

**RB Rail AS iepirkuma  
“Starptautiski darbinieku atlases pakalpojumi”,  
identifikācijas numurs: RBR 2026/3,**

**A procurement of RB Rail AS  
“International recruitment services”,  
identification number: RBR 2026/3,**

**ZIŅOJUMS / REPORT**  
Rīgā / In Riga

Dokumenta datums ir tā elektroniskās parakstīšanas datums

The date of the document is the date of its electronic signature

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

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

**Iepirkuma procedūra un identifikācijas numurs:** iepirkums saskaņā ar Publisko iepirkumu likuma 9. pantu “Starptautiski darbinieku atlases pakalpojumi”, identifikācijas numurs: RBR 2026/3 (turpmāk – iepirkums).

**Procurement procedure and identification number:** a procurement in accordance with Section 9 of the Public Procurement Law “International recruitment services”, identification number: RBR 2026/3 (hereinafter – Procurement).

**Līguma priekšmets:** Starptautiski darbinieku atlases pakalpojumi.

**Subject-matter of the contract:** International recruitment services.

**Datums, kad paziņojums par apspriedi publicēts iepirkumu uzraudzības biroja tīmekļvietnē:**  
N/A.

**Notice on the consultation publication date on website of Procurement Monitoring Bureau:**  
N/A.

**Datums, kad paziņojums par apspriedi publicēts Eiropas Savienības Oficiālajā Vēstnesī:**  
N/A.

**Notice on the consultation publication date in the Official Journal of the European Union:**  
N/A.

**Datums, kad paziņojums par līgumu publicēts iepirkumu uzraudzības biroja tīmekļvietnē:**  
2026. gada 1. aprīlis.

**Contract notice publication date on website of Procurement Monitoring Bureau:**  
1<sup>st</sup> April 2026.

**Datums, kad paziņojums par līgumu publicēts Eiropas Savienības Oficiālajā Vēstnesī:**  
N/A.

**Contract notice publication date in the Official Journal of the European Union:**  
N/A.

**Iepirkuma komisija:** Izveide apstiprināta ar RB Rail AS valdes 2026. gada 5. marta rīkojumu Nr. 1.9-2026-4 šādā sastāvā:

**Procurement commission:** The establishment has been approved by order No 1.9-2026-4 dated 5<sup>th</sup> March 2026 issued by the Management Board of RB Rail AS in the following composition:

**Iepirkuma komisijas priekšsēdētāja:**  
I. Rudzīte – Juridiskā departamenta vadītāja vietniece iepirkuma jautājumos;  
**Iepirkuma komisijas priekšsēdētājas vietniece:**  
L. Rozīte-Torpe – HR Biznesa partnere;  
**Iepirkuma komisijas locekle:**  
L. Hakīma – Personāla vadības un administrācijas departamenta vadītāja;

**Procurement commission chairperson:**  
I. Rudzīte – Deputy Head of Legal Department (Procurement);  
**Procurement commission vice-chairperson:**  
L. Rozīte-Torpe – HR Business Partner;  
**Procurement commission member:**  
L. Hakīma – Head of HRM and Administration Department;

**Iepirkuma komisijas locekle / sekretāre:**  
V. Ezergaile – Vecākā iepirkumu speciāliste.

**Procurement commission member / secretary:**  
V. Ezergaile Senior Procurement Specialist.

**Iepirkuma komisijas piesaistītā eksperte:**  
E. Palepa - RB Rail AS Juridiskā departamenta vadītāja vietniece līgumu un korporatīvajos jautājumos.

**An expert invited by the Procurement commission:**  
E. Palepa - RB Rail AS Deputy Head of Legal Department (Contracts / Corporate).

**Iepirkuma dokumentācijas sagatavotāji:**  
- Iepirkuma komisija;  
- E. Palepa - RB Rail AS Juridiskā departamenta vadītāja vietniece līgumu un korporatīvajos jautājumos.

**Draftspersons of procurement documentation:**  
- The Procurement commission;  
- E. Palepa - RB Rail AS Deputy Head of Legal Department (Contracts / Corporate).

**Pretektiem noteiktās kvalifikācijas prasības:**  
noteiktas iepirkuma "Starptautiski darbinieku atlases pakalpojumi", identifikācijas numurs: RBR 2026/3, nolikumā.

**Qualification requirements for the Tenderers:**  
stipulated in regulations of the procurement "International recruitment services", identification number: RBR 2026/3.

**Piedāvājuma izvēles kritērijs:** saimnieciski visizdevīgākais piedāvājums.

**Selection criteria:** the most economically advantageous proposal.

**Piedāvājumu iesniegšanas termiņš:** 2026. gada 30. aprīlis līdz plkst. 11:00.

**Submission date of proposals:** 30<sup>th</sup> April 2026 till 11:00.

**Paredzētā piedāvājumu atvēršanas vieta, datums un laiks:** Elektronisko iepirkumu sistēmas E-konkursu apakšsistēma, 2026. gada 30. aprīlis plkst. 15:00.

**The planned place, date and time for the opening of Proposals:** E-Tender subsystem of Electronic Procurement System, 30<sup>th</sup> April 2026 at 15:00.

**Iesniegtie piedāvājumi un piedāvātās cenas:**

**Proposals submitted and the proposed prices:**

Nr./ No.	Pretendents / Tenderer	Piedāvātā cena P4 līmeņa amata kandidātam (EUR bez PVN) / Proposed price for P4 position level candidate (EUR without VAT)	Piedāvātā cena P5 līmeņa amata kandidātam (EUR bez PVN) / Proposed price for P5 position level candidate (EUR without VAT)
1.	SIA "Alliance for Recruitment"	5 000,00	6 000,00
2.	ASMACS S.R.L.	2 700,00	4 000,00
3.	SIA "ASTRAL Executive Search"	5 000,00	7 500,00
4.	EWI Recruitment Ltd	12 000,00	17 000,00
5.	GAIA GLOBAL LTD	7 800,00	10 800,00
6.	Linum Consult Ltd	3 495,000	7 495,00
7.	UAB "People Link"	8 000,00	12 000,00

**Piedāvājumu vērtēšanas kopsavilkums:**  
Lūdzu skatīt pielikumu Nr. 1; tikai angļu valodā.

**Summary of proposal evaluation:**  
Please see attached Annex No 1, only in English.

**Pretendents, ar kuru tiks slēgts līgums iepirkuma, un pamatojums lēmumam piešķirt līguma slēgšanas tiesības:** Pamatojoties uz iepirkuma nolikuma 17.1. un 19.1. punktu, 2026. gada 10. jūnijā Iepirkuma komisija nolēma līguma slēgšanas tiesības piešķirt Linum Consult Ltd, reģ. Nr.: 08033643, ņemot vērā, ka tā

**The Tenderer awarded the contract rights of the Procurement and justification for the decision to award the contract rights:** On 10<sup>th</sup> June 2026 in accordance with Section 17.1 and 19.1 of the Procurement regulations the Procurement commission decided to award the contract rights to Consult Ltd, reg. No 08033643, as its proposal

piedāvājums pilnībā atbilst visām iepirkuma nolikumā noteiktajām prasībām un ir saimnieciski visizdevīgākais piedāvājums ar saņemto punktu skaitu – 93,02 punkti.

**Pretendenta, ar kuru tiks slēgts līgums, piesaistītie apakšuzņēmēji un tiem nododamo darbu apraksts:** nav.

**Izslēgtie pretendenti un/vai noraidītie piedāvājumi:** ASMACS S.R.L. piedāvājums tika noraidīts kā neatbilstošs iepirkuma nolikuma 8.4.1. punktā noteiktajām prasībām.

**Piedāvājuma noraidīšanas pamatojums, ja iepirkuma komisija atzinusi piedāvājumu par nepamatoti lētu:**  
N/A.

**Pamatojums tam, kādas sabiedrības drošības un veselības aizsardzības intereses tiktu apdraudētas, rīkojot atkārtotu iepirkumu, ja Pasūtītājs saskaņā ar Latvijas Republikas Publisko Iepirkumu likuma 41. panta divpadsmitās daļas 2. punktu nepārtrauc iepirkuma procedūru, jo iepirkuma procedūras pārtraukšana apdraudētu sabiedrības drošības vai veselības aizsardzības intereses:**  
N/A.

**Lēmuma pamatojums, ja iepirkuma komisija pieņēmusi lēmumu pārtraukt vai izbeigt iepirkuma procedūru:**  
N/A.

**Iemesli, kuru dēļ netiek paredzēta elektroniska piedāvājumu iesniegšana, ja pasūtītājam ir pienākums izmantot piedāvājumu saņemšanai elektroniskās informācijas sistēmas:**  
N/A.

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

**Pielikumā:**

1. Piedāvājumu vērtēšanas kopsavilkuma izraksts uz 3 (trīs) lapām.

meets all requirements stipulated in the Procurement regulations and it is most economically advantageous proposal with received 93,02 points.

**Subcontractors of Tenderer awarded the contract rights and description of the services assigned to them:** none.

**Excluded tenderers and/or rejected proposals:** Proposal submitted by ASMACS S.R.L. was rejected as non-compliant to the requirements stipulated in the Section 8.4.1 of the Procurement regulations.

**Reasons for rejecting the proposal, if the Procurement commission has recognized the proposal as abnormally low:**  
N/A.

**Justification in respect of what public safety and health protection interests would be threatened by organising a repeated procurement if the contracting authority, in accordance with Section 41, Paragraph twelve, Clause 2 of the Public Procurement Law of the Republic of Latvia, does not suspend the procurement procedure because the suspension of the procurement procedure would pose a threat to the public safety or health protection interests:**  
N/A.

**Justification of the decision, if the procurement commission has taken the decision to suspend or terminate the procurement procedure:**  
N/A.

**Reasons due to which electronic submission of proposals is not provided, if the contracting authority has the obligation to use the electronic information systems for receipt of proposals:**  
N/A.

**Identified conflicts of interest and measures taken to prevent them:** none.

**Enclosed:**

1. Extract from summary of proposal evaluation on 3 (three) sheets.

Iepirkuma komisijas locekle / sekretāre  
Procurement commission member / secretary

V. Ezergaile

ŠIS DOKUMENTS IR PARAKSTĪTS AR DROŠU ELEKTRONISKO PARAKSTU  
UN SATUR LAIKA ZĪMOGU/ THIS DOCUMENT HAS BEEN SIGNED WITH A SAFE ELECTRONIC  
SIGNATURE AND CONTAINS A TIME-STAMP

Pielikums Nr. 1 / Annex No 1  
IZRAKSTS / EXTRACT

Summary of the proposal evaluation for the procurement  
“International recruitment services”  
(ID NO RBR 2026/3)

SELECTION OF THE MOST ECONOMICALLY ADVANTAGEOUS PROPOSAL

<b>SIA “Alliance for Recruitment”</b>						
No	Services	Propo- sed price (EUR without VAT)	Max points	Points assigned by PC member I	Points assigned by PC member II	Points assigned by PC member III
1.	Recruitment of P4 position level candidate	5'000,00	65	45,44	45,44	45,44
2.	Recruitment of P5 position level candidate	6'000,00	35	35	35	35
<b>TOTAL:</b>			100	80,44	80,44	80,44
<b>TOTAL POINTS RECEIVED:</b>			$(80,44+80,44+80,44)/3=80,44$ (3 - the number of the Procurement commission members participated in the evaluation)			

<b>SIA “ASTRAL Executive Search”</b>						
No	Services	Propo- sed price (EUR without VAT)	Max points	Points assigned by PC member I	Points assigned by PC member II	Points assigned by PC member III
1.	Recruitment of P4 position level candidate	5'000,00	65	45,44	45,44	45,44
2.	Recruitment of P5 position level candidate	7'500,00	35	28	28	28
<b>TOTAL:</b>			100	73,44	73,44	73,44
<b>TOTAL POINTS RECEIVED:</b>			$(73,44+73,44+73,44)/3=73,44$ (3 - the number of the Procurement commission members participated in the evaluation)			

<b>EWI Recruitment Ltd</b>						
No	Services	Proposed price (EUR without VAT)	Max points	Points assigned by PC member I	Points assigned by PC member II	Points assigned by PC member III
1.	Recruitment of P4 position level candidate	12'000,00	65	18,93	18,93	18,93
2.	Recruitment of P5 position level candidate	17'000,00	35	12,35	12,35	12,35
<b>TOTAL:</b>			100	31,28	31,28	31,28
<b>TOTAL POINTS RECEIVED:</b>			$(31,28+31,28+31,28)/3=31,28$ (3 - the number of the Procurement commission members participated in the evaluation)			

<b>GAIA GLOBAL LTD</b>						
No	Services	Proposed price (EUR without VAT)	Max points	Points assigned by PC member I	Points assigned by PC member II	Points assigned by PC member III
1.	Recruitment of P4 position level candidate	7'800,00	65	29,13	29,13	29,13
2.	Recruitment of P5 position level candidate	10'800,00	35	19,44	19,44	19,44
<b>TOTAL:</b>			100	48,57	48,57	48,57
<b>TOTAL POINTS RECEIVED:</b>			$(48,57+48,57+48,57)/3=48,57$ (3 - the number of the Procurement commission members participated in the evaluation)			

<b>Linum Consult Ltd</b>						
No	Services	Proposed price (EUR without VAT)	Max points	Points assigned by PC member I	Points assigned by PC member II	Points assigned by PC member III
1.	Recruitment of P4 position level candidate	3'495,00	65	65	65	65
2.	Recruitment of P5 position level candidate	7'495,00	35	28,02	28,02	28,02
<b>TOTAL:</b>			100	93,02	93,02	93,02
<b>TOTAL POINTS RECEIVED:</b>			$(93,02+93,02+93,02)/3=93,02$ (3 - the number of the Procurement commission members participated in the evaluation)			

<b>UAB "People Link"</b>						
<b>No</b>	<b>Services</b>	<b>Propo- sed price (EUR without VAT)</b>	<b>Max points</b>	<b>Points assigned by PC member I</b>	<b>Points assigned by PC member II</b>	<b>Points assigned by PC member III</b>
1.	<b>Recruitment of P4 position level candidate</b>	8'000,00	65	28,40	28,40	28,40
2.	<b>Recruitment of P5 position level candidate</b>	12'000,00	35	17,50	17,50	17,50
<b>TOTAL:</b>			100	45,90	45,90	45,90
<b>TOTAL POINTS RECEIVED:</b>			<b>(45,90+45,90+45,90)/3=45,90</b> (3 - the number of the Procurement commission members participated in the evaluation)			

The evaluation of proposals was carried out in accordance with Section 17.2- 17.3 of the procurement "International recruitment services" (ID No RBR 2026/3) regulations.

[..]

\*PC –Procurement commission

PC member I [signature]

PC member II [signature]

PC member III [signature]

In Riga, on 12<sup>th</sup> May 2026