Ireland: Recruitment services
Request for Tenders for the provision of recruitment and associated marketing services to the Irish Defence Forces

Contract or concession award notice – standard regime

1 *Buyer*

1.1 *Buyer*

Official name: Irish Defence Forces_1144
Legal type of the buyer: Body governed by public law, controlled by a central government authority
Activity of the contracting authority: Defence

2 *Procedure*

2.1 *Procedure*

Title: Request for Tenders for the provision of recruitment and associated marketing services to the Irish Defence Forces
Description: The requirement is for RPO providers to increase Naval Service recruitment through the provision of marketing, engagement and recruitment support. The Defence Forces is, therefore, seeking proposals from experienced and qualified RPO providers to support recruitment, engagement, and marketing activities and to achieve the Naval Service Recruitment targets for the duration of the agreed contract. The selected provider will be required to use a variety of best-practice recruitment and selection tools to source and recruit and to play a crucial role in enhancing the Naval Service's recruitment efforts and ensure timely acquisition of the right personnel. The Irish Defence Forces comprise the Army, the Air Corps, and the Naval Service. The Naval Service is responsible for safeguarding Ireland's maritime interests and supporting national defence and security objectives. Recruitment is a critical component of maintaining the operational effectiveness and readiness of the Naval Service, and the Naval Service requires a steady influx of talented individuals to join its ranks and fulfil roles across a range of appointments. To improve the recruitment process, the Irish Naval Service will leverage Recruitment Process Outsourcing (RPO) and partner with a suitably qualified provider who will collaboratively provide elements of the recruitment and marketing processes. This will allow the Naval Service to focus its internal resources on core operational activities.
Procedure identifier: 9e9fe131-dbb2-4a98-8f93-1f7eb2bf3b1c
Previous notice: 7a91c8b8-a717-4c84-a7b4-cd7d75efa2cd-01
Type of procedure: Open
The procedure is accelerated: *no*
Justification for the accelerated procedure:
Main features of the procedure:

2.1.1 *Purpose*

Main nature of the contract: Services
Main classification (cpv): 79600000 Recruitment services
Additional classification (cpv): 79414000 Human resources management consultancy services
Additional classification (cpv): 79342000 Marketing services

2.1.2 *Place of performance*

Country: Ireland
Anywhere in the given country

2.1.3 *Value*

Estimated value excluding VAT: 6 200 000 *Euro*

2.1.4 *General information*

Legal basis:
Directive 2014/24/EU

5 *Lot*

5.1 *Lot technical ID*: LOT-0001

Title: Request for Tenders for the provision of recruitment and associated marketing services to the Irish Defence Forces

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Internal identifier: 0

5.1.1 *Purpose*

Main nature of the contract: Services
Main classification (cpv): 79600000 Recruitment services
Additional classification (cpv): 79414000 Human resources management consultancy services
Additional classification (cpv): 79342000 Marketing services

5.1.2 *Place of performance*

Country: Ireland
Anywhere in the given country
Additional information:

5.1.3 *Estimated duration*

Duration: 4 *Year*

5.1.5 *Value*

Estimated value excluding VAT: 6 200 000 *Euro*

5.1.6 *General information*

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

5.1.10 *Award criteria*

Criterion:
Type: Cost
Name:
Description: as per award criteria
Category of award threshold criterion: Weight (percentage, exact)
Award criterion number: 30
Criterion:
Type: Quality
Name:
Description: as per award criteria
Category of award threshold criterion: Weight (percentage, exact)
Award criterion number: 70
Description of the method to be used if weighting cannot be expressed by criteria:
Justification for not indicating the weighting of the award criteria:

5.1.12 *Terms of procurement*
Information about review deadlines: As per RFT

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 -
Information about review deadlines: As per RFT
Organisation providing offline access to the procurement documents: Irish Defence Forces_1144 -
Organisation signing the contract: Irish Defence Forces_1144

6 *Results*

Value of all contracts awarded in this notice: 2 553 408 *Euro*

6.1 *Result lot Identifier*: LOT-0001
At least one winner was chosen.

6.1.2 *Information about winners*
Winner:
Official name: Cpl Resources
Tender:
Tender identifier: 000073136
Identifier of lot or group of lots: LOT-0001
Value of the tender: 2 553 408 Euro
Subcontracting: No
Contract information:
Identifier of the contract: 416470
Date of the conclusion of the contract: 07/02/2025
Organisation signing the contract: Irish Defence Forces_1144

6.1.4 *Statistical information*

Received tenders or requests to participate:

Type of received submissions: Tenders

Number of tenders or requests to participate received: 4

8 *Organisations*

8.1 ORG-0001

Official name: Irish Defence Forces_1144
Registration number: IE6517956C
Postal address: Station Rd
Town: Newbridge
Postcode: W12AD93
Country subdivision (NUTS): Midland (IE063)
Country: Ireland
Email: info@military.ie
Telephone: +35345492483
Internet address: https://www.military.ie/en/
Buyer profile: https://www.military.ie/en/
Roles of this organisation:

Buyer
Organisation providing offline access to the procurement documents
Organisation signing the contract

8.1 ORG-0002

Official name: Cpl Resources
Registration number: 241247
Postal address: Ground Floor, One Haddington Buildings, Haddington Road, Dublin 4
Town: Dublin
Postcode: D04 X4C9
Country subdivision (NUTS): Dublin (IE061)
Country: Ireland
Email: Shannon.kelly@cpl.ie
Telephone: 0879888129
Roles of this organisation:

Tenderer
Winner of these lots: LOT-0001

8.1 ORG-0003

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
Telephone: +353 1 8886000

Roles of this organisation:
Review organisation

8.1 ORG-0004

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
Telephone: +30 2108094500
Roles of this organisation:
TED eSender

11 *Notice information*

11.1 *Notice information*

Notice identifier/version: 10bc91a5-77c0-480b-9411-752a39872b3d - 01
Form type: Result
Notice type: Contract or concession award notice – standard regime
Notice dispatch date: 19/02/2025 12:34 +00:00
Languages in which this notice is officially available: English

11.2 *Publication information*