

**Germany – Human resources management consultancy services – Leadership Assessment Services****OJ S 94/2025 16/05/2025****Contract or concession award notice – standard regime Services**

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**1. Buyer****1.1. Buyer**

Official name: European Central Bank

Email: [procurement@ecb.europa.eu](mailto:procurement@ecb.europa.eu)

Legal type of the buyer: EU institution, body or agency

Activity of the contracting authority: Economic affairs

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**2. Procedure****2.1. Procedure**

Title: Leadership Assessment Services

Description: Design and conduct of 1) (primarily remote) of assessments of individual candidates for leadership positions at the ECB, differentiated by leadership levels and roles. 2) (primarily remote) of individual assessments for internal candidates, to identify potential for leadership positions and derive development plans. 3) group assessments to establish leadership talent pools. Such group assessments shall primarily take place at a suitable venue provided by the Tenderer in/around Frankfurt am Main (max. 1 hour by public transport from Frankfurt am Main Central Station (Hbf)). 4) timely delivery of comprehensive assessment reports for every assessment, as well as the delivery of an oral debrief to the recruitment panel (in a remote meeting). The delivery of quarterly reports providing aggregated insights on the assessments conducted, such as the diversity of candidates at the different leadership levels, comparison of performance and outcomes of candidates with different characteristics (e.g. internal/external, gender, age, business areas/business area clusters) and contrasting these to the provider's existing database of previous assessments in other comparable organisations.

Procedure identifier: 74a990fd-6a87-4385-919f-564d9a25a285

Previous notice: 240157-2024

Internal identifier: PRO-007686

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

The procedure is accelerated: no

Main features of the procedure: The tender procedure was conducted in accordance with Decision ECB/2016/2 laying down the rules on procurement (as amended), available at <https://www.ecb.europa.eu/ecb/legal/1001/procurement/html/index.en.html> and in EUR-Lex: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:02016D0002-20200501>. The detailed features and terms and conditions of the procedure can be found in the procurement documents.

**2.1.1. Purpose**

Main nature of the contract: Services

Main classification (cpv): 79414000 Human resources management consultancy services

Additional classification (cpv): 79635000 Assessment centre services for recruitment

#### **2.1.2. Place of performance**

Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)

Country: Germany

#### **2.1.3. Value**

Estimated value excluding VAT: 6 000 000,00 EUR

Maximum value of the framework agreement: 6 000 000,00 EUR

#### **2.1.4. General information**

Legal basis:

Other

<http://data.europa.eu/eli/dec/2016/245/2020-05-01> - Consolidated text: Decision (EU) 2016 /245 of the European Central Bank of 9 February 2016 laying down the rules on procurement (ECB/2016/2) (recast)

### **5. Lot**

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#### **5.1. Lot: LOT-0001**

Title: Leadership Assessment Services

Description: as described in section 2.1

Internal identifier: PRO-007686

##### **5.1.1. Purpose**

Main nature of the contract: Services

Main classification (cpv): 79414000 Human resources management consultancy services

Additional classification (cpv): 79635000 Assessment centre services for recruitment

Options:

Description of the options: The contract is subject to renewal

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

Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)

Country: Germany

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

Duration: 3 Years

##### **5.1.4. Renewal**

Maximum renewals: 1

The buyer reserves the right for additional purchases from the contractor, as described here:

Option to extend the contract by one year.

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

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): no

##### **5.1.10. Award criteria**

Criterion:

Type: Quality

Name: Quality

Description: Quality

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

Award criterion number: 60,00

Criterion:  
Type: Cost  
Name: Cost  
Description: Cost  
Category of award weight criterion: Weight (percentage, exact)  
Award criterion number: 40,00

#### **5.1.15. Techniques**

Framework agreement:  
Framework agreement, without reopening of competition  
Information about the dynamic purchasing system:  
No dynamic purchase system  
Electronic auction: no

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

Mediation organisation: The European Ombudsman  
Review organisation: European Central Bank - Procurement Review Body of the European Central Bank  
Information about review deadlines: Within 10 days of receipt of the notification in accordance with Article 34(1) or the first sentence of Article 34(3) of Decision ECB/2016/2 laying down the rules on public procurement. Further requirements are outlined in Article 39 of this Decision. A complaint to the European Ombudsman does not affect the deadline for lodging appeals.  
Organisation providing more information on the review procedures: European Central Bank  
Organisation signing the contract: European Central Bank

## **6. Results**

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Maximum value of the framework agreements in this procedure: 6 000 000,00 EUR

### **6.1. Result lot Identifier: LOT-0001**

Winner selection status: At least one winner was chosen.  
Framework agreement:  
Maximum value of the framework agreement: 6 000 000,00 EUR

#### **6.1.2. Information about winners**

**Winner:**  
Official name: Korn Ferry (DE) GmbH  
**Tender:**  
Tender identifier: Offer 1  
Identifier of lot or group of lots: LOT-0001  
The tender was ranked: yes  
Rank in the list of winners: 1  
Concession value:  
The tender is a variant: no  
Subcontracting: No  
Contract information:  
Identifier of the contract: Leadership Assessment - 1st ranked contract  
Title: Leadership Assessment Services - 1st ranked  
Date of the conclusion of the contract: 17/04/2025  
The contract is awarded within a framework agreement: no  
Organisation signing the contract: European Central Bank

#### **6.1.4. Statistical information:**

Received tenders or requests to participate:

Type of received submissions: Tenders

Number of tenders or requests to participate received: 5

#### **6.1. Result lot Identifier: LOT-0001**

Winner selection status: At least one winner was chosen.

Framework agreement:

Maximum value of the framework agreement: 6 000 000,00 EUR

#### **6.1.2. Information about winners**

##### **Winner:**

Official name: Mercer Italia Srl

##### **Tender:**

Tender identifier: Offer 2

Identifier of lot or group of lots: LOT-0001

The tender was ranked: yes

Rank in the list of winners: 2

Concession value:

The tender is a variant: no

Subcontracting: No

Contract information:

Identifier of the contract: Leadership Assessment - 2nd ranked contract

Title: Leadership Assessment Services - 2nd ranked

Date of the conclusion of the contract: 17/04/2025

The contract is awarded within a framework agreement: no

Organisation signing the contract: European Central Bank

#### **6.1.4. Statistical information:**

Received tenders or requests to participate:

Type of received submissions: Tenders

Number of tenders or requests to participate received: 5

#### **6.1. Result lot Identifier: LOT-0001**

Winner selection status: At least one winner was chosen.

Framework agreement:

Maximum value of the framework agreement: 6 000 000,00 EUR

#### **6.1.2. Information about winners**

##### **Winner:**

Official name: Heidrick & Struggles Unternehmensberatung GmbH Co. KG

##### **Tender:**

Tender identifier: Offer 3

Identifier of lot or group of lots: LOT-0001

The tender was ranked: yes

Rank in the list of winners: 3

Concession value:

The tender is a variant: no

Subcontracting: No

Contract information:

Identifier of the contract: Leadership Assessment - 3rd ranked contract

Title: Leadership Assessment Services - 3rd ranked  
Date of the conclusion of the contract: 17/04/2025  
The contract is awarded within a framework agreement: no  
Organisation signing the contract: European Central Bank

**6.1.4. Statistical information:**

Received tenders or requests to participate:  
Type of received submissions: Tenders  
Number of tenders or requests to participate received: 5

## 8. Organisations

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### 8.1. ORG-0004

Official name: European Central Bank  
Registration number: 0001  
Postal address: Sonnemannstrasse 22  
Town: Frankfurt am Main  
Postcode: 60314  
Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)  
Country: Germany  
Contact point: Central Procurement Office  
Email: [procurement@ecb.europa.eu](mailto:procurement@ecb.europa.eu)  
Telephone: +49 69 13440  
Internet address: <http://www.ecb.europa.eu>  
Buyer profile: <https://www.ecb.europa.eu/ecb/jobsproc/tenders/html/index.en.html>  
Other contact points:  
Official name: Procurement Review Body of the European Central Bank  
Postal address: c/o Legal Advice Team Sonnemannstrasse 22  
Town: Frankfurt am Main  
Postcode: 60314  
Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)  
Country: Germany  
Email: [LegalServices@ecb.europa.eu](mailto:LegalServices@ecb.europa.eu)  
Telephone: +49 6913440  
Fax: +352 4302100  
Internet address: <http://www.ecb.europa.eu>

**Roles of this organisation:**

Buyer  
Review organisation  
Organisation providing more information on the review procedures  
Organisation signing the contract

### 8.1. ORG-0006

Official name: The European Ombudsman  
Registration number: 0003  
Postal address: 1 avenue du Président Robert Schuman, CS 30403  
Town: Strasbourg  
Postcode: 67001  
Country subdivision (NUTS): Bas-Rhin (FRF11)  
Country: France

Email: [eo@ombudsman.europa.eu](mailto:eo@ombudsman.europa.eu)

Telephone: +33 3 88 17 23 13

Internet address: <https://www.ombudsman.europa.eu>

**Roles of this organisation:**

Mediation organisation

**8.1. ORG-0007**

Official name: Mercer Italia Srl

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

Registration number: IT10304670150

Postal address: Viale Luigi Bodio 33

Town: Milan

Postcode: 20158

Country subdivision (NUTS): Milano (ITC4C)

Country: Italy

**Roles of this organisation:**

Tenderer

**Winner of these lots:** LOT-0001

**8.1. ORG-0008**

Official name: Heidrick & Struggles Unternehmensberatung GmbH Co. KG

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

Registration number: HRA 13248

Postal address: Ulmenstrasse 30

Town: Frankfurt am Main

Postcode: 60325

Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)

Country: Germany

**Roles of this organisation:**

Tenderer

**Winner of these lots:** LOT-0001

**8.1. ORG-0009**

Official name: Korn Ferry (DE) GmbH

Size of the economic operator: Large

Registration number: HRB 76376

Postal address: Barckhausstrasse 12-14

Town: Frankfurt am Main

Postcode: 60325

Country subdivision (NUTS): Frankfurt am Main, Kreisfreie Stadt (DE712)

Country: Germany

**Roles of this organisation:**

Tenderer

**Winner of these lots:** LOT-0001

**8.1. ORG-0000**

Official name: Publications Office of the European Union

Registration number: PUBL

Town: Luxembourg

Postcode: 2417

Country subdivision (NUTS): Luxembourg (LU000)

Country: Luxembourg

Email: [ted@publications.europa.eu](mailto:ted@publications.europa.eu)

Telephone: +352 29291

Internet address: <https://op.europa.eu>

**Roles of this organisation:**

TED eSender

Notice information

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Notice identifier/version: cb87b2ec-18f8-4038-8959-a534041a4f6b - 01

Form type: Result

Notice type: Contract or concession award notice – standard regime

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