

**RB Rail AS atklāta konkursa
„Personāla atlases pakalpojumi”
(ID Nr. RBR 2021/27)**

**RB Rail AS open competition
“Recruitment services”
(ID No RBR 2021/27)**

Ziņojums

Report

Rīgā

2022. gada 25.jūlijā

Riga

25 July 2022

Pasūtītājs: RB Rail AS, reģistrācijas numurs: 40103845025, juridiskā adrese: Satekles iela 2B, Rīga, LV-1050, Latvija.

Contracting authority: RB Rail AS, registration number 40103845025, registered address: Satekles street 2B, Riga, LV-1050, Latvia.

Iepirkuma procedūra un identifikācijas numurs: Atklāts konkurss saskaņā ar Publisko iepirkumu likuma 8.panta 1.daļas 1.punktu, iepirkuma identifikācijas Nr. RBR 2021/27 (turpmāk – atklāts konkurss).

Procurement procedure and identification number: open competition in accordance with Section 8, Paragraph 1, Clause 1 of the Public Procurement Law, identification No. RBR 2021/27 (hereinafter – open competition).

Iepirkuma priekšmets: Iepirkums tiek organizēts, lai iegādātos pakalpojumu sniedzēju, kurš nodrošinātu personāla atlases procesa vadīšanu “RB Rail” vārdā. Iepirkuma priekšmets sadalīts divās daļās: iepirkuma priekšmeta 1. daļa - “Personāla atlases pakalpojumi – Eiropas Savienība/Eiropas Ekonomikas zona”; iepirkuma priekšmeta 2.daļa - “Personāla atlases pakalpojumi – Baltijas valstis (Latvija, Lietuva, Igaunija)”.

Procurement subject-matter: Procurement is organized to procure a provider to manage recruitment process on behalf of RB Rail AS. The subject-matter of the procurement has been divided in 2 (two) parts:

Part No 1 - “Recruitment services – European Union/ European Economic Area”;

Part No 2 - “Recruitment services – Baltic states (Latvia, Lithuania, Estonia)”.

Iepirkuma veicējs: Iepirkuma komisija, kuras sastāvs apstiprināts ar RB Rail AS valdes 2021.gada 23.decembra rīkojumu Nr. 1.9-2021-34 (ar grozījumiem, kas veikti ar 2022.gada 24. februāra rīkojumu Nr. 1.9-2022-4 (turpmāk – Iepirkuma komisija):

Procurement organized by: Procurement commission which composition has been approved by order No 1.9-2021-34 dated 23 December 2021 (with amendments made with order No 1.9- 2022-4, dated 24 February 2022) issued by the Management Board of RB Rail AS (hereinafter – Procurement commission):

Iepirkuma komisijas priekšsēdētāja/sekretāre: Ž. Podniece – Iepirkumu departamenta iepirkumu speciāliste.

Procurement commission chairperson/secretary: Ž. Podniece – Procurement Specialist of the Procurement Department.

Iepirkuma komisijas locekļi:
V. Vītola – Personālvadības un Administrācijas departamenta vadītāja;
A. Pitkeviča - Personālvadības un Administrācijas departamenta personāla speciāliste;
L. Rozīte-Torpe - Personālvadības un Administrācijas departamenta personāla speciāliste.

Procurement commission members:
V. Vītola – Head of HRM and Administration Department;
A. Pitkeviča - HR specialist of HRM and Administration Department;
L. Rozīte-Torpe - HR specialist of HRM and Administration Department.

Iepirkuma procedūras dokumentu sagatavotāji: Iepirkuma komisija.

Draftspersons of procurement documentation: Procurement commission.

Datums, kad paziņojums par līgumu publicēts Iepirkumu uzraudzības biroja mājas lapā: 2022. gada 18.martā.

Date when contract notice published on Procurement Monitoring Bureau’s web page: 18 March 2022.

Datums, kad paziņojums par līgumu publicēts Eiropas Savienības Oficiālajā Vēstnesī: 2022.gada 21.martā.

Notice publication date at European Union Official Journal: 21 March 2022.

Datums, kad paziņojums par izmaiņām vai papildu informāciju publicēts Iepirkumu uzraudzības birojā: 2022.gada 2. aprīlis un 2022. gada 13. aprīlis.

Notice of change or additional information publication date at Procurement monitoring bureau: 2 April 2022 and 13 April 2022.

Datums, kad paziņojums par izmaiņām vai papildu informāciju publicēts Eiropas Savienības Oficiālajā Vēstnesī: 2022.gada 5. aprīlis, 2022. gada 15. aprīlis.

Notice of change or additional information publication date at European Union Official Journal: 5 April 2022, 15 April 2022.

Pretendentiem noteiktās kvalifikācijas prasības: noteiktas atklāta konkursa nolikuma 8. punktā.

Qualification criteria for the tenderers: stipulated in Section 8 of open competition regulations.

Piedāvājuma izvēles kritērijs: saimnieciski visizdevīgākais piedāvājums atbilstoši atklāta konkursa nolikuma 20.punktā noteiktajai vērtēšanas metodoloģijai katrai iepirkuma priekšmeta daļai atsevišķi.

Contract award criteria: economically the most advantageous proposal, according to the evaluation methodology described in Clause 20. of the open competition regulations for each procurement part of the subject-matter separately.

Piedāvājumu iesniegšanas termiņš: 2022. gada 29.aprīlis, plkst.15:00

Submission deadline for the proposals: 29 April 2022, 15:00 o'clock.

Iesniegtie piedāvājumi un piedāvātās līgumcenas: Katrā iepirkuma priekšmeta daļā iesniegti 4 (četri) piedāvājumi ar šādām piedāvātajam līgumcenas: *Skatīt 1.pielikumu.*

Submitted proposals and proposed contract prices: In each procurement part of the subject-matter submitted 4 (four) proposals with the following proposed contract prices: *please see attached Annex No 1.*

Piedāvājumu atvēršanas vieta, datums un laiks: 2022. gada 29. aprīlis, plkst. 15:00, Elektronisko iepirkumu sistēmas e-konkursu apakšsistēma: <https://www.eis.gov.lv/EKEIS/Supplier/Procurement/74506>.

Opening of Proposals: 29 April 2022, 15:00 o'clock at e-tenders system which is subsystem of the Electronic Procurement System: <https://www.eis.gov.lv/EKEIS/Supplier/Procurement/74506>.

Pretendents ar kuru tiks slēgts līgums iepirkuma 1.daļā un 2.daļā un pamatojums piedāvājuma izvēlei:

The decision on the contract award in the procurement Part No 1 and Part No 2 and justification:

- 1) Iepirkuma priekšmeta 1. daļā "Personāla atlases pakalpojumi – Eiropas Savienība/Eiropas Ekonomikas zona" - Iepirkuma komisija 2022.gada 18.jūlijā pieņēma lēmumu līguma slēgšanas tiesības piešķirt Pretendentam **Linum Consult Ltd, Reģ. Nr. 08033643**, par līguma summu: EUR 130 000,00 (viens simts trīsdesmit tūkstoši euro un 00 centi) bez PVN, jo pretendenta Linum Consult Ltd iesniegtais piedāvājums atbilst visām atklāta konkursa nolikumā minētajām kvalifikācijas prasībām un ir saimnieciski visizdevīgākais piedāvājums (iegūtais punktu skaits – 100).
- 2) Iepirkuma priekšmeta 2.daļā "Personāla atlases pakalpojumi – Baltijas valstis (Latvija, Lietuva, Igaunija)"- Iepirkuma komisija 2022.gada 19.jūlijā pieņēma lēmumu līguma slēgšanas tiesības piešķirt pretendentam piegādātāju apvienībai "ASTRAL Executive Search" SIA, Reģ. Nr. 40203075122, UAB "VACATIO", Reģ. Nr. 303001466, OŪ "RAMATO VARA", Reģ. Nr. 14387971, par līguma summu: EUR 400 000,00 (četri simti tūkstoši euro un 00 centi) bez PVN, jo pretendenta piegādātāju apvienības "ASTRAL Executive Search" SIA, UAB "VACATIO", OŪ "RAMATO VARA", iesniegtais piedāvājums atbilst visām nolikumā minētajām kvalifikācijas prasībām un ir saimnieciski

- 1) In Part No 1 "Recruitment services – European Union/ European Economic Area" - Procurement commission on 18 July 2022 has made decision to award the contract to the Tenderer **Linum Consult Ltd, Reg No 08033643**, for the total contract price: EUR 130 000,00 (one hundred thirty thousand euros, 00 cents), excl. VAT as the submitted proposal submitted by the tenderer Linum Consult Ltd met all qualification criteria stipulated in the open competition regulations and the tenderer Linum Consult Ltd has submitted the most economically advantageous proposal (obtained points - 100).
- 2) In Part No 2 "Recruitment services – Baltic states (Latvia, Lithuania, Estonia)" – Procurement commission on 19 July 2022 has made decision to award the contract to the Tenderer Partnership between "ASTRAL Executive Search" SIA, Reg No 40203075122, UAB "VACATIO", Reg No 303001466, OŪ "RAMATO VARA", Reg No 14387971, for the total contract price: 400 000,00 EUR (four hundred thousand euros, 00 cents), excl. VAT as the submitted proposal submitted by the tenderer partnership between "ASTRAL Executive Search" SIA, UAB "VACATIO", OŪ "RAMATO VARA" met all qualification criteria stipulated in the open competition regulations

visizdevīgākais piedāvājums (iegūtais punktu skaits – 95,31).

Piedāvājumu vērtēšanas kopsavilkums:

Iepirkuma priekšmeta 1.daļā - *skatīt 2.pielikumu;*

Iepirkuma priekšmeta 2.daļā – *skatīt 3.pielikumu.*

and the tenderer partnership between "ASTRAL Executive Search" SIA, UAB "VACATIO", OŪ "RAMATO VARA" has submitted the most economically advantageous proposal (obtained points – 95,31).

Summary of proposals evaluation:

In Part No 1 - *please see attached Annex No 2.*

In Part No 2 - *please see attached Annex No 3.*

Līguma daļa, kuru plānots nodot apakšuzņēmējiem: nav.

The part of Contract which is planned to transfer to the subcontractors: None.

Noraidītais piedāvājums:

- 1) Iepirkuma priekšmeta 1.daļā – nav.
- 2) Iepirkuma priekšmeta 2.daļā - Pretendenta Piegādātāju apvienības SIA "TALENTOR LATVIA", Talentor Estonia OU, Talentor Lietuva UAB piedāvājums saskaņā ar Publisko iepirkumu likuma 41.panta pirmo daļu un iepirkuma nolikuma 17.2. punktu, tika noraidīts, jo Pretendenta piedāvājums neatbilst atklāta konkursa nolikuma 8.4.2.1.punkta (b) apakšpunktā un 8.4.2.4.punkta (b) apakšpunkta (3) apakšpunktā noteiktajām prasībām.

Rejected proposal:

- 1) In Part No 1 - None.
- 2) In Part No 2 - Tenderers Partnership SIA "TALENTOR LATVIA", Talentor Estonia OU, Talentor Lietuva UAB proposal was rejected in accordance with Section 41, Paragraph one of the Public Procurement Law and Clause 17.2. of the open competition regulations, considering that the Tenderer's proposal does not comply with the requirements of Section 8.4.2.1. (b) and Section 8.4.2.4. (b) (3) of the open competition regulations.

Konstatētie interešu konflikti un pasākumi, kas veikti to novēršanai: nav konstatēti.

Conflicts of interests identified, and measures taken: Not detected.

Iepirkuma komisijas priekšsēdētāja/Procurement Commission Chairperson

Žaneta Podniece

ŠIS DOKUMENTS IR PARAKSTĪTS ELEKTRONISKI AR DROŠU ELEKTRONISKO PARAKSTU UN SATUR LAIKA ZĪMOGU | THIS DOCUMENT IS SIGNED ELECTRONICALLY WITH A SAFE ELECTRONIC SIGNATURE AND CONTAINS A TIME STAMP

Daļa Nr. 1 - Personāla atlases pakalpojumi – Eiropas Savienība/ Eiropas Ekonomikas zona/ Part No 1 - Recruitment services – European Union/ European Economic Area

Nr/No	Service / Pakalpojums	Tenderers / Pretendenti			
		Advanced Resource Managers Engineering Limited (Iesniegšanas datums un laiks / Date and time of submission - 28.04.2022 plkst. 16:40)	Linum Consult Ltd (Iesniegšanas datums un laiks / Date and time of submission - 29.04.2022 plkst. 12:21)	"Recruitment Latvia" SIA (Iesniegšanas datums un laiks / Date and time of submission - 29.04.2022 plkst. 14:45)	Sabiedrība ar ierobežotu atbildību "TALENTOR LATVIA" (Pilnsabiedrība) <i>Talenter Estonia OU</i> <i>Talenter Lietuva UAB</i> (Iesniegšanas datums un laiks / Date and time of submission - 29.04.2022 plkst. 09:44)
1.	P4 Candidates: Level of experience 5+ years High speed railway specialists, engineers, Lead project managers, Team leads	9000,00	3999,00	6000,00	11500,00
2.	P5 Candidates: Level of experience 10+ years High speed railway experts, senior engineers, Project directors, Heads of Departments	12000,00	7999,00	8000,00	15000,00

Daļa Nr. 2 - Personāla atlases pakalpojumi – Baltijas valstis (Latvija, Lietuva, Igaunija) / Part No 2 - Recruitment services – Baltic states (Latvia, Lithuania, Estonia)

Nr/No	Service / Pakalpojums	Tenderers / Pretendenti			
		"Amber team" UAB (Iesniegšanas datums un laiks / Date and time of submission - 29.04.2022 plkst. 14:38)	Partnership between "ASTRAL Executive Search" SIA, UAB "VACATIO", OÜ "RAMATO VARA" (Iesniegšanas datums un laiks / Date and time of submission - 28.04.2022 plkst. 11:01)	"Recruitment Latvia" SIA (Iesniegšanas datums un laiks / Date and time of submission - 29.04.2022 plkst. 14:45)	Sabiedrība ar ierobežotu atbildību "TALENTOR LATVIA" (Pilnsabiedrība) <i>Talentor Estonia OU</i> <i>Talentor Lietuva UAB</i> (Iesniegšanas datums un laiks / Date and time of submission - 29.04.2022 plkst. 09:44)
1.	P1 Candidates: Level of experience 1-5 years. Junior level positions in administration, accounting, legal, procurement, project management and engineering.	3100,00	2750,00	2500,00	9000,00
2.	P2 Candidates: Level of experience 5 – 10 years Mid-level positions: senior accountant, finance control, cost engineers, logistics and technical experts, project management coordinators, stakeholder management.	4200,00	3950,00	4000,00	10000,00
3.	P3 Candidates: Level of experience 10+ years Senior level positions: railway infrastructure project engineers, technical experts, stakeholder management, professional project managers, Intermodal Logistics expert, Procurement Managers.	5800,00	4950,00	5200,00	12000,00

Vērtējuma kopsavilkums atklātā konkursā "Personāla atlases pakalpojumi", id. Nr. RBR 2021/27/
Evaluation summary of the open competition "Recruitment Services" ID Nr. RBR 2021/27.

1.daļai "Personāla atlases pakalpojumi – Eiropas Savienība/Eiropas Ekonomikas zona" / Part No 1 "Recruitment services – European Union/ European Economic Area"

No	Criterion and maximal amount of points	Criteria evaluation description and maximal amount of points to be awarded				Points awarded			
						Advanced Resource Managers Engineering Limited	Linum Consult Ltd	SIA "Recruitment Latvia"	Pilnsabiedrība Sabiedrība ar ierobežotu atbildību "TALENTOR LATVIA", Talentor Estonia OU, Talentor Lietuva UAB
	Financial proposal for Part No 1, which will be evaluated in accordance with Section 20.1.5. of the Regulations. ((Maximal amount of points – 55)	P4 Candidates: Level of experience 5+ years in the specified field and position, i.e., high speed railway specialists, engineers, project managers, team leads, project planners, contract managers $Score = \frac{Lowest\ proposed\ price}{Proposed\ price\ under\ evaluation} \times 30$				(3999,00/9000,00) x 30 = 13,33	Lowest proposed price 3999,00 EUR without VAT = 30	(3999,00/6000,00) x 30 = 20	(3999,00/11500,00) x 30 = 10,43
		P5 Candidates: Level of experience 10+ years in the specified field and position high speed railway experts, senior engineers, project directors, Heads of Departments $Score = \frac{Lowest\ proposed\ price}{Proposed\ price\ under\ evaluation} \times 25$				(7999,00/12000,00) x 25 = 16,66	Lowest proposed 7999,00 EUR without VAT = 25	(7999,00/8000,00) x 25 = 25	(7999,00/15000,00) x 25 = 13,33
		Total for Financial proposal for Part No 1/ Kopā par Finanšu piedāvājumu daļai Nr.1:				29,99	55	45	23,76
	Technical proposal for Part No 1 (Service provision), which will be	Outstanding level of detail (Maximal amount of points – 45)	Good level of detail (Maximal amount of points – 35)	Low level of detail (Maximal amount of points – 25)	Insufficient level of details (Maximal amount of points – 0)				

evaluated in accordance with Section 20.1.6. of the Regulations. (Maximal amount of points – 45)								
			Procurement commission member 1	35	45	25	35	
			Procurement commission member 2	35	45	25	45	
			Procurement commission member 3	35	45	25	35	
			Average score for Technical proposal for Part No 1 (Service provision): Points = Total of Technical proposal for Part No 1 (Service provision)/number of Procurement commission members participated in the evaluation of Technical proposal	105/3*=35	135/3*=45	75/3*=25	115/3*=38,33	
			Total/ Kopā:	64,99	100	70	62,09	

* 3 – number of the Procurement commission members participated in the evaluation of the Technical proposal

Vērtējuma kopsavilkums atklātā konkursā "Personāla atlases pakalpojumi", id. Nr. RBR 2021/27/
Evaluation summary of the open competition "Recruitment Services" ID Nr. RBR 2021/27.

2.daļai "Personāla atlases pakalpojumi – Baltijas valstis (Latvija, Lietuva, Igaunija)" / For Part No 2 "Recruitment services – Baltic states (Latvia, Lithuania, Estonia)"

No	Criterion and maximal amount of points	Criteria evaluation description and maximal amount of points to be awarded	Points awarded		
			UAB "Amber team"	Partnership between "ASTRAL Executive Search" SIA, UAB "VACATIO", OÜ "RAMATO VARA"	SIA "Recruitment Latvia"
3.	Financial proposal for Part No 2, which will be evaluated in accordance with Section 20.2.5. of the Regulations. ((Maximal amount of points – 55))	P1 Candidates: Level of experience 1-5 years. Junior level positions in administration, accounting, legal, procurement, project management and engineering. $\text{Score} = \frac{\text{Lowest proposed price}}{\text{Proposed price under evaluation}} \times 15$	12,10	13,64	15
		P2 Candidates: Level of experience 5 – 10 years Mid-level positions: senior accountant, finance control, cost engineers, logistics and technical experts, project management coordinators, stakeholder management. $\text{Score} = \frac{\text{Lowest proposed price}}{\text{Proposed price under evaluation}} \times 20$	18,81	20	19,75
		P3 Candidates: Level of experience 10+ years Senior level positions: railway infrastructure project engineers, technical experts, stakeholder management, professional project managers, Intermodal Logistics expert, Procurement Managers. $\text{Score} = \frac{\text{Lowest proposed price}}{\text{Proposed price under evaluation}} \times 20$	17,07	20	19,04
		Total/ Kopā:	47,98	53,64	53,79

4.	Technical proposal for Part No 2 (Service provision), which will be evaluated in accordance with Section 20.2.6. of the Regulations. (Maximal amount of points – 45)	Outstanding level of detail (Maximal amount of points – 45)	Good level of detail (Maximal amount of points – 35)	Low level of detail (Maximal amount of points – 25)	Insufficient level of details (Maximal amount of points – 0)	35	41,67	25
Procurement commission member 1						35	35	25
Procurement commission member 2						35	45	25
Procurement commission member 3						35	45	25
Average score for Technical proposal for Part No 2 (Service provision):						105/3*=35	125/3*= 41,67	75/3*=25
Points = Total of Technical proposal for Part No 2 (Service provision)/number of Procurement commission members participated in the evaluation of Technical proposal								
Total/ Kopā:						82,98	95,31	78,79

* 3 – number of the Procurement commission members participated in the evaluation of the Technical proposal