

476782-2026 - Състезателна процедура

Норвегия – Консултантски услуги по хардуер – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Обявление за поръчка или концесия – стандартен режим

Услуги

1. Купувач

1.1. Купувач

Официално наименование: FORSVARSMATERIELL

Електронна поща: arramic@mil.no

Правна категория на купувача: Публично предприятие

Дейност на възлагащия орган: Отбрана

2. Процедура

2.1. Процедура

Заглавие: Procurement of an SAP HR Talent Management Solution Expert

Описание: The Contracting Authority shall enter into this agreement on behalf of The Norwegian Defence Materiel Agency (FMA). FMA is a part of the defence sector, directly under the Ministry of Defence (FD). FMA shall ensure that the Norwegian Armed Forces and other entities in the defence sector have access to cost efficient and secure material and services in line with approved long-term plans. FMA's main assignments are planning, procurement, management and disposal of material for the Norwegian Armed Forces and other departments under FD. Organisational reasons can be required during the contract period to transfer the resource to Cyber Defence's IT Department (CIT) DRIV. DRIV is responsible for the technical operation and further development (DEVSECOPS) of the Joint Integrated Management System (FIF). FIF is a SAP ERP system integrated with a number of other different applications. Internal processes are based on flexible frameworks (Scrum, SAFE), the Security Act and different industry standards for safety and ITIL for operation. DRIV consists of approx. 150 persons, most of whom are located in Oslo. Both employees and consultants staff the organisation. The aim of this notice is to fill the role of solution expert in project P1160 'Critical Upgrade of ERP' in the Product Team Recruiting and Retaining in CIT /DRIV. The consultant shall take care of the solution expert role in the discipline SAP HRM Talent and competence management. Including support and assist with competence building at the Norwegian Armed Forces' own system experts. The role can involve cooperation with any other departments and/or projects in the Norwegian Armed Forces.

Идентификатор на процедурата: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Вътрешен идентификатор: 2026023145

Вид процедура: Открита

Процедурата се ускорява: не

Основни характеристики на процедурата: This procurement will be made in accordance with the Act from 17 June 2016 no. 73 on public procurements (the Public Procurement Act - LOA) and the regulations 12 August 2016 no. 974 on public procurements (procurement regulations - FOA). The procurement will be carried out in accordance with the 'open tender

contest' procedure in accordance with PPR § 13-1 first section. This procedure gives all interested tenderers the opportunity to submit tender offers. Negotiations are not allowed in this competition. Tenders cannot, therefore, be changed after the tender deadline has expired.

2.1.1. Цел

Естество на поръчката: Услуги

Основна класификация (срв): 72100000 Консултантски услуги по хардуер

Допълнителна класификация (срв): 72200000 Програмиране и софтуерни консултантски услуги, 72211000 Услуги по програмиране на системен софтуер и потребителски софтуерни средства, 72212000 Услуги по програмиране на приложен софтуер, 72220000 Системни и технически консултантски услуги, 72230000 Услуги по разработване на поръчков (клиентски) софтуер, 72240000 Системен анализ и програмни услуги, 72250000 Услуги по поддържане на системи и оказване на помощ, 72260000 Услуги, свързани със софтуерни продукти, 72300000 Услуги по предаване и обработка на данни, 72500000 Услуги, свързани с използване на компютри, 72600000 Услуги по оказване на помощ и консултации в областта на компютърните системи

2.1.2. Място на изпълнение

Административно-териториална единица на държавата (NUTS): Oslo (NO081)

Държава: Норвегия

2.1.2. Място на изпълнение

Административно-териториална единица на държавата (NUTS): Akershus (NO084)

Държава: Норвегия

2.1.4. Обща информация

Правно основание:

Директива 2014/24/ЕС

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Основания за изключване

Източници на основанията за изключване: Единен европейски документ за обществени поръчки (ЕЕДОП), Уведомление, Документ за обществени поръчки

Корупция: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, by enforceable judgement been convicted of corruption by a verdict handed down not more than five years ago, or a rejection period determined directly in the judgement that still applies? Corruption as defined in Article 3 of the Convention on Combating Corruption, involving European Communities or European Union member states (EUT C 195 of 25.6.1997, s. 1), and in Article 2, point 1, in the Council's framework decision 2003/568/RIA of 22 July 2003 on combating corruption in the private sector (EUT L 192 of 31.7.2003, p. 54). This rejection reason also includes corruption as defined in national law for the contracting authority or supplier.

Измами: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, at the time a legally convicted of fraud has been convicted of fraud by a verdict handed down not more than five years ago, or a rejection period determined directly in the judgement that still applies? Fraud included in Article 1 of the Convention on protection of the Financial Interests of the European Communities (EFT C 316 of 27.11.1995, p. 48).

Изпиране на пари или финансиране на тероризма: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the

competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of money laundering or financing terrorism by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies? Money laundering or financing terrorism As defined in Article 1 of the European Parliament and Council Directive 2005/60/EF of 26 October 2005 on preventive measures against the use of the financial system for money laundering and financing terrorism (EUT L 309 of 25.11.2005, p. 15).

Участие в престъпна организация: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, at the time a legally convicted verdict of participation in a criminal organisation by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies? Participation in a criminal organisation as defined in Article 2 of the Council's framework decision 2008/841/RIA of 24 October 2008 on control of organised crime (EUT L 300 of 11.11.2008, p. 42)

Терористични престъпления или престъпления, които са свързани с терористични дейности: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body, or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of acts of terrorism or criminal acts connected to terrorist activities by a verdict handed down no more than five years ago, or a rejection period set directly in the judgement that still applies? Acts of terrorism or criminal acts relating to terrorist activity as defined in Article 1 and 3 of the Council's framework decision 2002/475/RIA of 13 June 2002 on combating terrorism (EFT L 164, af 22.6.2002, p. 3). This rejection reason also includes incitement to, participation or attempts to commit such actions as included in Article 4 in the mentioned framework decision.

Детски труд и други форми на трафик на хора: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of child labour and other forms of human trafficking by a verdict handed down no more than five years ago, or a rejection period determined directly in the judgement that still applies? Child labour and other forms of human trafficking as defined in Article 2 of the European Parliament and council directive 2011/36/EU of 5. 1 April 2011 on the prevention and control of human trafficking and the protection of its victims and for compensation of the Council's framework decision 2002/629/RIA (EUT L 101 of 15.4.2011, p. 1).

Нарушение на задължения в областта на екологичното право: Is the tenderer aware of breaches of environmental provisions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Нарушение на задължения в областта на трудовото право: Is the tenderer aware of breaches of provisions on working conditions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Нарушение на задължения в областта на социалното право: Is the tenderer aware of breaches of provisions on social conditions as stated in national law, the relevant notice or procurement documents or Article 18 (2) of Directive 2014/24/EU.

Споразумения с други икономически оператори за нарушаване на конкуренцията: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Тежко професионално нарушение: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Неверни данни, укриване на информация, непредставяне на придружаващи документи или получаване на поверителна информация във връзка с процедурата: Have the tenderer: a) given grossly incorrect information when notifying the information required to verify that there is no basis for rejection, or of the qualification requirements being met, b) failed to provide such information, c) subject to immediately submitting the supporting documents requested by the Contracting Authority, or d) improperly affecting the Contracting Authority's decision process to acquire confidential information that could give this an unlawful advantage in connection with competition, or negligently has given misleading information that can have a significant influence on decisions on rejection, selection or award?

Конфликт на интереси, свързан с участието в процедурата за възлагане на обществена поръчка: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Пряко или косвено участие в подготовката на процедурата за възлагане на обществена поръчка: Has the tenderer or an entity associated with the supplier advised the contracting authority or in another way been involved in the planning of the competition?

Предсрочно прекратяване на договор и налагане на обезщетения или други подобни санкции: Has the tenderer committed significant breaches of contract in connection with the fulfilment of a previous public contract, a previous contract with a public contracting authority or a previous concession contract, where the breach has led to the cancellation of the contract, compensation or other similar sanctions?

Неизпълнение на задълженията, установено на базата на специфични национални основания за изключване: The contracting authority shall state that in Norway there are national rejection reasons. These shall be described in the procurement documents.

Tenderers must respond to whether they are in one or more of the situations described in the national rejection reasons. Will the purely national rejection reasons, as stated in the relevant notice or in the procurement documents, apply?

Неизпълнение на задължение, свързано с плащането на социалноосигурителни вноски: Have tenderers failed to fulfil all their social security obligations in the country where they are established and in their member state, if this is a different country than what he is established in?

Неизпълнение на задължение, свързано с плащането на данъци: Has the tenderer not fulfilled his tax and duty obligations in the country in which he is established, and in the contracting authority's member state, if this is a different country than what he is established in?

Прекратена стопанска дейност: Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Банкрут: Is the tenderer in a bankruptcy situation? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Споразумение с кредиторите: Is the supplier in a situation where he has been forced debt arrangement? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Неплатежоспособност: Is the tenderer in an insolvency situation? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Администриране на активите от ликвидатор: Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

Аналогична на несъстоятелност ситуация съгласно националното законодателство: Is the supplier in a situation where he has been forced debt arrangement? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

5. Обособена позиция

5.1. Обособена позиция: LOT-0000

Заглавие: Procurement of an SAP HR Talent Management Solution Expert

Описание: The Contracting Authority shall enter into this agreement on behalf of The Norwegian Defence Materiel Agency (FMA). FMA is a part of the defence sector, directly under the Ministry of Defence (FD). FMA shall ensure that the Norwegian Armed Forces and other entities in the defence sector have access to cost efficient and secure material and services in line with approved long-term plans. FMA's main assignments are planning, procurement, management and disposal of material for the Norwegian Armed Forces and other departments under FD. Organisational reasons can be required during the contract period to transfer the resource to Cyber Defence's IT Department (CIT) DRIV. DRIV is responsible for the technical operation and further development (DEVSECOPS) of the Joint Integrated Management System (FIF). FIF is a SAP ERP system integrated with a number of other different applications. Internal processes are based on flexible frameworks (Scrum, SAFE), the Security Act and different industry standards for safety and ITIL for operation. DRIV consists of approx. 150 persons, most of whom are located in Oslo. Both employees and consultants staff the organisation. The aim of this notice is to fill the role of solution expert in project P1160 'Critical Upgrade of ERP' in the Product Team Recruiting and Retaining in CIT /DRIV. The consultant shall take care of the solution expert role in the discipline SAP HRM Talent and competence management. Including support and assist with competence building at the Norwegian Armed Forces' own system experts. The role can involve cooperation with any other departments and/or projects in the Norwegian Armed Forces.

Вътрешен идентификатор: 2026023145

5.1.1. Цел

Естество на поръчката: Услуги

Основна класификация (cprv): 72100000 Консултантски услуги по хардуер

Допълнителна класификация (cprv): 72200000 Програмиране и софтуерни консултантски услуги, 72211000 Услуги по програмиране на системен софтуер и потребителски софтуерни средства, 72212000 Услуги по програмиране на приложен софтуер, 72220000 Системни и технически консултантски услуги, 72230000 Услуги по разработване на поръчков (клиентски) софтуер, 72240000 Системен анализ и програмни услуги, 72250000

Услуги по поддържане на системи и оказване на помощ, 72260000 Услуги, свързани със софтуерни продукти, 72300000 Услуги по предаване и обработка на данни, 72500000 Услуги, свързани с използване на компютри, 72600000 Услуги по оказване на помощ и консултации в областта на компютърните системи

Варианти:

Описание на опциите: Option for an extension for 1+1+1 year.

5.1.2. Място на изпълнение

Административно-териториална единица на държавата (NUTS): Oslo (NO081)

Държава: Норвегия

5.1.2. Място на изпълнение

Административно-териториална единица на държавата (NUTS): Akershus (NO084)

Държава: Норвегия

5.1.3. Очаквана продължителност

Начална дата: 31/12/2026

Крайна дата на продължителността: 31/12/2027

5.1.6. Обща информация

Запазено участие:

Участието не е запазено.

Проект за възлагане на обществена поръчка, който не е финансиран със средства от ЕС

Поръчката попада в приложното поле на Споразумението за държавните поръчки (СДП)

: да

5.1.9. Критерии за подбор

Източници на критерии за избор: Единен европейски документ за обществени поръчки (ЕЕДОП), Уведомление, Документ за обществени поръчки

Критерий: Регистрация в търговски регистър

Описание на критерия за подбор: The tenderer is registered in a company register or a trade register in the member state in which the tenderer is established. As described in annex XI of directive 2014/24/EU; suppliers from certain member states may have to fulfil other requirements in the mentioned annex. Minimum qualification requirements Tenderers shall be registered in a company register or trade register in the country where the tenderer is established. | Foreign tenderers: Confirmation that the tenderer is registered in a company register or trade register in the country where the tenderer is established.

Критерий: Други икономически или финансови изисквания

Описание на критерия за подбор: Regarding any other economic and financial requirements that have been stated in the notice or in the procurement documents, the tenderer declares that: Minimum qualification requirements Tenderers shall have the necessary economic and financial capacity to fulfil the contract. It is sufficient to fulfil the requirement that the tenderer has achieved the credit rating of "credit worthy" or equivalent. | Documentation requirement: Credit rating from a certified credit rating company based on the last known accounting figures. The assessment must not be more than three months old.

Критерий: Референции за определени услуги

Описание на критерия за подбор: Only for services: In the reference period, the tenderer has carried out the following important goods deliveries of the requested type, or the following important services of the requested type. The contracting authority can require up to three years experience and allow experience from the previous three years to be taken into

consideration. Minimum qualification requirements The tenderer shall have good experience from similar deliveries. | Documentation requirement: Overview of the tenderer's three most relevant contracts in the course of the last three years. The overview must include a statement of: • The assignment's value • Date of execution • Recipient (name, telephone number and e-mail) • Brief description of the delivery It is the tenderer's responsibility to document relevance through the description. Newly established tenderers can document the necessary experience by referring to experience that the offered persons/resources have built up in services other than the tenderer.

Критерий: Сертификати от независими органи за стандарти за уверяване на качеството
Описание на критерия за подбор: Can tenderers submit certificates issued by independent bodies that document that the tenderer fulfils the stated quality assurance standards, including universal design requirements? Minimum qualification requirements Tenderers shall have a good quality management system. The quality assurance system shall, as a minimum, have procedures to ensure that all laws and regulations, such as the part of the entity that shall work with this contract are covered by, are upheld. | Documentation requirement: A description of the tenderer's quality assurance methods. If a tenderer is certified in accordance with ISO 9001 or equivalent standards, it is sufficient to submit a copy of a valid certificate.

Критерий: Сертификати от независими органи за системи или стандарти за управление на околната среда

Описание на критерия за подбор: Is the tenderer able to submit certificates issued by independent bodies as documentation that the tenderer fulfils the stated environmental management systems or standards? Minimum qualification requirements Tenderers shall have a documented and valid environmental management system with routines and structure that shows how the tenderer safeguards relevant environmental considerations connected to the services that are provided. | Documentation requirement: A description of the environmental management measures that are implemented in the company. If the tenderer is certified in accordance with ISO 14001, Miljøfyrtårn, EMAS or equivalent standards, it is sufficient to present a copy of a valid certificate.

5.1.11. Документация за възлагане на обществена поръчка

Езици, на които документацията за обществената поръчка е официално достъпна: норвежки

Краен срок за искане на допълнителна информация: 17/08/2026 10:00:00 (UTC+00:00) западноевропейско време

Адрес на документацията за обществената поръчка: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Условия за възлагане на обществена поръчка

Условия за подаване:

Електронно подаване: Задължително

Адрес за подаване: <https://permalink.mercell.com/287683552.aspx>

Езици, на които могат да се подават оферти или заявления за участие: норвежки

Електронен каталог: Забранено

Изисква се усъвършенстван или квалифициран електронен подпис или печат (съгласно определенията в Регламент (ЕС) № 910/2014)

Варианти: Забранено

Оферентите могат да представят повече от една оферта: Разрешено

Краен срок за получаване на оферти: 01/09/2026 10:00:00 (UTC+00:00)

западноевропейско време

Продължителност, през която офертата трябва да остане валидна: 84 Дни

Информация за обществената поръчка:

Дата на отваряне: 01/09/2026 10:00:00 (UTC+00:00) западноевропейско време

Условия на договора:

Изпълнението на договора трябва да се извършва в рамките на програми за създаване на защитени работни места: Не

Електронно фактуриране: Задължително

Ще се използва електронно поръчване: да

Ще се използва електронно плащане: да

5.1.15. Техники

Рамково споразумение:

Няма рамково споразумение

Информация за динамичната система за покупки:

Няма динамична система за покупки

5.1.16. Допълнителна информация, медиация и преразглеждане (обжалване)

Организация, отговаряща за преразглеждането (обжалването): Oslo Tingrett

Информация за крайните срокове за преразглеждане: See the appeals board for public procurements §§ 6 and 13a.

Организация, предоставяща повече информация за процедурите за преглед (обжалване) : Oslo Tingrett

8. Организации

8.1. ORG-0001

Официално наименование: FORSVARSMATERIELL

Регистрационен номер: 916075855

Пощенски адрес: Grev Wedels plass 1

Град: OSLO

Пощенски код: 0151

Административно-териториална единица на държавата (NUTS): Oslo (NO081)

Държава: Норвегия

Звено за контакт: Armin Ramic

Електронна поща: arramic@mil.no

Телефон: 41273898

Интернет адрес: <https://FMA.NO>

Роли на тази организация:

Купувач

8.1. ORG-0002

Официално наименование: Oslo Tingrett

Регистрационен номер: 974714647

Пощенски адрес: C. J. Hambros plass 4

Град: Oslo

Пощенски код: 0164

Административно-териториална единица на държавата (NUTS): Oslo (NO081)

Държава: Норвегия

Роли на тази организация:

Организация, отговаряща за преразглеждането (обжалването)

Организация, предоставяща повече информация за процедурите за преглед (обжалване)

Информация за обявлението

Идентификатор/версия на обявлението: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Вид на формуляра: Състезателна процедура

Вид обявление: Обявление за поръчка или концесия – стандартен режим

Подвид на обявлението: 16

Дата на изпращане на известието: 09/07/2026 11:03:29 (UTC+00:00) западноевропейско време

Дата на изпращане на обявлението (електронен подател): 09/07/2026 11:47:50 (UTC+00:00) западноевропейско време

Езици, на които настоящото известие е официално достъпно: английски

Номер на публикуване на обявлението: 476782-2026

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