

Leadership training

Call for tender

Deadline: 22 February 2026

ECOS procurement and purchase policy

This tender complies with the ECOS Procurement and Purchase Policy adopted by the ECOS Executive Committee, and last updated February 2023. This policy covers general principles relating to transparency and fairness, value for money, and non-discrimination. It specifies thresholds relating to a competitive negotiated procedure with at least a specified number of candidates either with tender or selection, and sets out the procedure to be followed by ECOS.

About ECOS

ECOS is an international NGO with a network of members and experts advocating for environmentally friendly technical standards, policies and laws. We ensure the environmental voice is heard when they are developed and drive change by providing expertise to policymakers and industry players, leading to the implementation of strong environmental principles.

Objective of this tender

The objective of this call for tender is the provision of an elaborated leadership training to the identified groups of ECOS employees (5 Heads of teams).

The language of the coaching will be in English (the working language of the organisation).

Scope

ECOS wishes to provide its heads of team (5 participants) a tailor-made leadership training, according to their level of responsibilities. The training should entail a mix of theoretical learning and concrete practices, focusing on the following areas:

- Team leadership
- Leading a team with diverse background
- Leading staff through change
- Managing performance
- Developing and mentoring others, through feedback
- Managing conflict, handling difficult conversations

Budget

The budget available for this work is between €20,600 - €25,000 (+21% VAT), and all other costs will be incurred by the subcontractor.

Timeline

- 22 February 2026 - tender proposal submission deadline.
- March 2026- appointment of contractor.
- May – December 2026 – deliverable of the training.
- 31 December 2026 - project completion.

Tender assessment

Assessment of the tenders will be made by an appointed selection committee, using a pre-agreed evaluation template. The award criteria are:

- 70% quality:
 - Leadership training expertise (CVs + relevant experience to be provided) and efficient coordination.
 - Relevance of application.
 - Usefulness of the expected outcome.
- 30% price

Please note that only short-listed tenderers will be contacted.

The fact of publishing a procurement procedure does not oblige ECOS to award the contract to a tenderer simply because its tender fulfils those criteria. It also reserves the right to decide not to award the contract to any tenderer and to cancel the procedure at any time before award.

Tender preparation and submission

Tenderers are requested to submit a proposal via email **by 22 February 2026** sent to [\[info@ecostandard.org\]](mailto:[info@ecostandard.org]) with Chloé Vanacker in cc [\[chloe.vanacker@ecostandard.org\]](mailto:[chloe.vanacker@ecostandard.org]) outlining:

- General information about the contractor, including company name, registered company address, contact details, web address, project team chart, etc.
- List of reference projects.
- Overall cost, and overall coaching concept.
- Quotation in detail.