

i- CALL FOR TENDERS

Call for Tenders No.: ECTL_SRC_230019

Title: LEADERSHIP EXCELLENCE - NMD Personal development plans

General: EUROCONTROL* is an intergovernmental organisation with 41 Member and 2 Comprehensive Agreement States. We are committed to building, together with our partners, a Single European Sky that will deliver the air traffic management (ATM) performance required for the twenty-first century and beyond.

Technical subject matter:

The Network Manager is engaged in a unique forward looking transformation project. This includes not only the development of state-of-the-art technical systems and the construction of a new operations centre but also a rejuvenation of staff, and a collective uplifting of talent and leadership capability throughout the organisation. The transformation project is a huge opportunity to shape a connected and engaged workforce creating the right culture to drive business success. A more people-centric culture maximising engagement and human connection is a prime objective of the NM people strategy. A set of development initiatives have already been undertaken to translate that strategy into required leadership qualities and capabilities, as described below.

The Executive Management Team (9 leaders) and their direct reports (30+ managers) have completed individual development journeys incl. coaching and they are building team cohesiveness under the leadership of the Director NM since 2019.

All managers have performed Individual Development Centres and participated in the Team Cohesion Programme. The Network Manager has a requirement to on-board newcomers in the managers team in the foreseeable future.

The objective of this contract is to perform Individual Development Centres for the newly onboarded managers or selected staff in key roles. The contract will include a not to be necessarily exhausted number of 45 Individual Development Centres over a period of 3 years.

SUPPORTING EUROPEAN AVIATION

Member States: Albania, Armenia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Monaco, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Republic of Moldova, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Türkiye, Ukraine, United Kingdom.

Comprehensive Agreement States: Israel, Morocco.

Main selection, assessment and award criteria:

TECHNICAL ASSESSMENT CRITERIA (pass/fail)
Single and unambiguously defined main contractor.
Proven and documented subcontracting arrangements, if relevant
Inclusion of CV's of proposed facilitators
Inclusion of a 'journey' or 'programme' for personal development in the proposal

TECHNICAL ASSESSMENT CRITERIA (scoring)
Provide not less than 3 relevant references where similar development plans were successfully deployed in the past 3 years
Propose a programme, including the proposed individual development events and their sequencing, that is ready to roll-out
Propose a governance process for the programme and the project
Demonstrate the ability to deliver the programme immediately after signature of the contract as well as demonstrate reliability, flexibility and responsiveness to adjust to the EUROCONTROL business requirements
Demonstrate good understanding of the key requirements and expectations as outlined in the technical specifications
Capability in deploying quality faculty as specified in proof required
Knowledge of and familiarity with air transport and international public organisations are a definite asset. Understanding of the Agency's working environment, procedures and specificities is a plus
Demonstrated capacity to monitor the work and to ensure that the services are of high quality
Diverse delivery methods

The economically most advantageous offer will be established in accordance with the following:

For the Technical tender, a weighting of 70% is applied, for the Financial tender, a weighting of 30%.

Tender closing date: 13-03-2023 at 15:00 CET

Point of Contact: If you wish to receive the Call for Tenders please see the “Important Notice” below and if you have any other related questions, please contact:

DUPUY, Armelle

DNM/BCS/PROC

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If this Call for Tenders should interest you, please read the important information below:

IMPORTANT NOTICE

The full i-Call for Tenders documentation is in electronic format (.pdf).

If you wish to obtain the i-Call for Tenders documentation please read and follow carefully the instructions below:

1. If you are already registered in the EUROCONTROL Supplier Portal, you can search for this Call for Tenders, and its relevant documentation, in the “*View Active Negotiations*” section of the Supplier Portal.
2. If you are not yet registered as a EUROCONTROL supplier, please follow the process described on the following link: <https://www.eurocontrol.int/portal/new-supplier-portal>
3. EUROCONTROL accepts no responsibility whatsoever for the completeness, accuracy and/or timeliness of the transmission of the electronic documents (nor for the electronic documents themselves).
4. Submission of tenders shall be made electronically and shall be exclusively made in strict accordance with the instructions given in the tendering documentation.
5. You may:
 - a) print out the documents;
 - b) forward the documents further on a strictly need to know basis (always fully acknowledging the source, i.e. EUROCONTROL), and
 - c) use print-outs of the electronic i-Call for Tenders documents for the submission of tenders (especially the Price Offer Form ref: I-TSF-E).
6. You may not:
 - a) modify, edit and/or change the electronic documents other than to submit the required info and to sign/stamp where required;
 - b) transmit such documents to any third person who has no need to know them;
 - c) post such documents on any private or public website;
 - d) alter the originating source (EUROCONTROL) and or copyright signs etc., and
 - e) transmit the documents without indication of the source.

An environmental notice:

With a view to reduce the exponential growth of paper consumption, we would invite you only to print out electronic documents received and/or request paper copies of the price enquiry documentation if you are actually considering to submit a tender.