

Ireland: Personal development training services

Custom Staff Leadership Development Training Programme Framework for Pobal

Contract or concession award notice – standard regime

1 Buyer

1.1 Buyer

Official name: Pobal

Legal type of the buyer: Body governed by public law

Activity of the contracting authority: Education

2 Procedure

2.1 Procedure

Title: Custom Staff Leadership Development Training Programme Framework for Pobal

Description: The purpose of this tender is to contract suitable providers to provide a suite of leadership supports for leadership development in Pobal over the coming years. This could include but is not limited to Senior Leadership Development, Aspiring Leaders Development, or Women in Leadership Development for example. To date there has been an ad-hoc approach to leadership development in the organisation and it is a key strategic priority to invest further in leaders and future leaders in the organisation to strengthen capability, performance, and employee engagement. The initial contract is for the development of a custom leadership programme aimed at those in Grade 4 in the organisation. The grading structure in Pobal is shown below in Figure 1. The leadership programme should align with Pobal's specific needs, considering our operating environment and context, our culture and the ambition for our culture, and the leadership competencies for the organisation. The initial contract will include the design of a custom leadership development programme and the pilot of this programme with a small cohort of Grade 4 colleagues. It is envisaged that the programme may need to be delivered several more times post the pilot although Pobal does not commit to repeat delivery of the programme, which is dependent on the success of the initial delivery of the pilot, and the availability of funding.

Procedure identifier: c023f52b-3a53-4d16-a32f-ea682e539d08

Previous notice: 2c7148dc-6127-48c4-b6c0-9883873ba006-01

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

The procedure is accelerated: no

2.1.1 Purpose

Main nature of the contract: Services

Main classification (cpv): 80570000 Personal development training services

Additional classification (cpv): 80000000 Education and training services

Additional classification (cpv): 80500000 Training services

Additional classification (cpv): 80510000 Specialist training services

Additional classification (cpv): 79632000 Personnel-training services

Additional classification (cpv): 79400000 Business and management consultancy and related services

Additional classification (cpv): 79410000 Business and management consultancy services

2.1.2 Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

2.1.3 Value

Estimated value excluding VAT: 400 000 Euro
Maximum value of the framework agreement: 400 000 Euro

2.1.4 General information

Legal basis:
Directive 2014/24/EU

5 Lot

5.1 Lot technical ID: LOT-0001

Title: Custom Staff Leadership Development Training Programme Framework for Pobal

Description: The purpose of this tender is to contract suitable providers to provide a suite of leadership supports for leadership development in Pobal over the coming years. This could include but is not limited to Senior Leadership Development, Aspiring Leaders Development, or Women in Leadership Development for example. To date there has been an ad-hoc approach to leadership development in the organisation and it is a key strategic priority to invest further in leaders and future leaders in the organisation to strengthen capability, performance, and employee engagement. The initial contract is for the development of a custom leadership programme aimed at those in Grade 4 in the organisation. The grading structure in Pobal is shown below in Figure 1. The leadership programme should align with Pobal's specific needs, considering our operating environment and context, our culture and the ambition for our culture, and the leadership competencies for the organisation. The initial contract will include the design of a custom leadership development programme and the pilot of this programme with a small cohort of Grade 4 colleagues. It is envisaged that the programme may need to be delivered several more times post the pilot although Pobal does not commit to repeat delivery of the programme, which is dependent on the success of the initial delivery of the pilot, and the availability of funding.

Internal identifier: 0

5.1.1 Purpose

Main nature of the contract: Services

Main classification (cpv): 80570000 Personal development training services

Additional classification (cpv): 80000000 Education and training services

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5.1.2 Place of performance

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

Additional information:

5.1.3 Estimated duration

Duration: 4 Year

5.1.5 Value

Estimated value excluding VAT: 400 000 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

Description: Ultimate Cost for the purpose of evaluation.

Category of award threshold criterion: Weight (percentage, exact)

Award criterion number: 30

Criterion:

Type: Quality

Description: Qualitative Criteria

Category of award threshold criterion: Weight (percentage, exact)

Award criterion number: 70

5.1.15 Techniques

Framework agreement:

Framework agreement, without reopening of competition

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: Pobal

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

6 Results

Approximate value of the framework agreements: 400 000 Euro

6.1 Result lot Identifier: LOT-0001

At least one winner was chosen.

Framework agreement:

Re-estimated value of the framework agreement: 400 000 Euro

6.1.2 Information about winners

Winner:

Official name: Ibec_4556

Tender:

Tender identifier: 000129925

Identifier of lot or group of lots: LOT-0001

Subcontracting: No

Contract information:

Identifier of the contract: 430947

Date on which the winner was chosen: 17/10/2025

Date of the conclusion of the contract: 14/11/2025

6.1.4 Statistical information

Received tenders or requests to participate:

Type of received submissions: Tenders submitted electronically

8 Organisations

8.1 ORG-0001

Official name: Pobal

Registration number: Not known

Postal address: Holbrook House, Holles Street, Dublin 2,

Town: Dublin

Postcode: D02 EY84

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

Email: tenders@pobal.ie

Telephone: 015117000

Internet address: <https://www.pobal.ie/>

Buyer profile: <https://www.pobal.ie/>

Roles of this organisation:

Buyer

Organisation providing offline access to the procurement documents

8.1 ORG-0002

Official name: Ibec_4556

Size of the economic operator: Micro, small, or medium

Registration number: Not known

Town: 84/86 Lower Baggot Street, Dublin 2,

Postcode: D02 H720

Country subdivision (NUTS): Dublin (IE061)

Country: Ireland

Email: jenny.hayes@ibec.ie

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

Organisation providing more information on the review procedures

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

Notice information

Notice identifier/version: 3e2fd9f4-de09-41e5-9e80-75407ed08240 - 01
Form type: Result
Notice type: Contract or concession award notice – standard regime
Notice dispatch date: 17/11/2025 11:00 +00:00
Languages in which this notice is officially available: English