

This notice in TED website: <http://ted.europa.eu/udl?uri=TED:NOTICE:350746-2016:TEXT:EN:HTML>

**Germany-Frankfurt-on-Main: ECB - Provision of support in the assessment  
of management and leadership skills and talent development programmes  
2016/S 195-350746**

**Contract award notice**

**Results of the procurement procedure**

**Services**

Directive 2014/24/EU

**Section I: Contracting authority**

- I.1) **Name and addresses**  
European Central Bank  
Sonnemannstraße 22  
Frankfurt-on-Main  
60314  
Germany  
Contact person: Rosemary Cowlard  
Telephone: +49 69/13440  
E-mail: [procurement@ecb.europa.eu](mailto:procurement@ecb.europa.eu)  
Fax: +49 69/13447110  
NUTS code: DE712  
**Internet address(es):**  
Main address: <http://www.ecb.europa.eu>
- I.2) **Joint procurement**
- 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 support in the assessment of management and leadership skills and talent development programmes.  
Reference number: 2015/S 253-462321.
- II.1.2) **Main CPV code**  
79411000
- II.1.3) **Type of contract**  
Services
- II.1.4) **Short description:**

The ECB is seeking through this procedure an experienced and flexible supplier to perform and deliver the following services:

(i) to support the ECB in assessing management and leadership skills. The ECB may use the services to assess potential managers in the context of (a) recruitment; (b) internal mobility; (c) establishing management pools which might be used for future recruitment initiatives; and (d) development purposes. The ECB intends to request approximately — 150–200 management assessments per year. However this may change substantially depending on internal demand;

(ii) to support the ECB with talent development programmes in connection with management and leadership skills. Currently, the ECB does not have such talent development programmes in place and may therefore in the context of the second stage of this procurement procedure rely on the proposals of the shortlisted candidates. Further information on the ECB's expectations/requirements may be communicated in the second stage of this procurement procedure.

**II.1.6) Information about lots**

This contract is divided into lots: no

**II.1.7) Total value of the procurement (excluding VAT)**

Value excluding VAT: 4 532 500.00 EUR

**II.2) Description**

**II.2.1) Title:**

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

**II.2.3) Place of performance**

NUTS code: DE7

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

The ECB is seeking through this procedure an experienced and flexible supplier to perform and deliver the following services:

(i) to support the ECB in assessing management and leadership skills. The ECB may use the services to assess potential managers in the context of (a) recruitment; (b) internal mobility; (c) establishing management pools which might be used for future recruitment initiatives; and (d) development purposes. The ECB intends to request approximately — 150–200 management assessments per year. However this may change substantially depending on internal demand;

(ii) to support the ECB with talent development programmes in connection with management and leadership skills. Currently, the ECB does not have such talent development programmes in place and may therefore in the context of the second stage of this procurement procedure rely on the proposals of the shortlisted candidates. Further information on the ECB's expectations/requirements may be communicated in the second stage of this procurement procedure.

**II.2.5) Award criteria**

Quality criterion - Name: Recruitment and internal horizontal mobility: structure, tools and timing of each stage; type of assessment method(s), models and theory, validity and reliability of tools, generic assessment and specific assessment / Weighting: 7 %

Quality criterion - Name: Recruitment and internal horizontal mobility: readability and content of outcome reports including the proposed reporting formats and structure, including the quality of the provided example/sample / Weighting: 4 %

Quality criterion - Name: Professional development purposes: proposed assessment methodology: structure, tools and timing of each stage; type of assessment method(s), models and theory, validity and reliability of tools / Weighting: 10 %

Quality criterion - Name: Professional development purposes: readability and content of outcome reports including the proposed reporting formats and structure, including the quality of the provided example/sample / Weighting: 4 %

Quality criterion - Name: Talent development programmes: proposal to develop a talent development programme: approach to talent development plans, proposed measures, rationales for measures, measurement of success / Weighting: 10 %

Quality criterion - Name: Talent development programmes: readability and content of talent development plans including the proposed reporting formats and structure, including the quality of the provided example/sample / Weighting: 4 %

Quality criterion - Name: Experience and qualification of lead consultants: professional experience in delivering recruitment assessments for managerial positions, developing/compiling talent development programmes / Weighting: 7 %

Quality criterion - Name: Experience and qualification of lead consultants: educational background (e.g. university degree, qualifications) / Weighting: 1 %

Quality criterion - Name: Experience and qualification of consultants: professional experience in delivering recruitment assessments for managerial positions, developing/compiling talent development programmes / Weighting: 7 %

Quality criterion - Name: Experience and qualification of consultants: educational background (e.g. university degree, qualifications) / Weighting: 1 %

Quality criterion - Name: Strategy to ensure a smooth and successful functioning of the services including communication strategy to relevant stakeholders / Weighting: 4 %

Quality criterion - Name: Compliance with IT requirements / Weighting: 1 %

Price - Weighting: 40 %

II.2.11) **Information about options**

Options: no

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 IV: Procedure**

IV.1) **Description**

IV.1.1) **Type of procedure**

Competitive procedure with negotiation

IV.1.3) **Information about a framework agreement or a dynamic purchasing system**

The procurement involves the establishment of a framework agreement

IV.1.6) **Information about electronic auction**

IV.1.8) **Information about the Government Procurement Agreement (GPA)**

The procurement is covered by the Government Procurement Agreement: no

IV.2) **Administrative information**

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

Notice number in the OJ S: [2015/S 253-462321](#)

IV.2.8) **Information about termination of dynamic purchasing system**

IV.2.9) **Information about termination of call for competition in the form of a prior information notice**

**Section V: Award of contract**

A contract/lot is awarded: yes

V.2) **Award of contract**

V.2.1) **Date of conclusion of the contract:**

08/09/2016

V.2.2) **Information about tenders**

Number of tenders received: 2

The contract has been awarded to a group of economic operators: no

V.2.3) **Name and address of the contractor**

PwC EU Services EEIG

0872.793.825

Sint-Stevens-Woluwe

1932

Belgium

NUTS code: BE1

The contractor is an SME: no

V.2.4) **Information on value of the contract/lot (excluding VAT)**

Total value of the contract/lot: 4 532 500.00 EUR

V.2.5) **Information about subcontracting**

**Section VI: Complementary information**

VI.3) **Additional information:**

VI.4) **Procedures for review**

VI.4.1) **Review body**

Procurement Review Body of the European Central Bank, c/o Legal Advice Team

Sonnemannstraße 20

Frankfurt-on-Main

60314

Germany

Telephone: +49 6913440

Fax: +49 6913446886

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

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

European Ombudsman

1 avenue du Président Robert Schuman

Strasbourg

67001

France

VI.4.3) **Review procedure**

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

Central Procurement Division of the European Central Bank

Sonnemannstraße 22

Frankfurt-on-Main

60314

Germany

E-mail: [procurement@ecb.europa.eu](mailto:procurement@ecb.europa.eu)  
Fax: +49 6913447110  
Internet address: <http://www.ecb.europa.eu>

VI.5) **Date of dispatch of this notice:**  
28/09/2016