

# SUITABILITY AND MINIMUM REQUIREMENTS PROFESSIONALS WITHIN BUSINESS OPERATIONS

As referred to in sections 2.90 through 2.98 of the Dutch Procurement Act and Part IV of the European Single Procurement Document (ESPD))

## INTRODUCTION

This document sets out the requirements imposed by the Contracting Authority for all Lots to determine whether a Candidate is eligible for admission to the DAS. To this end, Suitability Requirements are applied.

## SUITABLE REQUIREMENTS:

### 1. Professional Experience

The Candidate must demonstrate that it can deploy business operations professionals who meet all of the following criteria:

- At least 5 years of relevant professional experience in one or more of the following domains:
  - Human Resources Management (HRM);
  - Marketing and Communication;
  - Operations or Process Management;
  - Risk Management or Internal Control;
  - Information Technology (IT);
  - Change Management or Organisational Development.
- Proven experience in providing specialist, operational and/or advisory support within organisational processes, business functions, transformation initiatives or projects.
- Demonstrated ability to contribute to the effective functioning, development or improvement of processes, systems, governance structures, or organisational capabilities.

### 2. Technical and Professional Competence

The Candidate must demonstrate experience with at least one of the following types of contributions:

- Supporting operational capacity and continuity within a business domain;
- Improving, documenting or optimising processes, workflows or internal procedures;
- Contributing specialist knowledge to organisational change or transformation programmes;
- Providing subject-matter expertise in projects or implementation trajectories;
- Supporting the development or execution of governance, compliance or internal control frameworks;
- Contributing to the delivery of business-critical information, tools, systems or communication outputs.

### 3. Organisational Context Experience

The Candidate must demonstrate experience with at least one of the following contexts:

- Public or semi-public organisations;
- State-owned enterprises;
- Financial institutions, development finance institutions, or comparable complex organisations;
- Organisations operating in an international or crossborder environment.

## MINIMUM REQUIREMENTS

### 4. Language Skills

The Candidate must have:

- Professional working proficiency in English (spoken and written);
- Knowledge of Dutch is an advantage but not mandatory, unless explicitly required in a Specific Assignment.

### 5. Professional Integrity and Independence

The Candidate must confirm that:

- The financial professional will operate independently and in accordance with applicable professional standards;
- The assignment will be performed without creating an employment relationship, in compliance with applicable legislation including the Dutch DBA Act (Wet DBA);
- No conflicts of interest exist that could affect the proper performance of the Assignment.

The suitability requirements may be verified at a later stage, including as part of a specific assignment in Phase 2.

# Let's build the sustainable markets of tomorrow together.

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