763215-2026 - Konkurrencevilkår

Norge – Rekrutteringstjenester – Framework agreement for the purchase of assistance for recruitment.
OJ S 213/2026 03/11/2026
Udbuds- eller koncessionsbekendtgørelse – standardordningen
Tjenesteydelser

1. Køber

1.1. Køber

Officielt navn: Statens vegvesen
E-mail: firmapost@vegvesen.no
Køberens retlige status: Offentligretligt organ, der styres af en central regeringsmyndighed
Den ordregivende myndigheds aktivitet: Generelle offentlige tjenesteydelser

2. Procedure

2.1. Procedure

Titel: Framework agreement for the purchase of assistance for recruitment.
Beskrivelse: The Norwegian Public Roads Administration, Joint Functions and HR (hereafter called the Contracting Authority) would like tenders for recruitment assistance. The Norwegian Public Roads Administration currently consists of the Directorate of Public Roads and six divisions. The Norwegian Public Roads Administration is leading the way in developing a future orientated, efficient, environmentally friendly and safe transport system. We build, operate and maintain the national roads and have national responsibility for stand-by on the way by developing clear rules and standards for everyone. Through cooperation with and supervision of road users and vehicles, new technology and development of digital services, we ensure that road users and businesses get a safer, simpler and greener travel day. The contracting authority needs competence in a number of disciplines and at different levels in the organisation. The need for recruitment can vary over time and include both operative, technical, administrative, commercial, digital, legal and leading positions. The assistance shall therefore be able to be adapted to the individual recruitment process and the needs in the relevant part of the agency. The framework agreement shall be able to be used by all parts of the agency and it shall include recruitment across disciplines, organisational entities, position categories and geographical locations. The aim of the procurement is to cover the agency's need for flexible and professional recruitment assistance and contribute to the Contracting Authority attracting and recruiting qualified and motivated applicants. The contract is not limited to specific disciplines, roles or job types. The procurement is therefore organised into several sub-contracts that cover different services and competence areas. Some sub-contracts can be adapted to special needs in some divisions or professional environments, where there is a need for specialised market knowledge, candidate network or recruitment competence. The framework agreement shall be signed with up to 6 tenderers. Sub-contract 1 - Management positions up to 2 tenderers. Sub-contract 2 - Administrative, commercial and other support functions up to 2 tenderers Sub-contract 3 - Technical and professional positions, up to 2 tenderers.
Identifikator for proceduren: 4fa703d8-1175-4564-8d0c-0ff0a0414a73
Intern ID: 10720
Udbudsprocedure: Offentligt udbud

Proceduren er en hasteprocedure: nej

2.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser
Primær klassifikation (cpv): 79600000 Rekrutteringstjenester
Supplerende klassifikation (cpv): 79611000 Jobsøgningstjenester, 79635000 Evalueringstjenester i forbindelse med personalerekruttering

2.1.2. Udførelsessted

Landsdel (NUTS): Oslo (NO081)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Innlandet (NO020)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Trøndelag/Tröndelage (NO060)
Land: Norge

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Landsdel (NUTS): Nordland/Nordlánnda (NO071)
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Landsdel (NUTS): Finnmark/Finnmárku/Finmarkku (NO073)
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Landsdel (NUTS): Østfold (NO083)
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2.1.2. Udførelsessted

Landsdel (NUTS): Akershus (NO084)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Buskerud (NO085)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Agder (NO092)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Vestfold (NO093)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Telemark (NO094)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Rogaland (NO0A1)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Vestland (NO0A2)
Land: Norge

2.1.2. Udførelsessted

Landsdel (NUTS): Møre og Romsdal (NO0A3)
Land: Norge

2.1.3. Værdi

Anslået værdi eksklusiv moms: 25 000 000,00 NOK
Rammeaftalens maksimumværdi: 30 000 000,00 NOK

2.1.4. Generelle oplysninger

Retsgrundlag:
Direktiv 2014/24/EU

2.1.5. Tilbudsvilkår

Vilkår for indgivelse:
Det højeste antal delkontrakter, for hvilket en tilbudsgiver kan indgive tilbud: 3
Betingelser for kontraktens udførelse:
Det højeste antal delkontrakter, for hvilket der kan tildeles kontrakter til én tilbudsgiver: 3

2.1.6. Udelukkelsesgrunde

Kilder til grundlag for udelukkelse: Bekendtgørelse
En situation, der svarer til konkurs i henhold til national ret: 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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
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.
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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
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).
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?
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.
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).
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).
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).
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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.

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.
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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
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: Has the tenderer: a) given grossly incorrect information with the notification of the information required to verify that there is no basis for rejection, or of the qualification requirements being fulfilled, b) failed to provide such information, c) made reservations immediately to present the supporting documents requested by the contracting authority, or d) improperly affected 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: Is the tenderer 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?
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.
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 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.
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?
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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
Tilsidesættelse af forpligtelser vedrørende betaling af skatter og afgifter: Has the tenderer not fulfilled all of his tax and duty obligations in both the country where he is established and in the contracting authority's member state, if this is a different country than what he is established in?
Terrorhandlinger 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.
Lovovertrædelse vedrørende faglig hæderlighed inden for indkøb af forsvarsmateriel: 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, have been legally convicted of offences regarding professional behaviour in defence procurements?
Manglende pålidelighed til, at risici for landets sikkerhed kan udelukkes: Is the tenderer assessed to lack the reliability necessary to exclude the risk of national security?
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.

5. Delkontrakt

5.1. Delkontrakt: LOT-0001

Titel: Sub-contract 1. Management Positions
Beskrivelse: The Norwegian Public Roads Administration, Joint Functions and HR (hereafter called the Contracting Authority) would like tenders for recruitment assistance. The Norwegian Public Roads Administration currently consists of the Directorate of Public Roads and six divisions. The Norwegian Public Roads Administration is leading the way in developing a future orientated, efficient, environmentally friendly and safe transport system. We build, operate and maintain the national roads and have national responsibility for stand-by on the way by developing clear rules and standards for everyone. Through cooperation with and supervision of road users and vehicles, new technology and development of digital services, we ensure that road users and businesses get a safer, simpler and greener travel day. The contracting authority needs competence in a number of disciplines and at different levels in the organisation. The need for recruitment can vary over time and include both operative, technical, administrative, commercial, digital, legal and leading positions. The assistance shall therefore be able to be adapted to the individual recruitment process and the needs in the relevant part of the agency. The framework agreement shall be able to be used by all parts of the agency and it shall include recruitment across disciplines, organisational entities, position categories and geographical locations. The aim of the procurement is to cover the agency's need for flexible and professional recruitment assistance and contribute to the Contracting Authority attracting and recruiting qualified and motivated applicants. The contract is not limited to specific disciplines, roles or job types. The procurement is therefore organised into several sub-contracts that cover different services and competence areas. Some sub-contracts can be adapted to special needs in some divisions or professional environments, where there is a need for specialised market knowledge, candidate network or recruitment competence. The framework agreement shall be signed with up to 6 tenderers. Sub-contract 1 - Management positions up to 2 tenderers. Sub-contract 2 - Administrative, commercial and other support functions up to 2 tenderers Sub-contract 3 - Technical and professional positions, up to 2 tenderers.
Intern ID: 13997

5.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser
Primær klassifikation (cpv): 79600000 Rekrutteringstjenester
Supplerende klassifikation (cpv): 79611000 Jobsøgningstjenester, 79635000 Evalueringstjenester i forbindelse med personalerekruttering

5.1.2. Udførelsessted

Landsdel (NUTS): Oslo (NO081)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Innlandet (NO020)
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Land: Norge

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5.1.2. Udførelsessted

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Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Finnmark/Finnmárku/Finmarkku (NO073)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Østfold (NO083)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Akershus (NO084)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Buskerud (NO085)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Agder (NO092)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Vestfold (NO093)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Telemark (NO094)
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Landsdel (NUTS): Rogaland (NO0A1)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Vestland (NO0A2)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Møre og Romsdal (NO0A3)
Land: Norge

5.1.3. Anslået varighed

Varighed: 48 Måneder

5.1.4. Fornyelse

Højeste antal fornyelser: 2
Yderligere oplysninger om fornyelser: 1 + 1 year. Option: 1+1 year.

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): nej

5.1.9. Udvælgelseskriterier

Kilder til udvælgelseskriterier: Bekendtgørelse
Kriterium: Andre økonomiske eller finansielle krav
Beskrivelse af udvælgelseskriterium: Tenderers must have sufficient financial capacity to fulfil the contract. In order to fulfil the requirement, it is sufficient for the tenderer to be assessed as credit worthy based on Experians Commercial Delphi score. If a tenderer is assessed lower than credit worthy, the contracting authority can undertake an overall assessment based on additional information. Documentation requirements: The contracting authority will obtain a credit rating from Experian. If there is doubt, the Contracting Authority can obtain further information from the tenderer.

Kriterium: Referencer på specificerede arbejder
Beskrivelse af udvælgelseskriterium: The tenderer shall: · have the capacity to handle a minimum of three simultaneous recruitment assignments within the relevant sub-contract and ensure continuity in the event of absence. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the following documentation proof upon request: * available capacity, including the number of relevant resources and capacity for simultaneous recruitment processes, as well as briefly describe how continuity is safeguarded in the event of absence. A tenderer who is newly established and cannot submit references, must be particularly careful to document and substantiate that they still have the prerequisites required to carry out the assignment. Newly established tenderers can document that the requirement is fulfilled by referring to experience that the offered persons/resources have built up in the service of others than the tenderer.

Kriterium: Foranstaltninger til sikring af kvalitet
Beskrivelse af udvælgelseskriterium: Tenderers shall have documented a system for systematic quality assurance of recruitment assignments. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender.

Tenderers shall present the following documentation proof if requested by the contracting authority: * A description of the tenderer's quality assurance methods. If a tenderer is certified in accordance with ISO 9001 or equivalent quality assurance certifications, it is sufficient to enclose a copy of a valid certificate.

5.1.10. Tildelingskriterier

Kriterium:
Type: Pris
Beskrivelse: Price
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 30
Kriterium:
Type: Kvalitet
Beskrivelse: The offered personnel´ relevant formal competence and experience
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 40
Kriterium:
Type: Kvalitet
Beskrivelse: Assignment comprehension
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 30
Kriterium:
Type: Kvalitet
Beskrivelse: The procurement concerns consultancy services and is of a nature that normally has a climate footprint and an environmental impact that must be seen as immaterial. This means that the service mainly consists of knowledge and work efforts without significant use of resources that significantly affect climate and the environment. It is assumed that the delivery can mainly be carried out digitally. The procurement does not involve extensive travel activities, and it is only estimated that a smaller portion of the interviews will be physically carried out.
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 0

5.1.11. Tilbudsdokumenter

Adgangen til visse udbudsdokumenter er begrænset
Oplysninger om begrænsede dokumenter findes på: https://app.artifik.no/procurements/10720
Ad hoc-kommunikationskanal:
Navn: e-Tendering

5.1.12. Tilbudsvilkår

Vilkår for indgivelse:
Elektronisk indgivelse: Påkrævet
Indgivelsesadresse: https://app.artifik.no/procurements/10720
Sprog, som tilbud og ansøgninger om deltagelse kan indgives på: norsk
Elektronisk katalog: Ikke tilladt
Frist for modtagelse af tilbud: 03/12/2026 11:00:00 (UTC+00:00) vesteuropæisk tid, GMT
Varighed, hvor tilbuddet skal forblive gyldigt: 3 Måneder
Betingelser for kontraktens udførelse:
Udførelsen af kontrakten skal ske inden for rammerne af programmer for beskyttet beskæftigelse: Nej
Vilkår relateret til kontraktens udførelse: N/A

Elektronisk fakturering: Påkrævet
Der vil blive anvendt elektronisk bestilling: ja
Der vil blive anvendt elektronisk betaling: ja
Oplysninger om finansiering og betaling: N/A

5.1.15. Teknikker

Rammeaftale:
Rammeaftale uden fornyet iværksættelse af konkurrence
Det maksimale antal deltagere: 2
Oplysninger om det dynamiske indkøbssystem:
Intet dynamisk indkøbssystem

5.1.16. Yderligere oplysninger, mægling og gennemgang

Organisation med ansvar for klager: Oslo tingrett
Organisation, der leverer supplerende oplysninger om udbudsproceduren: Statens vegvesen
Organisation, der leverer yderligere oplysninger om klageprocedurerne: Statens vegvesen
Organisation, der modtager ansøgninger om deltagelse: Artifik AS

5.1. Delkontrakt: LOT-0002

Titel: Sub-contract 2. Administrative, commercial and other support functions
Beskrivelse: The Norwegian Public Roads Administration, Joint Functions and HR (hereafter called the Contracting Authority) would like tenders for recruitment assistance. The Norwegian Public Roads Administration currently consists of the Directorate of Public Roads and six divisions. The Norwegian Public Roads Administration is leading the way in developing a future orientated, efficient, environmentally friendly and safe transport system. We build, operate and maintain the national roads and have national responsibility for stand-by on the way by developing clear rules and standards for everyone. Through cooperation with and supervision of road users and vehicles, new technology and development of digital services, we ensure that road users and businesses get a safer, simpler and greener travel day. The contracting authority needs competence in a number of disciplines and at different levels in the organisation. The need for recruitment can vary over time and include both operative, technical, administrative, commercial, digital, legal and leading positions. The assistance shall therefore be able to be adapted to the individual recruitment process and the needs in the relevant part of the agency. The framework agreement shall be able to be used by all parts of the agency and it shall include recruitment across disciplines, organisational entities, position categories and geographical locations. The aim of the procurement is to cover the agency's need for flexible and professional recruitment assistance and contribute to the Contracting Authority attracting and recruiting qualified and motivated applicants. The contract is not limited to specific disciplines, roles or job types. The procurement is therefore organised into several sub-contracts that cover different services and competence areas. Some sub-contracts can be adapted to special needs in some divisions or professional environments, where there is a need for specialised market knowledge, candidate network or recruitment competence. The framework agreement shall be signed with up to 6 tenderers. Sub-contract 1 - Management positions up to 2 tenderers. Sub-contract 2 - Administrative, commercial and other support functions up to 2 tenderers Sub-contract 3 - Technical and professional positions, up to 2 tenderers.
Intern ID: 13998

5.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser
Primær klassifikation (cpv): 79600000 Rekrutteringstjenester

Supplerende klassifikation (cpv): 79611000 Jobsøgningstjenester, 79635000 Evalueringstjenester i forbindelse med personalerekruttering

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Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Vestland (NO0A2)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Møre og Romsdal (NO0A3)
Land: Norge

5.1.3. Anslået varighed

Varighed: 48 Måneder

5.1.4. Fornyelse

Højeste antal fornyelser: 2
Yderligere oplysninger om fornyelser: 1 + 1 year. Option: 1+1 year.

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): nej

5.1.9. Udvælgelseskriterier

Kilder til udvælgelseskriterier: Bekendtgørelse
Kriterium: Andre økonomiske eller finansielle krav
Beskrivelse af udvælgelseskriterium: Tenderers must have sufficient financial capacity to fulfil the contract. In order to fulfil the requirement, it is sufficient for the tenderer to be assessed as credit worthy based on Experians Commercial Delphi score. If a tenderer is assessed lower than credit worthy, the contracting authority can undertake an overall assessment based on additional information. Documentation requirements: The contracting authority will obtain a credit rating from Experian. If there is doubt, the Contracting Authority can obtain further information from the tenderer.

Kriterium: Referencer på specificerede arbejder
Beskrivelse af udvælgelseskriterium: The tenderer shall: · have the capacity to handle a minimum of three simultaneous recruitment assignments within the relevant sub-contract and ensure continuity in the event of absence. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the following documentation proof upon request: * available capacity, including the number of relevant resources and capacity for simultaneous recruitment processes, as well as briefly describe how continuity is safeguarded in the event of absence. A tenderer who is newly established and cannot submit references, must be particularly careful to document and substantiate that they still have the prerequisites required to carry out the assignment. Newly established tenderers can document that the requirement is fulfilled by referring to experience that the offered persons/resources have built up in the service of others than the tenderer.

Kriterium: Foranstaltninger til sikring af kvalitet
Beskrivelse af udvælgelseskriterium: Tenderers shall have documented a system for systematic quality assurance of recruitment assignments. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the following documentation proof if requested by the contracting

authority: * A description of the tenderer's quality assurance methods. If a tenderer is certified in accordance with ISO 9001 or equivalent quality assurance certifications, it is sufficient to enclose a copy of a valid certificate.

5.1.10. Tildelingskriterier

Kriterium:
Type: Pris
Beskrivelse: Price
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 30
Kriterium:
Type: Kvalitet
Beskrivelse: The offered personnel´ relevant formal competence and experience
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 40
Kriterium:
Type: Kvalitet
Beskrivelse: Assignment comprehension
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 30
Kriterium:
Type: Kvalitet
Beskrivelse: The procurement concerns consultancy services and is of a nature that normally has a climate footprint and an environmental impact that must be seen as immaterial. This means that the service mainly consists of knowledge and work efforts without significant use of resources that significantly affect climate and the environment. It is assumed that the delivery can mainly be carried out digitally. The procurement does not involve extensive travel activities, and it is only estimated that a smaller portion of the interviews will be physically carried out.
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 0

5.1.11. Tilbudsdokumenter

Adgangen til visse udbudsdokumenter er begrænset
Oplysninger om begrænsede dokumenter findes på: https://app.artifik.no/procurements/10720
Ad hoc-kommunikationskanal:
Navn: e-Tendering

5.1.12. Tilbudsvilkår

Vilkår for indgivelse:
Elektronisk indgivelse: Påkrævet
Indgivelsesadresse: https://app.artifik.no/procurements/10720
Sprog, som tilbud og ansøgninger om deltagelse kan indgives på: norsk
Elektronisk katalog: Ikke tilladt
Frist for modtagelse af tilbud: 03/12/2026 11:00:00 (UTC+00:00) vesteuropæisk tid, GMT
Varighed, hvor tilbuddet skal forblive gyldigt: 3 Måneder
Betingelser for kontraktens udførelse:
Udførelsen af kontrakten skal ske inden for rammerne af programmer for beskyttet beskæftigelse: Nej
Vilkår relateret til kontraktens udførelse: N/A
Elektronisk fakturering: Påkrævet

Der vil blive anvendt elektronisk bestilling: ja
Der vil blive anvendt elektronisk betaling: ja
Oplysninger om finansiering og betaling: N/A

5.1.15. Teknikker

Rammeaftale:
Rammeaftale uden fornyet iværksættelse af konkurrence
Det maksimale antal deltagere: 2
Oplysninger om det dynamiske indkøbssystem:
Intet dynamisk indkøbssystem

5.1.16. Yderligere oplysninger, mægling og gennemgang

Organisation med ansvar for klager: Oslo tingrett
Organisation, der leverer supplerende oplysninger om udbudsproceduren: Statens vegvesen
Organisation, der leverer yderligere oplysninger om klageprocedurerne: Statens vegvesen
Organisation, der modtager ansøgninger om deltagelse: Artifik AS

5.1. Delkontrakt: LOT-0003

Titel: Sub-contract 3. Technical and professional positions
Beskrivelse: The Norwegian Public Roads Administration, Joint Functions and HR (hereafter called the Contracting Authority) would like tenders for recruitment assistance. The Norwegian Public Roads Administration currently consists of the Directorate of Public Roads and six divisions. The Norwegian Public Roads Administration is leading the way in developing a future orientated, efficient, environmentally friendly and safe transport system. We build, operate and maintain the national roads and have national responsibility for stand-by on the way by developing clear rules and standards for everyone. Through cooperation with and supervision of road users and vehicles, new technology and development of digital services, we ensure that road users and businesses get a safer, simpler and greener travel day. The contracting authority needs competence in a number of disciplines and at different levels in the organisation. The need for recruitment can vary over time and include both operative, technical, administrative, commercial, digital, legal and leading positions. The assistance shall therefore be able to be adapted to the individual recruitment process and the needs in the relevant part of the agency. The framework agreement shall be able to be used by all parts of the agency and it shall include recruitment across disciplines, organisational entities, position categories and geographical locations. The aim of the procurement is to cover the agency's need for flexible and professional recruitment assistance and contribute to the Contracting Authority attracting and recruiting qualified and motivated applicants. The contract is not limited to specific disciplines, roles or job types. The procurement is therefore organised into several sub-contracts that cover different services and competence areas. Some sub-contracts can be adapted to special needs in some divisions or professional environments, where there is a need for specialised market knowledge, candidate network or recruitment competence. The framework agreement shall be signed with up to 6 tenderers: Sub-contract 1 - Management positions up to 2 tenderers. Sub-contract 2 - Administrative, commercial and other support functions up to 2 tenderers Sub-contract 3 - Technical and professional positions, up to 2 tenderers.
Intern ID: 13999

5.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser
Primær klassifikation (cpv): 79600000 Rekrutteringstjenester

Supplerende klassifikation (cpv): 79611000 Jobsøgningstjenester, 79635000 Evalueringstjenester i forbindelse med personalerekruttering

5.1.2. Udførelsessted
Landsdel (NUTS): Oslo (NO081)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Innlandet (NO020)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Trøndelag/Tröndelage (NO060)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Nordland/Nordlánnda (NO071)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Troms/Romsa/Tromssa (NO072)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Finnmark/Finnmárku/Finmarkku (NO073)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Østfold (NO083)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Akershus (NO084)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Buskerud (NO085)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Agder (NO092)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Vestfold (NO093)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Telemark (NO094)
Land: Norge

5.1.2. Udførelsessted
Landsdel (NUTS): Rogaland (NO0A1)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Vestland (NO0A2)
Land: Norge

5.1.2. Udførelsessted

Landsdel (NUTS): Møre og Romsdal (NO0A3)
Land: Norge

5.1.3. Anslået varighed

Varighed: 48 Måneder

5.1.4. Fornyelse

Højeste antal fornyelser: 2
Yderligere oplysninger om fornyelser: 1 + 1 year. Option: 1+1 year|

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): nej

5.1.9. Udvælgelseskriterier

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authority: * A description of the tenderer's quality assurance methods. If a tenderer is certified in accordance with ISO 9001 or equivalent quality assurance certifications, it is sufficient to enclose a copy of a valid certificate.

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Kriterium:
Type: Pris
Beskrivelse: Price
Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 30
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Type: Kvalitet
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Tildelingskriterium talværdi: 40
Kriterium:
Type: Kvalitet
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Kategori for tildelingskriteriet vægt: Vægtning (procentdel, præcis)
Tildelingskriterium talværdi: 0

5.1.11. Tilbudsdokumenter

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Ad hoc-kommunikationskanal:
Navn: e-Tendering

5.1.12. Tilbudsvilkår

Vilkår for indgivelse:
Elektronisk indgivelse: Påkrævet
Indgivelsesadresse: https://app.artifik.no/procurements/10720
Sprog, som tilbud og ansøgninger om deltagelse kan indgives på: norsk
Elektronisk katalog: Ikke tilladt
Frist for modtagelse af tilbud: 03/12/2026 11:00:00 (UTC+00:00) vesteuropæisk tid, GMT
Varighed, hvor tilbuddet skal forblive gyldigt: 3 Måneder
Betingelser for kontraktens udførelse:
Udførelsen af kontrakten skal ske inden for rammerne af programmer for beskyttet beskæftigelse: Nej
Vilkår relateret til kontraktens udførelse: N/A
Elektronisk fakturering: Påkrævet

Der vil blive anvendt elektronisk bestilling: ja
Der vil blive anvendt elektronisk betaling: ja
Oplysninger om finansiering og betaling: N/A

5.1.15. Teknikker

Rammeaftale:
Rammeaftale uden fornyet iværksættelse af konkurrence
Det maksimale antal deltagere: 2
Oplysninger om det dynamiske indkøbssystem:
Intet dynamisk indkøbssystem

5.1.16. Yderligere oplysninger, mægling og gennemgang

Organisation med ansvar for klager: Oslo tingrett
Organisation, der leverer supplerende oplysninger om udbudsproceduren: Statens vegvesen
Organisation, der leverer yderligere oplysninger om klageprocedurerne: Statens vegvesen
Organisation, der modtager ansøgninger om deltagelse: Artifik AS

8. Organisationer

8.1. ORG-0001

Officielt navn: Statens vegvesen
Registreringsnummer: 971032081
Postadresse: Innspurten 11C
By: Oslo
Postnummer: 0663
Landsdel (NUTS): Oslo (NO081)
Land: Norge
Enhed: Debra Gunnerød
E-mail: firmapost@vegvesen.no
Telefon: +47 22073000
Internetadresse: https://www.vegvesen.no
Køberprofil: https://www.vegvesen.no
Denne organisations roller:
Køber
Organisation, der leverer supplerende oplysninger om udbudsproceduren
Organisation, der leverer yderligere oplysninger om klageprocedurerne

8.1. ORG-0002

Officielt navn: Oslo tingrett
Registreringsnummer: 926725939
Postadresse: Postboks 2106 Vika
By: Oslo
Postnummer: 0125
Landsdel (NUTS): Oslo (NO081)
Land: Norge
E-mail: oslo.tingrett@domstol.no
Telefon: +47 22035200
Internetadresse: https://www.domstol.no/no/domstoler/tingrett/oslo-tingrett/
Denne organisations roller:
Organisation med ansvar for klager

8.1. ORG-0003

Officielt navn: Artifik AS
Registreringsnummer: 925364967
Postadresse: Stortingsgata 12
By: Oslo
Postnummer: 0161
Landsdel (NUTS): Oslo (NO081)
Land: Norge
E-mail: support@artifik.no
Internetadresse: https://artifik.no
Denne organisations roller:
Udbudssystemleverandør
Organisation, der modtager ansøgninger om deltagelse

Oplysninger om bekendtgørelsen

Bekendtgørelsens ID: fd143158-cd6b-4fa3-9df1-a8bab9e37067 - 01
Formulartype: Konkurrencevilkår
Bekendtgørelsestype: Udbuds- eller koncessionsbekendtgørelse – standardordningen
Bekendtgørelsesundertype: 16
Afsendelsesdato for bekendtgørelsen: 02/11/2026 13:14:27 (UTC+00:00) vesteuropæisk tid, GMT
Bekendtgørelsens officielle sprog: engelsk
Bekendtgørelsesnummer: 763215-2026
EUT-S-nummer: 213/2026
Offentliggørelsesdato: 03/11/2026