: Viktning (procentandel, exakt)

Sifferangivelse för tilldelningskriterium: 60

5.1.11. Upphandlingsdokument

Språk som upphandlingsdokumenten är officiellt tillgängliga på: engelska

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

5.1.12. Upphandlingsvillkor

Villkor för inlämning:

Elektronisk inlämning: Krävs

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

De språk som kan användas i anbuderna eller anbudsansökningarna: engelska

Elektronisk katalog: Ej tillåten

Alternativa anbud: Ej tillåten

Anbudsgivare får lämna in fler än ett anbud: Ej tillåten

Tidsfrist för mottagande av anbudsansökningar: 10/09/2026 21:59:00 (UTC+00:00)

Västeuropeisk tid

Kontraktsvillkor:

Kontraktet måste genomföras inom ramen för program för skyddad anställning: Nej

Sekretessavtal krävs: nej

Elektronisk fakturering: Krävs

Elektronisk beställning kommer att användas: nej

Elektronisk betalning kommer att användas: ja

5.1.15. Metoder

Ramavtal:

Ramavtal utan förnyad konkurrensutsättning

Högst antal deltagare: 1

Information om det dynamiska inköpssystemet:

Upphandlingen avser inte ett dynamiskt inköpssystem

5.1.16. Kompletterande information, medling och prövning

Prövningsorganisation: Klagenævnet for Udbud

Information om tidsfrist för prövning: 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.

Organisation som ger kompletterande information om upphandlingsförfarandet: Danmarks Tekniske Universitet - DTU

Organisation som ger offlineåtkomst till upphandlingsdokumenten: Danmarks Tekniske Universitet - DTU

Organisation som ger mer information om prövningsförfaranden: Konkurrence- og Forbrugerstyrelsen

8. Organisationer

8.1. ORG-0001

Officiellt namn: Danmarks Tekniske Universitet - DTU

Registreringsnummer: 30060946

Postadress: Anker Engelunds Vej 1

Ort: Kgs. Lyngby

Postnummer: 2800

Del av land (NUTS): Københavns omegn (DK012)

Land: Danmark

Kontaktpunkt: Karin Holmsgaard

E-postadress: karho@adm.dtu.dk

Tfn: +45 31964928

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

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

Den här organisationens roller:

Upphandlare

Organisation som ger kompletterande information om upphandlingsförfarandet

Organisation som ger offlineåtkomst till upphandlingsdokumenten

8.1. ORG-0002

Officiellt namn: Klagenævnet for Udbud

Registreringsnummer: 37795526

Postadress: Nævnenes hus, Toldboden 2

Ort: Viborg

Postnummer: 8800

Del av land (NUTS): Østjylland (DK042)

Land: Danmark

E-postadress: klfu@erst.dk

Tfn: +45 35291000

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

Den här organisationens roller:

Prövningsorganisation

8.1. ORG-0003

Officiellt namn: Konkurrence- og Forbrugerstyrelsen

Registreringsnummer: 10294819

Postadress: Carl Jacobsens Vej 35

Ort: Valby

Postnummer: 2500

Del av land (NUTS): Københavns omegn (DK012)

Land: Danmark

E-postadress: kfst@kfst.dk

Tfn: +45 41715000

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

Den här organisationens roller:

Organisation som ger mer information om prövningsförfaranden

8.1. ORG-0004

Officiellt namn: Mercell Holding ASA

Registreringsnummer: 980921565

Postadress: Askekroken 11

Ort: Oslo

Postnummer: 0277

Del av land (NUTS): Oslo (NO081)

Land: Norge

Kontaktpunkt: eSender

E-postadress: publication@mercell.com

Tfn: +47 21018800

Fax: +47 21018801

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

Den här organisationens roller:

TED eSender

Information om meddelandet

Identifierare/version för meddelandet: 6e5d3b5d-48a1-45a2-b3e2-7cad67d6e6e - 01

Formulärtyp: Konkurrensutsättning

Meddelandetyp: Meddelande om upphandling eller koncession – standardsystem

Meddelandets undertyp: 16

Avsändningsdatum för meddelandet: 30/06/2026 14:39:53 (UTC+00:00) Västeuropeisk tid

Datum för avsändning av meddelandet (eSender): 01/07/2026 11:30:46 (UTC+00:00)

Västeuropeisk tid

Språk som det här meddelandet finns officiellt tillgängligt på: engelska

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