

476782-2026 - Wettbewerb

Norwegen – Hardwareberatung – Procurement of an SAP HR Talent Management Solution Expert
OJ S 131/2026 10/07/2026
Auftrags- oder Konzessionsbekanntmachung – Standardregelung
Dienstleistungen

1. Beschaffer

1.1. Beschaffer

Offizielle Bezeichnung: FORSVARSMATERIELL

E-Mail: arramic@mil.no

Rechtsform des Erwerbers: Öffentliches Unternehmen

Tätigkeit des öffentlichen Auftraggebers: Verteidigung

2. Verfahren

2.1. Verfahren

Titel: Procurement of an SAP HR Talent Management Solution Expert

Beschreibung: 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.

Kennung des Verfahrens: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Interne Kennung: 2026023145

Verfahrensart: Offenes Verfahren

Das Verfahren wird beschleunigt: nein

Zentrale Elemente des Verfahrens: 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. Zweck

Art des Auftrags: Dienstleistungen

Haupteinstufung (cpv): 72100000 Hardwareberatung

Zusätzliche Einstufung (cpv): 72200000 Softwareprogrammierung und -beratung, 72211000 Programmierung von System- und Anwendersoftware, 72212000 Programmierung von Anwendersoftware, 72220000 Systemberatung und technische Beratung, 72230000 Entwicklung von kundenspezifischer Software, 72240000 Systemanalyse und Programmierung, 72250000 Systemdienstleistungen und Unterstützungsdienste, 72260000 Dienstleistungen in Verbindung mit Software, 72300000 Datendienste, 72500000 Datenverarbeitungsdienste, 72600000 Computerunterstützung und -beratung

2.1.2. Erfüllungsort

Land, Gliederung (NUTS): Oslo (NO081)

Land: Norwegen

2.1.2. Erfüllungsort

Land, Gliederung (NUTS): Akershus (NO084)

Land: Norwegen

2.1.4. Allgemeine Informationen

Rechtsgrundlage:

Richtlinie 2014/24/EU

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Ausschlussgründe

Quellen der Ausschlussgründe: Einheitliche Europäische Eigenerklärung (EEE), Bekanntmachung, Auftragsunterlagen

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.

Betrug: 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).

Geldwäsche oder Terrorismusfinanzierung: 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).

Beteiligung an einer kriminellen Vereinigung: 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)

Terroristische Straftaten oder Straftaten im Zusammenhang mit terroristischen Aktivitäten: 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.

Kinderarbeit und andere Formen des Menschenhandels: 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).

Verstoß gegen umweltrechtliche Verpflichtungen: 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.

Verstoß gegen arbeitsrechtliche Verpflichtungen: 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.

Verstoß gegen sozialrechtliche Verpflichtungen: 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.

Vereinbarungen mit anderen Wirtschaftsteilnehmern zur Verzerrung des Wettbewerbs: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Schwerwiegendes berufliches Fehlverhalten: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Täuschung, Zurückhaltung von Informationen, Unfähigkeit zur Vorlage erforderlicher Unterlagen oder Erlangung vertraulicher Informationen zu dem Verfahren: 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, ord) 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?

Interessenkonflikt aufgrund seiner Teilnahme an dem Vergabeverfahren: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Direkte oder indirekte Beteiligung an der Vorbereitung des Vergabeverfahrens: 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?

Vorzeitige Beendigung, Schadensersatz oder andere vergleichbare Sanktionen: 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?

Verstoß gegen die in den rein innerstaatlichen Ausschlussgründen verankerten

Verpflichtungen: 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?

Verstoß gegen die Verpflichtung zur Entrichtung von Sozialversicherungsbeiträgen: 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?

Verstoß gegen die Verpflichtung zur Entrichtung von Steuern: 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?

Einstellung der gewerblichen Tätigkeit: 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.

Vergleichsverfahren: 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.

Zahlungsunfähigkeit: 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.

Verwaltung der Vermögenswerte durch einen Insolvenzverwalter: 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.

Der Zahlungsunfähigkeit vergleichbare Lage gemäß nationaler Rechtsvorschriften: 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. Los

5.1. Los: LOT-0000

Titel: Procurement of an SAP HR Talent Management Solution Expert

Beschreibung: 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.

Interne Kennung: 2026023145

5.1.1. Zweck

Art des Auftrags: Dienstleistungen

Haupteinstufung (cpv): 72100000 Hardwareberatung

Zusätzliche Einstufung (cpv): 72200000 Softwareprogrammierung und -beratung, 72211000

Programmierung von System- und Anwendersoftware, 72212000 Programmierung von

Anwendersoftware, 72220000 Systemberatung und technische Beratung, 72230000

Entwicklung von kundenspezifischer Software, 72240000 Systemanalyse und Programmierung

, 72250000 Systemdienstleistungen und Unterstützungsdienste, 72260000 Dienstleistungen in

Verbindung mit Software, 72300000 Datendienste, 72500000 Datenverarbeitungsdienste,

72600000 Computerunterstützung und -beratung

Optionen:

Beschreibung der Optionen: Option for an extension for 1+1+1 year.

5.1.2. Erfüllungsort

Land, Gliederung (NUTS): Oslo (NO081)

Land: Norwegen

5.1.2. Erfüllungsort

Land, Gliederung (NUTS): Akershus (NO084)

Land: Norwegen

5.1.3. Geschätzte Dauer

Datum des Beginns: 31/12/2026

Enddatum der Laufzeit: 31/12/2027

5.1.6. Allgemeine Informationen

Vorbehaltene Teilnahme:

Teilnahme ist nicht vorbehalten.

Auftragsvergabeprojekt nicht aus EU-Mitteln finanziert

Die Beschaffung fällt unter das Übereinkommen über das öffentliche Beschaffungswesen: ja

5.1.9. Eignungskriterien

Quellen der Eignungskriterien: Einheitliche Europäische Eigenerklärung (EEE), Bekanntmachung, Auftragsunterlagen

Kriterium: Eintragung in das Handelsregister

Beschreibung des Eignungskriteriums: 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.

Kriterium: Andere wirtschaftliche oder finanzielle Anforderungen

Beschreibung des Eignungskriteriums: 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: Referenzen zu bestimmten Dienstleistungen

Beschreibung des Eignungskriteriums: 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.

Kriterium: Zertifikate von unabhängigen Stellen über Qualitätssicherungsstandards
Beschreibung des Eignungskriteriums: 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: Zertifikate von unabhängigen Stellen über Umweltmanagementsysteme oder -standards

Beschreibung des Eignungskriteriums: 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. Auftragsunterlagen

Sprachen, in denen die Auftragsunterlagen offiziell verfügbar sind: Norwegisch

Frist für die Anforderung zusätzlicher Informationen: 17/08/2026 10:00:00 (UTC+00:00)

Westeuropäische Zeit, GMT

Internetadresse der Auftragsunterlagen: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Bedingungen für die Auftragsvergabe

Bedingungen für die Einreichung:

Elektronische Einreichung: Erforderlich

Adresse für die Einreichung: <https://permalink.mercell.com/287683552.aspx>

Sprachen, in denen Angebote oder Teilnahmeanträge eingereicht werden können: Norwegisch

Elektronischer Katalog: Nicht zulässig

Fortgeschrittene oder qualifizierte elektronische Signatur oder Siegel (im Sinne der Verordnung (EU) Nr 910/2014) erforderlich

Varianten: Nicht zulässig

Die Bieter können mehrere Angebote einreichen: Zulässig

Frist für den Eingang der Angebote: 01/09/2026 10:00:00 (UTC+00:00) Westeuropäische Zeit, GMT

Dauer, während der das Angebot gültig bleiben muss: 84 Tage

Informationen über die öffentliche Angebotsöffnung:

Eröffnungstermin: 01/09/2026 10:00:00 (UTC+00:00) Westeuropäische Zeit, GMT

Auftragsbedingungen:

Die Auftragsausführung muss im Rahmen von Programmen für geschützte

Beschäftigungsverhältnisse erfolgen: Nein

Elektronische Rechnungsstellung: Erforderlich

Aufträge werden elektronisch erteilt: ja

Zahlungen werden elektronisch geleistet: ja

5.1.15. Techniken

Rahmenvereinbarung:

Keine Rahmenvereinbarung

Informationen über das dynamische Beschaffungssystem:

Kein dynamisches Beschaffungssystem

5.1.16. Weitere Informationen, Schlichtung und Nachprüfung

Überprüfungsstelle: Oslo Tingrett

Informationen über die Überprüfungsfristen: See the appeals board for public procurements §§ 6 and 13a.

Organisation, die weitere Informationen für die Nachprüfungsverfahren bereitstellt: Oslo Tingrett

8. Organisationen

8.1. ORG-0001

Offizielle Bezeichnung: FORSVARSMATERIELL

Registrierungsnummer: 916075855

Postanschrift: Grev Wedels plass 1

Stadt: OSLO

Postleitzahl: 0151

Land, Gliederung (NUTS): Oslo (NO081)

Land: Norwegen

Kontaktperson: Armin Ramic

E-Mail: arramic@mil.no

Telefon: 41273898

Internetadresse: <https://FMA.NO>

Rollen dieser Organisation:

Beschaffer

8.1. ORG-0002

Offizielle Bezeichnung: Oslo Tingrett

Registrierungsnummer: 974714647

Postanschrift: C. J. Hambros plass 4

Stadt: Oslo

Postleitzahl: 0164

Land, Gliederung (NUTS): Oslo (NO081)

Land: Norwegen

Rollen dieser Organisation:

Überprüfungsstelle

Organisation, die weitere Informationen für die Nachprüfungsverfahren bereitstellt

Informationen zur Bekanntmachung

Kennung/Fassung der Bekanntmachung: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Formulartyp: Wettbewerb

Art der Bekanntmachung: Auftrags- oder Konzessionsbekanntmachung – Standardregelung

Unterart der Bekanntmachung: 16

Datum der Übermittlung der Bekanntmachung: 09/07/2026 11:03:29 (UTC+00:00)

Westeuropäische Zeit, GMT

Bekanntmachung — eSender-Übermittlungsdatum: 09/07/2026 11:47:50 (UTC+00:00)

Westeuropäische Zeit, GMT

Sprachen, in denen diese Bekanntmachung offiziell verfügbar ist: Englisch

Veröffentlichungsnummer der Bekanntmachung: 476782-2026

ABl. S – Nummer der Ausgabe: 131/2026

Datum der Veröffentlichung: 10/07/2026