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**Germany-Frankfurt am Main: ECB - Provision of Leadership Assessment and Development Services  
2019/S 251-621456**

**Social and other specific services – public contracts**

**Contract notice**

**Services**

**Legal Basis:**

Directive 2014/24/EU

**Section I: Contracting authority**

**I.1) Name and addresses**

Official name: European Central Bank  
Postal address: Sonnemannstrasse 22  
Town: Frankfurt am Main  
NUTS code: DE712  
Postal code: 60314  
Country: Germany  
Contact person: Central Procurement Office  
E-mail: [procurement@ecb.europa.eu](mailto:procurement@ecb.europa.eu)  
Telephone: +49 69/13440  
Fax: +49 69/13447110

**Internet address(es):**

Main address: <http://www.ecb.europa.eu>

**I.2) Information about joint procurement**

**I.3) Communication**

The procurement documents are available for unrestricted and full direct access, free of charge, at: <http://www.ecb.europa.eu/ecb/jobsproc/tenders/html/index.en.html>  
Additional information can be obtained from the abovementioned address  
Tenders or requests to participate must be submitted to the abovementioned address

**I.4) Type of the contracting authority**

European institution/agency or international organisation

**I.5) Main activity**

Economic and financial affairs

**Section II: Object**

**II.1) Scope of the procurement**

**II.1.1) Title:**

Provision of Leadership Assessment and Development Services  
Reference number: PRO-004785

**II.1.2) Main CPV code**

80570000

II.1.3) **Type of contract**

Services

II.1.4) **Short description:**

The European Central Bank (ECB) is seeking interested parties through this call for express interest for participating in a negotiated procurement procedure for the provision of leadership assessment and development services.

II.1.5) **Estimated total value**

Value excluding VAT: 12 000 000.00 EUR

II.1.6) **Information about lots**

This contract is divided into lots: no

II.2) **Description**

II.2.1) **Title:**

II.2.2) **Additional CPV code(s)**

80000000

80532000

80500000

79635000

II.2.3) **Place of performance**

NUTS code: DE712

II.2.4) **Description of the procurement:**

The European Central Bank (ECB) is an EU institution which is responsible for the monetary policy of the European Union. The ECB fulfils this mandate together with the 19 national central banks (NCB's) of the member states whose currency is the euro (the 'Eurosystem'). Since 2014, the ECB is also entrusted with the task of banking supervision within the European Union to ensure the stability of the banking system. This is conducted by the Single Supervisory Mechanism (SSM) which consists of the ECB and the national supervisory authorities (NCA's) of the participating countries. It currently employs around 3 500 staff members.

The ECB has, through the Talent Management Division of the Directorate General Human Resources, introduced an elaborated assessment of leadership and managerial skills in the context of recruitment and offers dedicated training courses and programmes to managers, advisers and team coordinators.

The ECB is now looking for a provider to design and to develop the services and works detailed below in close collaboration with the ECB and to deliver these for current or future leaders at different levels of the organisation in the areas of:

(a) assessment of candidates for managerial or leadership positions:

— design, develop and deliver an assessment in recruitment, for succession planning, for mobility, etc. by e.g. assessing behavioural competencies, potential and provide a report with the findings.

(b) development programmes:

— design, develop and deliver tailored programmes across leadership levels or different leadership groups (including needs analysis of the profile and needs of the target groups); learning solutions can be e.g. shorter activities or modular programmes including 360 feedback, coaching, etc. using modern learning tools for adult learners and where relevant connect cutting-edge academic research with the ECB's daily leadership roles and organisational activities/complexities and offer business relevant practices, etc.,

— design, develop and deliver tailored programmes across different cohorts to strengthen talent pipelines for ECB's different career paths, inclusive of emerging leaders and/or expert career paths.

(c) measurement of leadership needs, outcome and impact in the form of data about organisational, team, individual and business performance and as an integrated and ongoing part of the leadership development programme(s) and activities:

— design, develop and deliver an assessment, analysis and reporting of individual or collective leader needs and impact in the following instances:

(i) provide a benchmark for tracking individual leadership capability prior to, during and post programme participation to support individual progress, impact on self, others and the organisation and measure progress against leadership development goals, individual leader development plans and established benchmarks. The benchmark should also take into account the results of the assessment done as described in section a);

(ii) provide a benchmark for assessing and tracking collective leadership capability and impact prior to and post programme participation, at different leadership levels.

The successful provider shall have access to reliable scientific tools, research and methods to design and deliver leadership assessments, a concept/model on potential assessment and leadership development. It is further expected to have access to a wide range of providers, including market leaders offering training, leading universities, business schools or similar institutions that offer education on business topics as well as executive education i.e. programmes for executives and leaders, either tailor made or customised, for similar organisations.

The services and works under the Contract may also be offered to staff and managers in the European System of Central Banks (ESCB) or in NCAs of the SSM.

II.2.6) **Estimated value**

Value excluding VAT: 12 000 000.00 EUR

II.2.7) **Duration of the contract or the framework agreement**

Duration in months: 48

II.2.13) **Information about European Union funds**

The procurement is related to a project and/or programme financed by European Union funds: no

II.2.14) **Additional information**

**Section III: Legal, economic, financial and technical information**

III.1) **Conditions for participation**

III.1.4) **Objective rules and criteria for participation**

List and brief description of rules and criteria:

Selection criteria as stated in the call to express interest to participate.

III.1.5) **Information about reserved contracts**

III.2) **Conditions related to the contract**

III.2.1) **Information about a particular profession**

III.2.2) **Contract performance conditions:**

III.2.3) **Information about staff responsible for the performance of the contract**

**Section IV: Procedure**

IV.1) **Description**

IV.1.1) **Form of procedure**

Procedure involving negotiations

IV.1.3) **Information about framework agreement**

The procurement involves the establishment of a framework agreement

IV.1.10) **Identification of the national rules applicable to the procedure:**

IV.1.11) **Main features of the award procedure:**

IV.2) **Administrative information**

IV.2.1) **Previous publication concerning this procedure**

IV.2.2) **Time limit for receipt of tenders or requests to participate / Time limit for receipt of expressions of interest**

Date: 30/01/2020

Local time: 18:00

IV.2.4) **Languages in which tenders or requests to participate may be submitted:**

English

**Section VI: Complementary information**

VI.2) **Information about electronic workflows**

Electronic invoicing will be accepted

VI.3) **Additional information:**

The documentation for this procurement can be downloaded from the ECB website in the section 'Tenders' under the title of this procedure.

Internet address: <http://www.ecb.europa.eu/ecb/jobsproc/tenders/html/index.en.html>

The downloading of the documentation does not provide for your participation. You must submit your interest to the ECB, on time, in the format requested as instructed in the documentation.

Should you experience any problems in downloading the documentation please contact the ECB under the following email address: [procurement@ecb.europa.eu](mailto:procurement@ecb.europa.eu) quoting the procurement number and the problem experienced.

The ECB shall endeavour 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 7 calendar days before the time-limit for the submission of tenders.

The procurement 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 procurement procedure is conducted in accordance with Decision ECB/2016/2 of 9.2.2016 laying down the rules on procurement, OJ L 45, 20.2.2016, p. 15 as amended available on the ECB website at <http://www.ecb.europa.eu/ecb/jobsproc/tenders/html/index.en.html>

During the procurement procedure, tenderers shall not contact any other ECB staff members or organisations/ persons working for the ECB with regard to this tender procedure than the person indicated in Section I.1).

Tenderers shall also not contact potential competitors unless they intend to form a temporary grouping with them or to involve them as subcontractors. Any violation of this communication rule may lead to the exclusion of the tenderer in question.

VI.4) **Procedures for review**

VI.4.1) **Review body**

VI.4.2) **Body responsible for mediation procedures**

Official name: The European Ombudsman

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

Town: Strasbourg Cedex

Postal code: 67001

Country: France

VI.4.3) **Review procedure**

VI.4.4) **Service from which information about the review procedure may be obtained**

Official name: Central Procurement Office of the European Central Bank c/o Legal Advice Team

Postal address: Sonnemannstrasse 22

Town: Frankfurt am Main

Postal code: 60314

Country: Germany

E-mail: [procurement@ecb.europa.eu](mailto:procurement@ecb.europa.eu)

Telephone: +49 6913440

Fax: +49 6913447110

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

VI.5) **Date of dispatch of this notice:**

19/12/2019