

280956-2026 - Competition

Norway – Business services: law, marketing, consulting, recruitment, printing and security – (2025/12849) Recruiting services, framework agreement

OJ S 80/2026 24/04/2026

Contract or concession notice – standard regime

Services

1. Buyer

1.1. Buyer

Official name: Viken Vest Innkjøpssamarbeid (VVI)

Email: elisabeth@innkjopskontoret.no

Legal type of the buyer: Regional authority

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: (2025/12849) Recruiting services, framework agreement

Description: The competition is for a framework agreement for recruitment services for hiring managers. It will be most relevant to use the framework agreement for recruitment of municipal directors, municipal managers, business managers and department managers. The contract can also be used for recruiting other roles. The contracting authority has the right to carry out recruitment processes through self-management outside the contract. Participants in the procurement: - Hemsedal municipality - Hole municipality (option) Krødsherad municipality Lier municipality. - Modum municipality (option) Nore and Uvdal municipalities Notodden municipality. - Ringerike municipality. Tinn municipality. - Øvre Eiker municipality (option) Ål municipality. The procurement's value is estimated to be above the EEA threshold. The need is uncertain. The volume can vary both up and down and the contract period will depend on, among other things, the contracting authority's needs, activities, budgetary situations and other framework factors. The estimated value over four years is NOK 11,000,000 excluding VAT. The maximum value for the entire contract period, including any options and expected price rise: NOK 25,000,000 excluding VAT. See the procurement documents for further information. This procurement is considered to have an immaterial impact on climate and the environment, cf. the Regulations §7-9, fifth paragraph. The justification for this is that the procurement is for consultancy services/consultancy services where the contracting authority has been cut off from affecting climate and environmental impact, as the requirements and criteria that are aimed at these elements will not have sufficient connection to the delivery, cf. DFØ's environmental supervisor. APPRENTICE: The contracting authority has assessed the procurement against the apprentice regulations, cf. the Procurement Act § 7 and concluded that there is no requirement for apprentices in this procurement as the contract's main element does not include work where it is relevant to use labour with vocational certificates or craft certificates, cf. the apprentice regulations § 6 (3).

Procedure identifier: c851e1d9-fd64-41a0-94f3-41c0f623ee86

Internal identifier: 25399

Type of procedure: Open

The procedure is accelerated: no

Main features of the procedure: The competition will be held in accordance with the Public Procurement Act from 17 June 2016 no. 73 (LOA), with the accompanying regulations of 12 August 2016 no. 974 (FOA), as well as the provisions in this tender documentation. The competition will be held as an open tender contest in accordance with the regulations Parts I and III. All interested tenderers can submit tenders for this type of procedure. Negotiations are not allowed. The procurement is announced in the DOFFIN and TED database.

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 79000000 Business services: law, marketing, consulting, recruitment, printing and security

Additional classification (cpv): 79600000 Recruitment services, 79620000 Supply services of personnel including temporary staff

2.1.2. Place of performance

Country subdivision (NUTS): Buskerud (NO085)

Country: Norway

2.1.2. Place of performance

Country subdivision (NUTS): Telemark (NO094)

Country: Norway

2.1.3. Value

Estimated value excluding VAT: 11 000 000,00 NOK

2.1.4. General information

Legal basis:

Directive 2014/24/EU

2.1.6. Grounds for exclusion

Sources of grounds for exclusion: Notice

Corruption: 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 enforceable verdict has 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.

Fraud: 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).

Money laundering or terrorist financing: 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).

Participation in a criminal 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)

Terrorist offences or offences linked to terrorist activities: 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 out 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.

Child labour and including other forms of trafficking in human beings: 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).

Breaching of obligations in the fields of environmental law: 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.

Breaching of obligations in the fields of labour law: 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.

Breaching of obligations in the fields of social law: 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.

Agreements with other economic operators aimed at distorting competition: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

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

Misrepresentation, withheld information, unable to provide required documents or obtained confidential information of this 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?

Conflict of interest due to its participation in the procurement procedure: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Direct or indirect involvement in the preparation of this procurement procedure: 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?

Early termination, damages, or other comparable sanctions: 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?

Breaching obligation relating to payment of social security contributions: 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?

Breaching obligation relating to payment of taxes: 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?

Business activities are suspended: 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.

Bankruptcy: 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.

Arrangement with creditors: 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.

Insolvency: 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.

Assets being administered by liquidator: 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.

Analogous situation like bankruptcy, insolvency or arrangement with creditors under national law: 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. Lot

5.1. Lot: LOT-0000

Title: (2025/12849) Recruiting services, framework agreement

Description: The competition is for a framework agreement for recruitment services for hiring managers. It will be most relevant to use the framework agreement for recruitment of municipal directors, municipal managers, business managers and department managers. The contract can also be used for recruiting other roles. The contracting authority has the right to carry out recruitment processes through self-management outside the contract. Participants in the procurement: - Hemsedal municipality - Hole municipality (option) Krødsherad municipality Lier municipality. - Modum municipality (option) Nore and Uvdal municipalities Notodden municipality. - Ringerike municipality. Tinn municipality. - Øvre Eiker municipality (option) Ål municipality. The procurement's value is estimated to be above the EEA threshold. The need is uncertain. The volume can vary both up and down and the contract period will depend on, among other things, the contracting authority's needs, activities, budgetary situations and other framework factors. The estimated value over four years is NOK 11,000,000 excluding VAT. The maximum value for the entire contract period, including any options and expected price rise: NOK 25,000,000 excluding VAT. See the procurement documents for further information. This procurement is considered to have an immaterial impact on climate and the environment, cf. the Regulations §7-9, fifth paragraph. The justification for this is that the procurement is for consultancy services/consultancy services where the contracting authority has been cut off from affecting climate and environmental impact, as the requirements and criteria that are aimed at these elements will not have sufficient connection to the delivery, cf. DFØ's environmental supervisor. APPRENTICE: The contracting authority has assessed the procurement against the apprentice regulations, cf. the Procurement Act § 7 and concluded that there is no requirement for apprentices in this procurement as the contract's main element does not include work where it is relevant to use labour with vocational certificates or craft certificates, cf. the apprentice regulations § 6 (3).

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Main nature of the contract: Services

Main classification (cpv): 79000000 Business services: law, marketing, consulting, recruitment, printing and security

Additional classification (cpv): 79600000 Recruitment services, 79620000 Supply services of personnel including temporary staff

5.1.2. Place of performance

Country subdivision (NUTS): Buskerud (NO085)

Country: Norway

5.1.2. Place of performance

Country subdivision (NUTS): Telemark (NO094)

Country: Norway

5.1.3. Estimated duration

Start date: 01/09/2026

Duration end date: 31/08/2028

5.1.4. **Renewal**

Maximum renewals: 2

Other information about renewals: Renewal length is 12 months

5.1.5. **Value**

Estimated value excluding VAT: 11 000 000,00 NOK

5.1.6. **General information**

Reserved participation:

Participation is not reserved.

Procurement Project not financed with EU Funds.

The procurement is covered by the Government Procurement Agreement (GPA): no

5.1.9. **Selection criteria**

Sources of selection criteria: Procurement Document

5.1.10. **Award criteria**

Criterion:

Type: Price

Name: Prices and Costs

Description: -

Category of award weight criterion: Weight (percentage, exact)

Award criterion number: 25

Criterion:

Type: Quality

Name: Solution proposal

Description: -

Category of award weight criterion: Weight (percentage, exact)

Award criterion number: 40

Criterion:

Type: Quality

Name: Assignment specific competence

Description: -

Category of award weight criterion: Weight (percentage, exact)

Award criterion number: 35

5.1.11. **Procurement documents**

Deadline for requesting additional information: 14/05/2026 22:00:00 (UTC+00:00) Western European Time, GMT

Address of the procurement documents: <https://tendsign.com/doc.aspx?MeFormsNoticeId=89943>

5.1.12. **Terms of procurement**

Terms of submission:

Electronic submission: Required

Address for submission: <https://tendsign.com/doc.aspx?MeFormsNoticeId=89943&GoTo=Tender>

Languages in which tenders or requests to participate may be submitted: Norwegian

Electronic catalogue: Allowed

Advanced or qualified electronic signature or seal (as defined in Regulation (EU) No 910/2014) is required

Deadline for receipt of tenders: 28/05/2026 10:00:58 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 90 Days

Information about public opening:

Opening date: 28/05/2026 10:01:00 (UTC+00:00) Western European Time, GMT

Terms of contract:

The execution of the contract must be performed within the framework of sheltered employment programmes: No

Electronic invoicing: Required

Electronic ordering will be used: yes

Electronic payment will be used: yes

5.1.15. Techniques

Framework agreement:

Framework agreement, without reopening of competition

Maximum number of participants: 99

Information about the dynamic purchasing system:

No dynamic purchase system

5.1.16. Further information, mediation and review

Review organisation: Buskerud tingrett

Information about review deadlines: -

Organisation providing more information on the review procedures: Viken Vest Innkjøpsamarbeid (VVI)

8. Organisations

8.1. ORG-0001

Official name: Viken Vest Innkjøpsamarbeid (VVI)

Registration number: 954 597 482

Department: Innkjøp

Postal address: Stasjonsgata 24

Town: Hokksund

Postcode: 3300

Country subdivision (NUTS): Buskerud (NO085)

Country: Norway

Contact point: Elisabeth Gundersen

Email: elisabeth@innkjopskontoret.no

Telephone: +47

Roles of this organisation:

Buyer

Organisation providing more information on the review procedures

8.1. ORG-0002

Official name: Buskerud tingrett

Registration number: 826 726 342

Postal address: Postboks 1066 Bragernes

Town: Drammen

Postcode: 3001

Country subdivision (NUTS): Buskerud (NO085)

Country: Norway

Email: buskerud.tingrett@domstol.no

Telephone: 32 21 16 00

Internet address: <https://www.domstol.no/no/domstoler/tingrett/buskerud-tingrett/>

Roles of this organisation:

Review organisation

Notice information

Notice identifier/version: 8fec7002-b4b4-4b1e-aec4-84bb69f2332e - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 16

Notice dispatch date: 23/04/2026 07:01:48 (UTC+00:00) Western European Time, GMT

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