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# i- CALL FOR TENDERS

Current opportunity

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| **Procedure No.** | ECTL_SRC_260061 |
| **Title:** | Human Performance Expert Support |

## General:

Beyond SESAR Architecture maintenance and content integration, and strategic deployment planning and monitoring, the SESAR3 Wave2 APOLLO project places substantial weight on market uptake. APOLLO supports the uptake of Strategic Deployment Objectives (SDOs) and SESAR solutions through guidance, reports, workshops, publications, and communication activities. It explicitly highlights the human dimension aspects of deployment and commits to regular engagement with staff associations and workforce representatives to help secure acceptance of change.

## Technical subject matter:

The Support Market Uptake task supports the SESAR 3 JU in the market uptake of the SDOs and associated SESAR Solutions. Market uptake will be facilitated through deployment guidance (among other things by, focusing on the human dimension of SDO/CP2/TRL6+ solutions), as well as communication and dissemination activities (such as publication, thematic workshops, web presence) to support informed decision making. The main deliverable is a report produced per SDO/CP2/TRL6+ solutions focusing on the human dimension – the Market Uptake Support Report.

This open call for tender covers 1 (one) part-time Human Performance Expert to reinforce the EUROCONTROL Human Performance expertise working for the APOLLO project to support the SESAR Solutions Market Uptake for a maximum of 3 years. The contract will first be established for one firm year with the possibility to renew yearly for a maximum of 2 additional years. The number of days per year both for the firm and the optional parts is set to a maximum of 105 days.

## Main selection and assessment criteria:

| TECHNICAL ASSESSMENT CRITERIA (Pass/fail) |
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| Proven **Master's or PhD degree** in Human Factors, Human Performance or Aeronautical Sciences with a Human Factor Specialization. |
| ood knowledge of spoken English, allowing active participation in discussions, and written English, allowing contribution to written outputs. The required level of English language proficiency shall be equivalent to **CEFR B2** or higher, as defined in the Common European Framework of Reference for Languages (CEFR). |
| TECHNICAL ASSESSMENT CRITERIA (scoring) |
| At least 10 years of proven experience in active contribution in multinational and/or European projects in the context of European Air Traffic Management (ATM) acquired in the last 10 years |
| At least five (5) years of proven and relevant experience, including active contributions to SESAR programme acquired in the last 5 years |
| At least ten (10) years of proven and relevant experience in interacting with ATCOs / European Professional Staff Organisations acquired in the last 10 years. |
| Experience in European Master Planning and Regulatory framework and its political context |
| Air Traffic Control background with experience in safety-critical operations, human performance, operational decision-making, teamwork, and safety management |
| Ability to draft and publish technical documents in English |
| At least ten (10) years' experience in using MS Office 365 and MS Office applications (especially Word, Excel, Power Point and Power BI). |

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

For the Technical tender, a weighting of 50% is applied, for the Financial tender, a weighting of 50%.

## Tender closing date:

21 September 2026 at 15:00 Brussels time

## Point of Contact:

Please see the "Important Notice" below and if you have any other related questions, please contact:

DUPUY, Armelle
DCF/AFS/PROC
E-mail: armelle.dupuy@eurocontrol.int
Tel.: +32 2 729 3795

**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 printouts 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.