**TENDER FILE / TERMS OF REFERENCE**

**(Competitive bidding procedure / One-off contract)**

**Purchase of consultancy services for developing the Report on existing technical capacities of local self – governments for conducting training programmes.**

**[Contract N° 4708/2021/48]**

The Council of Europe (CoE) is currently implementing a joint European Union (EU)/CoE Programme “Human Resources Management in local self-government” - phase 2 (2018 -2021) **(the “Programme” hereinafter)**, which is based on the achievements and challenges of the Programme “Human Resources Management in local self-government” phase 1 (2016-2017) implemented by the Council of Europe in cooperation with the programme partners Ministry of Public Administration and Local Self-government and Standing Conference of Towns and Municipalities. The Programme is also built on the implementation of the Strategy of Public Administration Reform in the Republic of Serbia Action Plan and in accordance with the European Charter of Local Self-Government’s principles, which provides a solid basis for setting-up strong and stable local authorities in the country. The Programme addresses the most relevant issues of human resources management (HRM) and human resource development (HRD) at local self-government level in the Republic of Serbia, which are prescribed in the Law on Employees in Autonomous Provinces and Local Self-governments, the Law on Salaries in Autonomous Provinces and Local Self-governments and the Law on National Academy for Public Administration.

One of the Programme activities is to support 50 LSGs to improve Human resources management function at local level through direct consultancy support (the support is provided by 34 consultants to designated LSGs). Within this support programme team analysed inter – alia, the technical capacities of LSG to implement trainings, based on the developed questionnaire, which was distributed to 50 LSGs. LSGs submitted filled in questioners with the required answers on technical capacities to the Programme team, for the purpose of providing the real insight into the capacities (venues and equipment) as well as their previous experience in conducting the training programmes in their premises.

In that context, the Council of Europe is looking for a Provider for the provision of developing the Report on the existing technical capacities (venues and equipment) for conducting professional development trainings at the local level (based on the sample of at least 40 submitted questioners) within the Activity 2.1.14 – Support to Ministry of Public Administration and Local Self – Government in improving legal and institutional framework related to HRD at local level. (See Section A of the Act of Engagement).

1. TENDER RULES

This tender procedure is a competitive bidding procedure. **In accordance with Rule 1395 of the Secretary General of the Council of Europe on the procurement procedures of the Council of Europe[[1]](#footnote-1), the Organisation shall invite to tender at least three potential providers for any purchase between €2,000 (or €5,000 for intellectual services) and €55,000 tax exclusive.**

This specific tender procedure aims at concluding a **one-off contract** for the provision of deliverables described in the Act of Engagement (See attached). A tender is considered valid for 120 calendar days as from the closing date for submission. The selection of tenderers will be made in the light of the criteria indicated below. All tenderers will be informed in writing of the outcome of the procedure.

The tenderer must be either a natural person, a legal person or consortia of legal and/or natural persons.

Tenders shall be submitted **by email only** (with attachments) **to the email address indicated in the table below, with the following reference in subject: Analysis on HRD technical capacities.** Tenders addressed to another email address **will be rejected.**

The general information and contact details for this procedure are indicated on this page. You are invited to use the CoE Contact details indicated below for any question you may have. **All questions shall be submitted at least five working days before the deadline for submission of the tenders and shall be exclusively addressed to the email address indicated below with the following reference in subject: Questions – Analysis on HRD technical capacities.**

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| **Type of contract ►** | One-off contract  |
| **Duration ►** | Until complete execution of the obligations of the parties (See Article 2 of the Legal conditions as reproduced in the Act of Engagement) |
| **Deadline for submission of tenders/offers ►** | 15 April 2021 |
| **Email for submission of tenders/offers ►** | lsg.serbia@coe.int |
| **Email for questions ►** | lsg.serbia@coe.int |
| **Expected starting date of execution ►** | 1 May 2021 |

1. EXPECTED DELIVERABLES

The expected deliverables are described in **Section A of the Act of Engagement** (See attached).

1. FEES

All tenderers are invited to fill in the **table of fees** as reproduced in **Section A of the Act of Engagement**.

Tenderers **subject to VAT** shall also send **a quote (Pro Forma invoice)** on their letterhead including:

- the Service Provider’s name and address;

- its VAT number;

- the full list of services;

- the fee per type of deliverables (in the currency indicated on the Act of Engagement, tax exclusive);

- the total amount per type of deliverables (in the currency indicated on the Act of Engagement, tax exclusive);

- the total amount (in the currency indicated on the Act of Engagement), tax exclusive, the applicable VAT rate, the amount of VAT and the amount VAT inclusive.

1. ASSESSMENT

*Exclusion criteria and absence of conflict of interests*

(by signing the Act of Engagement,**[[2]](#footnote-2)** you declare on your honour not being in any of the below situations)

Tenderers shall be excluded from participating in the tender procedure if they:

* have been sentenced by final judgment on one or more of the following charges: participation in a criminal organisation, corruption, fraud, money laundering, terrorist financing, terrorist offences or offences linked to terrorist activities, child labour or trafficking in human beings;
* are in a situation of bankruptcy, liquidation, termination of activity, insolvency or arrangement with creditors or any like situation arising from a procedure of the same kind, or are subject to a procedure of the same kind;
* have received a judgment with res judicata force, finding an offence that affects their professional integrity or serious professional misconduct;
* do not comply with their obligations as regards payment of social security contributions, taxes and dues, according to the statutory provisions of their country of incorporation, establishment or residence;
* are or are likely to be in a situation of conflict of interests;
* are or if their owner(s) or executive officer(s), in the case of legal persons, are included in the lists of persons or entities subject to restrictive measures applied by the European Union (available at [www.sanctionsmap.eu](http://www.sanctionsmap.eu)).
* are public servants, employed at central, local, or provincial level.

*Eligibility criteria*

* University degree in Law or equivalent 6 years of relevant working experience with LSGs;
* Minimum five years of proven working experience related to the human resources management in LSGs, professional development of public servants at local level or public administration reform conducted at local level;
* Familiarity with the Law on Employees in Autonomous Provinces and Local Self - Governments, specially provisions related to this subject.

*Award criteria*

* Quality of the offer (90%), including:
* Previous working experience in conducting analysis related to Human Resources Management and/or human resources development reform process at local government level;
* Previous working experience in developing technical papers on LSGs’ capacities for implementation of public administration reform relevant for HRM or HRD areas;
* Understanding of internal organisational structure of Serbian local self-governments and ownership/management structures over public facilities which could be available to LSGs for the provision of professional trainings;
* Strong written skills in English or Serbian language.
* Financial offer (10%).

The Council reserves the right to hold interviews with eligible tenderers.

Multiple tendering is not authorised.

1. NEGOTIATIONS

The Council reserves the right to hold negotiations with the bidders in accordance with Article 20 of Rule 1395.

1. DOCUMENTS TO BE PROVIDED

Tenderers are invited to submit:

* **A completed and signed copy of the Act of Engagement[[3]](#footnote-3) (See attached)**
* For tenderers subject to VAT only: **a quote, describing their financial offer**, in line with the requirements of section C of the Tender File (see above);
* A list of all owners and executive officers, for legal persons only;
* **CV (no longer than 4 pages)** precisely addressing the eligibility and award criteria.
* **Motivation letter (no longer than 2 pages)** describing compliance with the eligibility and award criteria.

**All documents shall be submitted in English or Serbian, failure to do so will result in the exclusion of the tender.**

**If any of the documents listed above are missing,** **the Council of Europe reserves the right to reject the tender.**

**The Council reserves the right to reject a tender if the scanned documents are of such a quality that the documents cannot be read once printed.**

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1. The activities of the Council of Europe are governed by its [Statute](https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680306052) and its internal Regulations. Procurement is governed by the Financial Regulations of the Organisation and by [Rule 1395 of 20 June 2019 on the procurement procedures of the Council of Europe](https://search.coe.int/intranet/Pages/result_details.aspx?ObjectId=090000168094853e). [↑](#footnote-ref-1)
2. The Council of Europe reserves the right to ask tenderers, at a later stage, to supply the following supporting documents:

An extract from the record of convictions or failing that an equivalent document issued by the competent judicial or administrative authority of the country of incorporation, indicating that the first three above listed exclusion criteria are met;

A certificate issued by the competent authority of the country of incorporation indicating that the fourth criterion is met;

For legal persons, an extract from the companies register or other official document proving ownership and control of the Tenderer;

For natural persons (including owners and executive officers of legal persons), a scanned copy of a valid photographic proof of identity (e.g. passport). [↑](#footnote-ref-2)
3. The Act of Engagement must be completed, signed and scanned in its entirety (i.e. including all the pages). The scanned Act of Engagement may be sent page by page (attached to a single email) or as a compiled document, although a compiled document would be preferred. For all scanned documents, .pdf files are preferred. [↑](#footnote-ref-3)