

Clarification Note #3

EUSPA internal reference: **325373**

Procurement procedure: EUSPA/OP/18/26 (EUSPA/PRG/2026/OP/0012)

Title: 'Provision of Interim Workers to EUSPA'

Question #12: Is work experience at EUSPA desirable for EUSPA applicants? Or is work experience with new employers preferred? Or does work experience at EUSPA or a related or collaborating organization actually have no impact on the Q1 evaluation?

Answer #12:

While previous work experience in EUSPA is not itself a requirement, it may be considered as an element demonstrating the extent in which the interim worker complies with the requirements defined in the section 3.1.4 of the Tender Specifications, in particular the knowledge and/or experience in providing services related to the tasks and the ability to work in a multicultural environment. As such, it will be considered in the assessment of award criterion Q1 - Quality and adequacy of the proposed pool of candidates available for near-term deployment in EUSPA.

Question #13: We would like to know which specific positions this recruitment process concerns. From the job descriptions provided, it is not entirely clear to which departments these temporary employees will be assigned or how they will be positioned within the EUSPA structure.

Answer #13:

Please refer to section 3.1.1 of the Tender specifications for the nature and content of the tasks the interim workers will be requested to carry out. Interim workers may be requested to support any of EUSPA's department depending on EUSPA's actual needs. The relevant department in which the interim worker will be deployed and specific tasks it will be required to carry out may be described in greater detail in the Terms of Reference for the relevant Specific Contract.

Question #14: A key evaluation criterion, worth 20 points, is the quality and adequacy of the proposed pool of candidates. We request additional clarification on exactly what will be the focus of the evaluation of these candidates' quality. What weight is given to work experience, education, language skills, personal qualities, etc.? Please specify the weighting factors within the evaluation criteria for determining a candidate's quality and, at the same time, for determining the appropriate level of their qualifications.

Answer #14:

While all the mentioned elements are considered relevant for demonstrating the extent in which the interim worker complies with the requirements in section 3.1.4 of the Tender Specifications, they do not form individual sub-criteria and will not be assigned a specific weighting in the evaluation of award criterion Q1.