

DIRECTORATE GENERAL CORPORATE SERVICES
CENTRAL PROCUREMENT DIVISION

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Contract notice: 2019/S 251-621456

Procurement reference: PRO-004785

Procurement name: Call to Express Interest for Participating in the Procurement for Leadership Assessment and Development Services

Questions & Answers Round 2

Please find below the ECB's answers to the questions¹ submitted to date, which the ECB considers to be of general interest.

Nr	Question	Answer
1.	Relating to the description of the Scope of services and works (2.1), could you kindly clarify if item <i>a) Assessment of candidates for managerial and leadership positions</i> requires the contractor to actively take part in assessing individual candidates evaluating their performance and/or taking part in decisions whether to, e.g., hire / promote / offer mobility positions for a specific individual? Or would the contractor be asked to provide methodological guidance and build ECB capabilities, yet not directly related to individual decisions of ECB? It would be great if you could elaborate on the expected contents and	The successful Tenderer is expected to actively take part in assessing individual candidates on top of providing methodological guidance. The successful Tenderer is expected to deliver, in form of a report, an assessment for the recruitment, for succession planning and for mobility. The assessment (report) should provide enough information about the findings of the successful Tenderer. The report will be used by the ECB to make a decision (i.e hire, promote, mobility..). Further details regarding the scope of

¹ The questions may have been partially shortened and/or adapted in order to facilitate reading or for anonymisation purposes.

	use of the “report with the findings” mentioned for this item.	the expected services and works will be provided in the Request for Proposal and its annexes in the next phase of the process. For further details on the selection procedure, and the pre-requisites to be invited to the next stage of the process please refer to question 1 in Q&A 1.
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