

# GERMANY: HUMAN RESOURCES MANAGEMENT CONSULTANCY SERVICES LEADERSHIP ASSESSMENT SERVICES

Contract or concession notice – standard regime

1 Buyer

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## 1.1 Buyer

*Official name:* European Central Bank

*Legal type of the buyer:* EU institution, body or agency

*Activity of the contracting authority:* Economic affairs

2 Procedure

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## 2.1 Procedure

*Title:* Leadership Assessment Services

*Description:* Design and conduct of 1) (primarily remote) of assessments of individual candidates for leadership positions at the ECB, differentiated by leadership levels and roles. 2) (primarily remote) of individual assessments for internal candidates, to identify potential for leadership positions and derive development plans. 3) group assessments to establish leadership talent pools. Such group assessments shall primarily take place at a suitable venue provided by the Tenderer in/around Frankfurt am Main (max. 1 hour by public transport from Frankfurt am Main Central Station (Hbf)). 4) timely delivery of comprehensive assessment reports for every assessment, as well as the delivery of an oral debrief to the recruitment panel (in a remote meeting). The delivery of quarterly reports providing aggregated insights on the assessments conducted, such as the diversity of candidates at the different leadership levels, comparison of performance and outcomes of candidates with different characteristics (e.g. internal/external, gender, age, business areas/business area clusters) and contrasting these to the provider's existing database of previous assessments in other comparable organisations.

*Procedure identifier:* 74a990fd-6a87-4385-919f-564d9a25a285

*Internal identifier:* PRO-007686

*Type of procedure:* Negotiated with prior publication of a call for competition / competitive with negotiation

*The procedure is accelerated:* no

*Main features of the procedure:* The tender procedure shall be open on equal terms to all natural or legal persons resident or located in the European Union and to all natural and legal persons resident or located in a country which has ratified the World Trade Organisation Agreement on Government Procurement or has concluded with the European Union a bilateral agreement on procurement under the conditions laid down in the said agreements. The tender procedure is conducted in accordance with Decision ECB/2016/2 laying down the rules on procurement (as amended), available at <https://www.ecb.europa.eu/ecb/legal/1001/procurement/html/index.en.html> and in EUR-Lex: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:02016D0002-20200501>. The detailed features and terms and conditions of the procedure can be found in the procurement documents.

### 2.1.1 Purpose

*Main nature of the contract:* Services

*Main classification (cpv):* 79414000 Human resources management consultancy services

*Additional classification (cpv):* 79635000 Assessment centre services for recruitment

### 2.1.2 Place of performance

*Postal address:* European Central Bank Sonnemannstrasse 22

*Town:* Frankfurt am Main

*Postcode:* 60314

Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)

Country: Germany

### 2.1.3 Value

Estimated value excluding VAT: 6 000 000 EUR

Maximum value of the framework agreement: 6 000 000 EUR

### 2.1.4 General information

*Additional information:* This tender procedure is conducted via the ECB's electronic tendering system (e-tendering) which can be accessed via the following internet address: <http://www.ecb.europa.eu/ecb/jobsproc/sourcing/html/index.en.html> If you have not used the ECB's electronic tendering system before, you need to register via the above link (click on 'Register'). Subsequently to the registration, you will receive an automated notification with your user credentials to log in (click on 'Login') and to access the tender documentation. Please note that: — A registration to the above system is only required once and you can reuse your user credentials in all future procedures of the ECB which are conducted via the above system. Therefore, please keep your user credentials for the future; — In case you should have participated in previous ECB tender procedure(s) in the past which were conducted via the ECB's prior online system, you nevertheless need to register once to the ECB's electronic tendering system under the above address; — Your mere registration does not constitute an application/tender. You must submit your application/tender via the ECB's electronic tendering system as further instructed in the application/tender documentation. The system reference number for the above procurement is: RFX-PT-2024-000021. To download the tender documents, log on to the ECB's electronic tendering system with your login and password. Expand the field 'Public Tenders – Upcoming Events'. Click on 'Click to request an invitation to this event' for the above procedure and close the new window which opens. Once the request is completed (this can take a few minutes), the status of the participation request will change to 'Invited' and the RFX documentation will be accessible via the RFX tab. Under the above link you also find user guides for detailed information on how to use the system and contact details for technical support. Should you require technical help when using the system, please contact the ECB's technical support team at [sourcing.support@ecb.europa.eu](mailto:sourcing.support@ecb.europa.eu) by quoting the reference number and the problem experienced. Any other queries relating to this procurement procedure and the content of the procurement documentation shall be submitted as message via the ECB's e-tendering system (under the tab 'Discussion'). The ECB endeavours to answer all queries as quickly as possible but cannot guarantee a minimum time response. The ECB shall not be bound to reply to queries received less than seven calendar days before the time-limit for the submission of tenders.

*Legal basis:*

Other

<http://data.europa.eu/eli/dec/2016/245/2020-05-01> - Consolidated text: Decision (EU) 2016/245 of the European Central Bank of 9 February 2016 laying down the rules on procurement (ECB/2016/2) (recast)

### 2.1.6 Grounds for exclusion

Purely national exclusion grounds: Based on Art. 30 of the ECB Procurement rules (Decision ECB/2016/2, as amended)

5 Lot

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### 5.1 Lot technical ID: LOT-0001

*Title:* Leadership Assessment Services

*Description:* as described in section 2.1

*Internal identifier:* PRO-007686

#### 5.1.1 Purpose

*Main nature of the contract:* Services

*Main classification (cpv):* 79414000 Human resources management consultancy services

*Additional classification (cpv): 79635000 Assessment centre services for recruitment*

*Options:*

*Description of the options: The contract is subject to renewal*

### **5.1.3 Estimated duration**

*Duration: 3 YEAR*

### **5.1.4 Renewal**

*Maximum renewals: 1*

*The buyer reserves the right for additional purchases from the contractor, as described here: Option to extend the contract by one year.*

### **5.1.6 General information**

*Reserved participation: Participation is not reserved.*

*Procurement Project not financed with EU Funds.*

*This procurement is also suitable for small and medium-sized enterprises (SMEs)*

### **5.1.9 Selection criteria**

*Criterion:*

*Type: Other*

*Name: Professional, Financial, and Technical Capacity criteria*

*Description: As specified in the procurement documentation*

*Use of this criterion: Used*

*The criteria will be used to select the candidates to be invited for the second stage of the procedure*

*Information about the second stage of a two-stage procedure:*

*Minimum number of candidates to be invited for the second stage of the procedure: 5*

*The procedure will take place in successive stages. At each stage, some participants may be eliminated*

*The buyer reserves the right to award the contract on the basis of the initial tenders without any further negotiations*

### **5.1.11 Procurement documents**

*Access to certain procurement documents is restricted*

*Languages in which the procurement documents are officially available: English*

*Information about restricted documents is available at: <https://www.ecb.europa.eu/ecb/jobsproc/sourcing/html/index.en.html>,*

*Ad hoc communication channel:*

*Name: ECB e-tendering platform*

*URL: <https://www.ecb.europa.eu/ecb/jobsproc/sourcing/html/index.en.html>*

### **5.1.12 Terms of procurement**

*Terms of submission:*

*Electronic submission: Required*

*Address for submission: <https://www.ecb.europa.eu/ecb/jobsproc/sourcing/html/index.en.html>*

*Languages in which tenders or requests to participate may be submitted: English*

*Electronic catalogue: Not allowed*

*Deadline for receipt of requests to participate: 2024-05-24+02:00 12:00:00+02:00*

*Deadline until which the tender must remain valid: 6 MONTH*

*Terms of contract:*

*Electronic invoicing: Required*

*Electronic ordering will be used: yes*

*Electronic payment will be used: yes*

*Information about review deadlines:* Aggrieved candidates or tenderers may challenge in writing the ECB's decision to reject their application or tender before the ECB's Procurement Review Body (PRB). The appeal before the PRB must be lodged within 10 days of receipt of the notification in accordance with Article 34(1) or the first sentence of Article 34(3) of Decision ECB/2016/2 laying down the rules on procurement, as amended. Further requirements are outlined in Article 39 of this Decision. A complaint to the European Ombudsman does not affect the deadline for lodging appeals. Decisions of the PRB may be challenged before the Court of Justice of the European Union.

#### **5.1.15 Techniques**

*Framework agreement:*

Framework agreement, without reopening of competition

*Maximum number of participants:* 3

*Information about the dynamic purchasing system:*

No dynamic purchase system

#### **5.1.16 Further information, mediation and review**

*Mediation organisation:* The European Ombudsman

*Review organisation:* European Central Bank

*Organisation providing more information on the review procedures:* European Central Bank

## **8 Organisations**

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### **8.1 ORG-0004**

*Official name:* European Central Bank

*Registration number:* 0001

*Postal address:* Sonnemannstrasse 22

*Town:* Frankfurt am Main

*Postcode:* 60314

*Country subdivision (NUTS):* Frankfurt am Main, Kreisfreie Stadt (DE712)

*Country:* Germany

*Contact point:* Central Procurement Office

*Email:* [procurement@ecb.europa.eu](mailto:procurement@ecb.europa.eu)

*Telephone:* +49 69 13440

*Internet address:* <http://www.ecb.europa.eu>

*Buyer profile:* <https://www.ecb.europa.eu/ecb/jobsproc/tenders/html/index.en.html>

*Other contact points:*

*Official name:* Procurement Review Body of the European Central Bank

*Postal address:* c/o Legal Advice Team Sonnemannstrasse 22

*Town:* Frankfurt am Main

*Postcode:* 60314

*Country subdivision (NUTS):* Frankfurt am Main, Kreisfreie Stadt (DE712)

*Country:* Germany

*Email:* [LegalServices@ecb.europa.eu](mailto:LegalServices@ecb.europa.eu)

*Telephone:* +49 6913440

*Fax:* +352 4302100

*Internet address:* <http://www.ecb.europa.eu>

*Roles of this organisation:*

*Buyer*

*Review organisation*

*Organisation providing more information on the review procedures*

## **8.1 ORG-0006**

*Official name:* The European Ombudsman

*Registration number:* 0003

*Postal address:* 1 avenue du Président Robert Schuman, CS 30403

*Town:* Strasbourg

*Postcode:* 67001

*Country subdivision (NUTS):* Bas-Rhin (FRF11)

*Country:* France

*Email:* [eo@ombudsman.europa.eu](mailto:eo@ombudsman.europa.eu)

*Telephone:* +33 3 88 17 23 13

*Internet address:* <https://www.ombudsman.europa.eu>

*Roles of this organisation:*

*Mediation organisation*

## 11 Notice information

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### **11.1 Notice information**

*Notice identifier/version:* 78491077-fb86-47d5-9c21-9027b78f4891 - 01

*Form type:* Competition

*Notice type:* Contract or concession notice – standard regime

*Notice dispatch date:* 2024-04-18Z 12:31:45Z

*Languages in which this notice is officially available:* English

### **11.2 Publication information**