1. Buyer

1.1 Buyer

Official name:	TenneT TSO B.V.
Activity of the contracting entity:	Electricity-related activities

2. Procedure

2.1 Procedure

Title:	HR-IT Software suite
Description:	The scope of this tender and the requested solution includes the provision and further development of all HR-related applications and supporting business applications currently in use at TenneT. The solution must ensure business continuity, legal compliance, and functional alignment with TenneT's HR processes, while allowing for scalability, modularity, and eventual optimization and future functional and technical developments.
Procedure identifier:	1724dbc5-352f-46a6-bdc0-9163c05bcd4c
Internal identifier:	43bca088-dd22-4e59-82ef-c28d186fc93c
Type of procedure:	Negotiated with prior publication of a call for competition / competitive with negotiation
The procedure is accelerated:	no

2.1.1 Purpose

Main nature of the contract:	Services
Main classification (cpv):	72000000 IT services: consulting, software development, Internet and support

2.1.2 Place of performance

Country:	Netherlands

Anywhere in the given country

Additional information:	See documentation

2.1.4 General information

Legal basis:

Directive 2014/25/EU

2.1.6 Grounds for exclusion

Sources of grounds for exclusion:	European Single Procurement Document (ESPD)

5. Lot

5.1 Lot technical ID: LOT-0000

Title:	HR-IT Software suite
Description:	The scope of this tender and the requested solution includes the provision and further development of all HR-related applications and supporting business applications currently in use at TenneT. The solution must ensure business continuity, legal compliance, and functional alignment with TenneT's HR processes, while allowing for scalability, modularity, and eventual optimization and future functional and technical developments.
Internal identifier:	6517fffb-d327-420d-ae38-a668cadce2e1

5.1.1 Purpose

Main nature of the contract:	Services
Main classification (cpv):	72000000 IT services: consulting, software development, Internet and support

5.1.2 Place of performance

Country:	Netherlands

Anywhere in the given country

Rijksoverheid

Additional information:	See documentation

5.1.3 Estimated duration

Duration:	12 Year

5.1.4 Renewal

Maximum renewals:	4

5.1.6 General information

Reserved participation:	Participation is not reserved.
The procurement is covered by the Government Procurement Agreement (GPA):	yes

5.1.9 Selection criteria

Sources of selection criteria:	Procurement Document

Information about the second stage of a two-stage procedure:

Maximum number of candidates to be invited for the second stage of the procedure:	5

5.1.11 Procurement documents

Address of the procurement documents:	https://s2c.mercell.com/today/197482

5.1.12 Terms of procurement

Terms of submission:

Electronic submission:	Allowed
Address for submission:	https://s2c.mercell.com/today/197482
Languages in which tenders or requests to participate may be submitted:	English
Electronic catalogue:	Not allowed
Deadline for receipt of requests to participate:	13/04/2026 10:00 +00:00

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes:	No
Conditions relating to the performance of the contract:	Delivery of SaaS licences for HR IT Software Suite
Financial arrangement:	N/A

5.1.15 Techniques

Framework agreement:

No framework agreement

Information about the dynamic purchasing system:

Rijksoverheid

No dynamic purchase system

5.1.16 Further information, mediation and review

Review organisation:	Rechtbank Gelderland, zittingsplaats Arnhem
Organisation providing additional information about the procurement procedure:	TenneT TSO B.V.
Organisation providing more information on the review procedures:	Rechtbank Gelderland, zittingsplaats Arnhem

8. Organisations

8.1 ORG-0001

Official name:	TenneT TSO B.V.
Registration number:	09155985
Postal address:	Utrechtseweg 310
Town:	Arnhem
Postcode:	6812AR
Country subdivision (NUTS):	Arnhem/Nijmegen (NL226)
Country:	Netherlands
Contact point:	Martijn van de Vall
Email:	Martijn.vande.Vall@tennet.eu
Telephone:	+31650730901
Internet address:	http://www.tennet.eu
Buyer profile:	https://s2c.mercell.com/buyer/1286

Roles of this organisation:

Buyer

Organisation providing additional information about the procurement procedure

8.1 ORG-0002

Official name:	Rechtbank Gelderland, zittingsplaats Arnhem
Registration number:	82940827
Postal address:	Walburgstraat 2-4
Town:	Arnhem
Postcode:	6811 CD
Country subdivision (NUTS):	Arnhem/Nijmegen (NL226)
Country:	Netherlands
Email:	infobalie.rb-gel.arnhem@rechtspraak.nl
Telephone:	+31 883612000
Internet address:	https://www.rechtspraak.nl/Organisatie-en-contact/Organisatie/Rechtbanken/Rechtbank-Gelderland/Paginas/default.aspx

Roles of this organisation:

Review organisation

Organisation providing more information on the review procedures

Notice information

Notice identifier/version :	26eaacd8-b085-40c8-a359-659752455cd6 - 01

Rijksoverheid

Form type:	Competition
Notice type:	Contract or concession notice – standard regime
Notice dispatch date:	09/03/2026 15:20 +00:00
Notice dispatch date (eSender):	09/03/2026 15:28 +00:00
Languages in which this notice is officially available:	English

Rijksoverheid