

463473-2026 - Konkurrencevilkår

Norge – Konsulentvirksomhed vedrørende maskinel – Procurement of SAP solution expert HR PA

OJ S 127/2026 06/07/2026

Udbuds- eller koncessionsbekendtgørelse – standardordningen

Tjenesteydelser

1. Køber

1.1. Køber

Officielt navn: FORSVARSMATERIELL

E-mail: ctrollsas@mil.no

Køberens retlige status: Offentlig virksomhed

Den ordregivende myndigheds aktivitet: Forsvarsområdet

2. Procedure

2.1. Procedure

Titel: Procurement of SAP solution expert HR PA

Beskrivelse: 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 objective of this notice is to fill the role of solution expert in the product team personnel administration in CIT DRIV. The consultant shall take care of this role within the discipline SAP HRM Personnel Management Consultant (PA), including support and contribute competence building for the Norwegian Armed Forces' own solution experts. The role can involve cooperation with any other departments and/or projects in the Norwegian Armed Forces.

Identifikator for proceduren: db2239ed-4e71-45b1-9655-12bffb9d4202

Intern ID: 2026023652

Udbudsprocedure: Offentligt udbud

Proceduren er en hasteprocedure: nej

Hovedpunkterne i proceduren: 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. Formål

Kontraktens hovedformål: Tjenesteydelser

Primær klassifikation (cpv): 72100000 Konsulentvirksomhed vedrørende maskinel

Supplerende klassifikation (cpv): 72200000 Programmering af software og konsulentvirksomhed, 72211000 Programmeringsservice i forbindelse med systemer og brugerprogrammel, 72212000 Programmeringsservice i forbindelse med applikationsprogrammel, 72220000 Konsulentvirksomhed i forbindelse med systemer og teknik, 72230000 Udvikling af kundespecificeret programmel, 72240000 Systemanalyse og programmering, 72250000 System- og supporttjenester, 72260000 Programmelrelaterede tjenester, 72300000 Datatjenester, 72500000 Servicevirksomhed i forbindelse med datamater, 72600000 Support- og konsulentvirksomhed i forbindelse med edb

2.1.2. Udførelsessted

Landsdel (NUTS): Oslo (NO081)

Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Akershus (NO084)

Land: Norge

2.1.4. Generelle oplysninger

Retsgrundlag:

Direktiv 2014/24/EU

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Udelukkelsesgrunde

Kilder til grundlag for udelukkelse: Fælles europæisk udbudsdokument (ESPD), Bekendtgørelse, Udbudsdokument

Korruption: 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.

Svig: 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).

Hvidvaskning af penge eller finansiering af terrorisme: 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).

Deltagelse i en kriminel organisation: 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)

Terrorhåndtering eller strafbare handlinger med forbindelse til terroraktivitet: 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.

Børnearbejde og andre former for menneskehandel: 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).

Tilsidesættelse af forpligtelser på miljølovgivningsområdet: 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.

Tilsidesættelse af forpligtelser på det arbejdsretlige område: 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.

Tilsidesættelse af forpligtelser på sociallovgivningsområdet: 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.

Aftaler med andre økonomiske aktører med henblik på konkurrencefordrejning: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Alvorlige forsømmelser i forbindelse med udøvelsen af erhvervet: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Afgivelse af urigtige oplysninger, tilbageholdelse af oplysninger, ude af stand til at fremlægge de dokumenter, der anmodes om, eller indhentede fortrolige oplysninger i forbindelse med

denne procedure: 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?

Interessekonflikt som følge af deltagelse i udbudsproceduren: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Direkte eller indirekte involvering i forberedelsen af denne udbudsprocedure: 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?

Ophævelse eller en lignende sanktion: 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?

Tilsidesættelse af forpligtelser i henhold til rent nationale udelukkelsesgrunde: 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?

Tilsidesættelse af forpligtelser vedrørende betaling af bidrag til sociale sikringsordninger: 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?

Tilsidesættelse af forpligtelser vedrørende betaling af skatter og afgifter: 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?

Erhvervsvirksomheden er indstillet: 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.

Konkurs: 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.

Tvangsakkord uden for konkurs: 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.

Insolvens: 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.

Aktiver, der administreres af en kurator: 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.

En situation, der svarer til konkurs i henhold til national ret: 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. Delkontrakt

5.1. Delkontrakt: LOT-0000

Titel: Procurement of SAP solution expert HR PA

Beskrivelse: 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 objective of this notice is to fill the role of solution expert in the product team personnel administration in CIT DRIV. The consultant shall take care of this role within the discipline SAP HRM Personnel Management Consultant (PA), including support and contribute competence building for the Norwegian Armed Forces' own solution experts. The role can involve cooperation with any other departments and/or projects in the Norwegian Armed Forces.

Intern ID: 2026023652

5.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser

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Valgmuligheder:

Beskrivelse af optioner: Option for an extension for 1+1+1 year.

5.1.2. Udførelsessted

Landsdel (NUTS): Oslo (NO081)

Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Akershus (NO084)

Land: Norge

5.1.3. Anslået varighed

Startdato: 31/12/2026

Varigheds slutdato: 31/12/2027

5.1.6. Generelle oplysninger

Reserveret deltagelse:

Deltagelse uden forbehold.

Indkøbsprojekt, der ikke finansieres med EU-midler

Udbuddet er omfattet af aftalen om offentlige udbud (GPA): ja

5.1.9. Udvælgelseskriterier

Kilder til udvælgelseskriterier: Fælles europæisk udbudsdokument (ESPD), Bekendtgørelse, Udbudsdokument

Kriterium: Tilmelding i et handelsregister

Beskrivelse af udvælgelseskriterium: 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. | Documentation requirement: Norwegian tenderers: - Company Registration Certificate Foreign tenderers: - Confirmation that the tenderer is registered in a company register or trade register in the country where the tenderer is established.

Kriterium: Andre økonomiske eller finansielle krav

Beskrivelse af udvælgelseskriterium: 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.

Kriterium: Referencer på specificerede tjenester

Beskrivelse af udvælgelseskriterium: 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 • Execution date • Recipient (name, telephone number and email address). • 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.

Kriterium: Certifikater fra uafhængige organer om kvalitetssikringsstandarder

Beskrivelse af udvælgelseskriterium: 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.

Kriterium: Certifikater fra uafhængige organer om miljøledelsessystemer eller standarder

Beskrivelse af udvælgelseskriterium: 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. Tilbudsdokumenter

Sprog, som udbudsdokumenterne er officielt tilgængelige på: norsk

Frist for anmodning om yderligere oplysninger: 03/08/2026 10:00:00 (UTC+00:00)

vesteuropæisk tid, GMT

Adresse på udbudsdokumenterne: <https://permalink.mercell.com/287285772.aspx>

5.1.12. Tilbudsvilkår

Vilkår for indgivelse:

Elektronisk indgivelse: Påkrævet

Indgivelsesadresse: <https://permalink.mercell.com/287285772.aspx>

Sprog, som tilbud og ansøgninger om deltagelse kan indgives på: norsk

Elektronisk katalog: Ikke tilladt

Avanceret eller kvalificeret elektronisk signatur eller segl (jf forordning (EU) nr 910/2014) er påkrævet

Alternative tilbud: Ikke tilladt

Tilbudsgivere kan indgive mere end ét tilbud: Tilladt

Frist for modtagelse af tilbud: 17/08/2026 10:00:00 (UTC+00:00) vesteuropæisk tid, GMT

Varighed, hvor tilbuddet skal forblive gyldigt: 93 Døgn

Oplysninger om offentlig iværksættelse:

Åbningsdato: 17/08/2026 10:00:00 (UTC+00:00) vesteuropæisk tid, GMT

Betingelser for kontraktens udførelse:

Udførelsen af kontrakten skal ske inden for rammerne af programmer for beskyttet beskæftigelse: Nej

Elektronisk fakturering: Påkrævet

Der vil blive anvendt elektronisk bestilling: ja

Der vil blive anvendt elektronisk betaling: ja

5.1.15. Teknikker

Rammeaftale:

Ingen rammeaftale

Oplysninger om det dynamiske indkøbssystem:

Intet dynamisk indkøbssystem

5.1.16. Yderligere oplysninger, mægling og gennemgang

Organisation med ansvar for klager: Oslo Tingrett

Oplysninger om klagefrister: See the appeals board regulations for public procurements §§ 6 and 13a.

Organisation, der leverer yderligere oplysninger om klageprocedurerne: Oslo Tingrett

8. Organisationer

8.1. ORG-0001

Officielt navn: FORSVARSMATERIELL

Registreringsnummer: 916075855

Postadresse: Grev Wedels plass 1

By: OSLO

Postnummer: 0151

Landsdel (NUTS): Oslo (NO081)

Land: Norge

Enhed: Celine Trollsås

E-mail: ctrollsas@mil.no

Telefon: 93846555

Internetadresse: <https://FMA.NO>

Denne organisations roller:

Køber

8.1. ORG-0002

Officielt navn: Oslo Tingrett

Registreringsnummer: 974 714 647

Postadresse: C. J. Hambros plass 4

By: Oslo

Postnummer: 0164

Landsdel (NUTS): Oslo (NO081)

Land: Norge

Denne organisations roller:

Organisation med ansvar for klager

Organisation, der leverer yderligere oplysninger om klageprocedurerne

Oplysninger om bekendtgørelsen

Bekendtgørelsens ID: 4a6dca53-9cc0-4e92-ac13-126a4ef27845 - 01

Formulartype: Konkurrencevilkår

Bekendtgørelsestype: Udbuds- eller koncessionsbekendtgørelse – standardordningen

Bekendtgørelsesundertype: 16

Afsendelsesdato for bekendtgørelsen: 02/07/2026 10:15:37 (UTC+00:00) vesteuropæisk tid, GMT

Dato for afsendelse af bekendtgørelsen (eSender): 02/07/2026 11:46:09 (UTC+00:00)
vesteuropæisk tid, GMT
Bekendtgørelsens officielle sprog: engelsk
Bekendtgørelsesnummer: 463473-2026
EUT-S-nummer: 127/2026
Offentliggørelsesdato: 06/07/2026