

# Ireland: Specialist training services Leadership Development Programmes Across Multiple Leadership Levels in 6 Single Supplier Lots

Contract or concession notice – standard regime

1 Buyer

---

## 1.1 Buyer

*Official name:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Legal type of the buyer:* Central government authority

*Activity of the contracting authority:* General public services

2 Procedure

---

## 2.1 Procedure

*Title:* Leadership Development Programmes Across Multiple Leadership Levels in 6 Single Supplier Lots

*Description:* The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

*Procedure identifier:* 167aa326-c440-4fbc-aae0-c34e7cfaf914

*Type of procedure:* Open

*The procedure is accelerated:* no

### 2.1.1 Purpose

*Main nature of the contract:* Services

*Main classification (cpv):* 80510000 Specialist training services

*Additional classification (cpv):* 80570000 Personal development training services

*Additional classification (cpv):* 80521000 Training programme services

*Additional classification (cpv):* 80500000 Training services

### 2.1.2 Place of performance

*Country subdivision (NUTS):* Dublin (IE061)

*Country:* Ireland

### 2.1.3 Value

*Estimated value excluding VAT:* 680 000 Euro

### 2.1.4 General information

*Legal basis:*

Directive 2014/24/EU

### 2.1.5 Terms of procurement

*Terms of submission:*

*Maximum number of lots for which one tenderer can submit tenders:* 6

*The tenderer must submit tenders for all lots*

*Terms of contract:*

Maximum number of lots for which contracts can be awarded to one tenderer: 6

## 2.1.6 Grounds for exclusion

Sources of grounds for exclusion: Procurement Document

## 5 Lot

---

### 5.1 Lot technical ID: LOT-0001

*Title:* Communicating with Impact (for Senior Leaders and Leaders of the Future)

*Description:* The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

*Internal identifier:* 1

#### 5.1.1 Purpose

*Main nature of the contract:* Services

*Main classification (cpv):* 80510000 Specialist training services

*Additional classification (cpv):* 80570000 Personal development training services

*Additional classification (cpv):* 80521000 Training programme services

*Additional classification (cpv):* 80500000 Training services

#### 5.1.2 Place of performance

*Country subdivision (NUTS):* Dublin (IE061)

*Country:* Ireland

*Additional information:*

#### 5.1.3 Estimated duration

*Duration:* 3 Year

#### 5.1.5 Value

*Estimated value excluding VAT:* 680 000 Euro

#### 5.1.6 General information

*Reserved participation:* Participation is not reserved.

Procurement Project not financed with EU Funds.

*The procurement is covered by the Government Procurement Agreement (GPA):* yes

#### 5.1.7 Strategic procurement

*Aim of strategic procurement:* No strategic procurement

#### 5.1.9 Selection criteria

*Sources of selection criteria:* Procurement Document

#### 5.1.11 Procurement documents

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

*Languages in which the procurement documents (or their parts) are unofficially available:* English

*Deadline for requesting additional information:* 24/03/2026 15:00 +00:00

*Address of the procurement documents:* <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

### **5.1.12 Terms of procurement**

*Terms of submission:*

*Electronic submission:* Required

*Address for submission:* <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7572436>

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

*Electronic catalogue:* Not allowed

*Tenderers may submit more than one tender:* Allowed

*Deadline for receipt of tenders:* 02/04/2026 15:00 +00:00

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

*Information about public opening:*

*Opening date:* 02/04/2026 15:30 +00:00

*Place:* <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

*Terms of contract:*

*The execution of the contract must be performed within the framework of sheltered employment programmes:* No

*Electronic invoicing:* Allowed

*Electronic ordering will be used:* yes

*Electronic payment will be used:* no

### **5.1.15 Techniques**

*Framework agreement:*

No framework agreement

*Information about the dynamic purchasing system:*

No dynamic purchase system

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

*Review organisation:* The High Court of Ireland

*Organisation providing offline access to the procurement documents:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation providing more information on the review procedures:* The High Court of Ireland

*Organisation receiving requests to participate:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation processing tenders:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

## **5.1 Lot technical ID: LOT-0002**

*Title:* Influencing, Negotiation and Decision Making (for Senior Leaders and Leaders of the Future)

*Description:* The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

*Internal identifier:* 2

### **5.1.1 Purpose**

*Main nature of the contract:* Services

*Main classification (cpv):* 80510000 Specialist training services

*Additional classification (cpv):* 80570000 Personal development training services

*Additional classification (cpv):* 80521000 Training programme services

*Additional classification (cpv):* 80500000 Training services

### **5.1.2 Place of performance**

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

Additional information:

### 5.1.3 Estimated duration

Duration: 3 Year

### 5.1.5 Value

Estimated value excluding VAT: 680 000 Euro

### 5.1.6 General information

Reserved participation: Participation is not reserved.

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): yes

### 5.1.7 Strategic procurement

Aim of strategic procurement: No strategic procurement

### 5.1.9 Selection criteria

Sources of selection criteria: Procurement Document

### 5.1.11 Procurement documents

Languages in which the procurement documents are officially available: English

Languages in which the procurement documents (or their parts) are unofficially available: English

Deadline for requesting additional information: 24/03/2026 15:00 +00:00

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

### 5.1.12 Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7572436>

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

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 02/04/2026 15:00 +00:00

Deadline until which the tender must remain valid: 6 Month

Information about public opening:

Opening date: 02/04/2026 15:30 +00:00

Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: no

Electronic payment will be used: no

### 5.1.15 Techniques

Framework agreement:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

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

*Review organisation:* The High Court of Ireland

*Organisation providing offline access to the procurement documents:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation providing more information on the review procedures:* The High Court of Ireland

*Organisation receiving requests to participate:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation processing tenders:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

### **5.1 Lot technical ID: LOT-0003**

*Title:* Straightforward Conversations and Effective Delegation (for Senior Leaders and Leaders of the Future)

*Description:* The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

*Internal identifier:* 3

#### **5.1.1 Purpose**

*Main nature of the contract:* Services

*Main classification (cpv):* 80510000 Specialist training services

*Additional classification (cpv):* 80570000 Personal development training services

*Additional classification (cpv):* 80521000 Training programme services

*Additional classification (cpv):* 80500000 Training services

#### **5.1.2 Place of performance**

*Country subdivision (NUTS):* Dublin (IE061)

*Country:* Ireland

*Additional information:*

#### **5.1.3 Estimated duration**

*Duration:* 3 Year

#### **5.1.5 Value**

*Estimated value excluding VAT:* 680 000 Euro

#### **5.1.6 General information**

*Reserved participation:* Participation is not reserved.

Procurement Project not financed with EU Funds.

*The procurement is covered by the Government Procurement Agreement (GPA):* yes

#### **5.1.7 Strategic procurement**

*Aim of strategic procurement:* No strategic procurement

#### **5.1.9 Selection criteria**

*Sources of selection criteria:* Procurement Document

#### **5.1.11 Procurement documents**

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

*Languages in which the procurement documents (or their parts) are unofficially available:* English

*Deadline for requesting additional information:* 24/03/2026 15:00 +00:00

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

#### **5.1.12 Terms of procurement**

*Terms of submission:*

*Electronic submission:* Required

*Address for submission:* <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7572436>

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

*Electronic catalogue:* Not allowed

*Tenderers may submit more than one tender:* Allowed

*Deadline for receipt of tenders:* 02/04/2026 15:00 +00:00

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

*Information about public opening:*

*Opening date:* 02/04/2026 15:30 +00:00

*Place:* <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

*Terms of contract:*

*The execution of the contract must be performed within the framework of sheltered employment programmes:* No

*Electronic invoicing:* Allowed

*Electronic ordering will be used:* no

*Electronic payment will be used:* no

#### **5.1.15 Techniques**

*Framework agreement:*

No framework agreement

*Information about the dynamic purchasing system:*

No dynamic purchase system

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

*Review organisation:* The High Court of Ireland

*Organisation providing offline access to the procurement documents:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation providing more information on the review procedures:* The High Court of Ireland

*Organisation receiving requests to participate:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation processing tenders:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

#### **5.1 Lot technical ID: LOT-0004**

*Title:* Future Readiness - Leading in an AI World (for Senior Leaders and Leaders of the Future)

*Description:* The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

*Internal identifier:* 4

#### **5.1.1 Purpose**

*Main nature of the contract:* Services

*Main classification (cpv):* 80510000 Specialist training services

*Additional classification (cpv):* 80570000 Personal development training services

*Additional classification (cpv):* 80521000 Training programme services

*Additional classification (cpv): 80500000 Training services*

### **5.1.2 Place of performance**

*Country subdivision (NUTS): Dublin (IE061)*

*Country: Ireland*

*Additional information:*

### **5.1.3 Estimated duration**

*Duration: 3 Year*

### **5.1.5 Value**

*Estimated value excluding VAT: 680 000 Euro*

### **5.1.6 General information**

*Reserved participation: Participation is not reserved.*

*Procurement Project not financed with EU Funds.*

*The procurement is covered by the Government Procurement Agreement (GPA): yes*

### **5.1.7 Strategic procurement**

*Aim of strategic procurement: No strategic procurement*

### **5.1.9 Selection criteria**

*Sources of selection criteria: Procurement Document*

### **5.1.11 Procurement documents**

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

*Languages in which the procurement documents (or their parts) are unofficially available: English*

*Deadline for requesting additional information: 24/03/2026 15:00 +00:00*

*Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>*

### **5.1.12 Terms of procurement**

*Terms of submission:*

*Electronic submission: Required*

*Address for submission: <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7572436>*

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

*Electronic catalogue: Not allowed*

*Tenderers may submit more than one tender: Allowed*

*Deadline for receipt of tenders: 02/04/2026 15:00 +00:00*

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

*Information about public opening:*

*Opening date: 02/04/2026 15:30 +00:00*

*Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>*

*Terms of contract:*

*The execution of the contract must be performed within the framework of sheltered employment programmes: No*

*Electronic invoicing: Allowed*

*Electronic ordering will be used: no*

*Electronic payment will be used: no*

### **5.1.15 Techniques**

*Framework agreement:*

*No framework agreement*

*Information about the dynamic purchasing system:*

No dynamic purchase system

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

*Review organisation:* The High Court of Ireland

*Organisation providing offline access to the procurement documents:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation providing more information on the review procedures:* The High Court of Ireland

*Organisation receiving requests to participate:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation processing tenders:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

#### **5.1 Lot technical ID: LOT-0005**

*Title:* Building Trust and Resilience (for Senior Leaders and Leaders of the Future)

*Description:* The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

*Internal identifier:* 5

##### **5.1.1 Purpose**

*Main nature of the contract:* Services

*Main classification (cpv):* 80510000 Specialist training services

*Additional classification (cpv):* 80570000 Personal development training services

*Additional classification (cpv):* 80521000 Training programme services

*Additional classification (cpv):* 80500000 Training services

##### **5.1.2 Place of performance**

*Country subdivision (NUTS):* Dublin (IE061)

*Country:* Ireland

*Additional information:*

##### **5.1.3 Estimated duration**

*Duration:* 3 Year

##### **5.1.5 Value**

*Estimated value excluding VAT:* 680 000 Euro

##### **5.1.6 General information**

*Reserved participation:* Participation is not reserved.

Procurement Project not financed with EU Funds.

*The procurement is covered by the Government Procurement Agreement (GPA):* yes

##### **5.1.7 Strategic procurement**

*Aim of strategic procurement:* No strategic procurement

##### **5.1.9 Selection criteria**

*Sources of selection criteria:* Procurement Document

##### **5.1.11 Procurement documents**

Languages in which the procurement documents are officially available: English

Languages in which the procurement documents (or their parts) are unofficially available: English

Deadline for requesting additional information: 24/03/2026 15:00 +00:00

Address of the procurement documents: <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

#### **5.1.12 Terms of procurement**

Terms of submission:

Electronic submission: Required

Address for submission: <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7572436>

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

Electronic catalogue: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 02/04/2026 15:00 +00:00

Deadline until which the tender must remain valid: 6 Month

Information about public opening:

Opening date: 02/04/2026 15:30 +00:00

Place: <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Allowed

Electronic ordering will be used: no

Electronic payment will be used: no

#### **5.1.15 Techniques**

Framework agreement:

No framework agreement

Information about the dynamic purchasing system:

No dynamic purchase system

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

Review organisation: The High Court of Ireland

Organisation providing offline access to the procurement documents: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Organisation providing more information on the review procedures: The High Court of Ireland

Organisation receiving requests to participate: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

Organisation processing tenders: Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

#### **5.1 Lot technical ID: LOT-0006**

Title: Project Planning - for Leaders of the Future

Description: The design, development and delivery of a modular Leadership Development Programme over 3 years to a minimum of 162 people. The programme will be structured into a number of discrete modules delivered as 6 single supplier Lots. Tenderers may apply to deliver the full programme or individual modules, depending on their expertise and capacity. The programme is for Senior Leaders primarily at Principal Officer level and Leaders of the Future primarily at Assistant Principal and Higher Executive Officer level.

Internal identifier: 6

#### **5.1.1 Purpose**

Main nature of the contract: Services

*Main classification (cpv):* 80510000 Specialist training services  
*Additional classification (cpv):* 80570000 Personal development training services  
*Additional classification (cpv):* 80521000 Training programme services  
*Additional classification (cpv):* 80500000 Training services

### **5.1.2 Place of performance**

*Country subdivision (NUTS):* Dublin (IE061)  
*Country:* Ireland  
*Additional information:*

### **5.1.3 Estimated duration**

*Duration:* 3 Year

### **5.1.5 Value**

*Estimated value excluding VAT:* 680 000 Euro

### **5.1.6 General information**

*Reserved participation:* Participation is not reserved.  
Procurement Project not financed with EU Funds.  
*The procurement is covered by the Government Procurement Agreement (GPA):* yes

### **5.1.7 Strategic procurement**

*Aim of strategic procurement:* No strategic procurement

### **5.1.9 Selection criteria**

*Sources of selection criteria:* Procurement Document

### **5.1.11 Procurement documents**

*Languages in which the procurement documents are officially available:* English  
*Languages in which the procurement documents (or their parts) are unofficially available:* English  
*Deadline for requesting additional information:* 24/03/2026 15:00 +00:00  
*Address of the procurement documents:* <https://www.etenders.gov.ie/epps/cft/listContractDocuments.do?resourceId=7572436>

### **5.1.12 Terms of procurement**

*Terms of submission:*  
*Electronic submission:* Required  
*Address for submission:* <https://www.etenders.gov.ie/epps/cft/viewTenders.do?resourceId=7572436>  
*Languages in which tenders or requests to participate may be submitted:* English  
*Electronic catalogue:* Not allowed  
*Tenderers may submit more than one tender:* Allowed  
*Deadline for receipt of tenders:* 02/04/2026 15:00 +00:00  
*Deadline until which the tender must remain valid:* 6 Month  
*Information about public opening:*  
*Opening date:* 02/04/2026 15:30 +00:00  
*Place:* <https://www.etenders.gov.ie/epps/cft/prepareViewCfTWS.do?resourceId=7572436>  
*Terms of contract:*  
*The execution of the contract must be performed within the framework of sheltered employment programmes:* No  
*Electronic invoicing:* Allowed  
*Electronic ordering will be used:* no  
*Electronic payment will be used:* no

### 5.1.15 Techniques

*Framework agreement:*

No framework agreement

*Information about the dynamic purchasing system:*

No dynamic purchase system

### 5.1.16 Further information, mediation and review

*Review organisation:* The High Court of Ireland

*Organisation providing offline access to the procurement documents:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation providing more information on the review procedures:* The High Court of Ireland

*Organisation receiving requests to participate:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Organisation processing tenders:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

## 8 Organisations

---

### 8.1 ORG-0001

*Official name:* Department of Public Expenditure Infrastructure Public Service Reform and Digitalisation

*Registration number:* 461

*Postal address:* Government Buildings, Merrion Street, Dublin 2

*Town:* Dublin 2

*Postcode:* D02

*Country subdivision (NUTS):* Dublin (IE061)

*Country:* Ireland

*Email:* [Brad.Bennett@per.gov.ie](mailto:Brad.Bennett@per.gov.ie)

*Telephone:* 017737192

*Buyer profile:* <https://www.gov.ie/en/department-of-public-expenditure-infrastructure-public-service-reform-and-digitalisation/>

*Roles of this organisation:*

*Buyer*

*Organisation providing offline access to the procurement documents*

*Organisation receiving requests to participate*

*Organisation processing tenders*

### 8.1 ORG-0002

*Official name:* The High Court of Ireland

*Registration number:* The High Court of Ireland

*Department:* The High Court of Ireland

*Postal address:* Four Courts, Inns Quay, Dublin 7

*Town:* Dublin

*Postcode:* D07 WDX8

*Country subdivision (NUTS):* Dublin (IE061)

*Country:* Ireland

*Email:* [HighCourtCentralOffice@courts.ie](mailto:HighCourtCentralOffice@courts.ie)

*Telephone:* +353 1 8886000

*Roles of this organisation:*

*Review organisation*

*Organisation providing more information on the review procedures*

**8.1 ORG-0003**

*Official name:* European Dynamics S.A.

*Registration number:* 002024901000

*Department:* European Dynamics S.A.

*Town:* Athens

*Postcode:* 15125

*Country subdivision (NUTS):* Βόρειος Τομέας Αθηνών (EL301)

*Country:* Greece

*Email:* [eproc-esender@eurodyn.com](mailto:eproc-esender@eurodyn.com)

*Telephone:* +30 2108094500

*Roles of this organisation:*

*TED eSender*

*Notice information*

---

*Notice identifier/version:* 21e7e8d4-b975-4037-9eaf-85a205c83071 - 01

*Form type:* Competition

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

*Notice dispatch date:* 20/02/2026 16:59 +00:00

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