

## 281169-2026 - Competition

Norway – Information technology services – Recruiting system

OJ S 80/2026 24/04/2026

Contract or concession notice – standard regime

Services

### 1. Buyer

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#### 1.1. Buyer

Official name: Norwegian Directorate of Immigration

Email: [anskaffelser@udi.no](mailto:anskaffelser@udi.no)

Legal type of the buyer: Body governed by public law, controlled by a central government authority

Activity of the contracting authority: General public services

### 2. Procedure

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#### 2.1. Procedure

Title: Recruiting system

Description: The objective of the procurement is to enter into a contract for a recruitment tool such as a cloud service. UDI needs a modern and user-friendly recruitment tool that supports and streamlines the entire employment process, and contributes to a good candidate experience. UDI is a company with currently approx. 1,100 employees and executes between 50-100 recruitment processes per annum. UDI is a stand-by organisation and at times carries out volume recruitments with a great many applicants and several (10-20) employments in a process. In order to carry out efficient, uniform and quality assured recruitment processes, we need a recruitment system that is simple and intuitive to use for both HR employees, recruiting managers and job seekers. Further information on the procurement and delivery is in the attached contract and annexes.

Procedure identifier: 17212847-0fec-49a6-8645-1be91e719ab6

Internal identifier: 2026/3648

Type of procedure: Open

The procedure is accelerated: no

Main features of the procedure: See the attached document package for further information.

##### 2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72222300 Information technology services

Additional classification (cpv): 48000000 Software package and information systems,

48200000 Networking, Internet and intranet software package, 48311000 Document

management software package, 48311100 Document management system, 48700000

Software package utilities, 72000000 IT services: consulting, software development, Internet

and support, 72220000 Systems and technical consultancy services, 72261000 Software

support services, 72300000 Data services, 72400000 Internet services

##### 2.1.2. Place of performance

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

#### **2.1.4. General information**

##### **Legal basis:**

Directive 2014/24/EU

Anskaffelsesforskriften - See the Competition Rules

#### **2.1.6. Grounds for exclusion**

Sources of grounds for exclusion: European Single Procurement Document (ESPD), Notice, Procurement Document

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: 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?

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 of obligations set under purely national exclusion grounds: 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?

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

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### 5.1. Lot: LOT-0000

Title: Recruiting system

Description: The objective of the procurement is to enter into a contract for a recruitment tool such as a cloud service. UDI needs a modern and user-friendly recruitment tool that supports and streamlines the entire employment process, and contributes to a good candidate experience. UDI is a company with currently approx. 1,100 employees and executes between 50-100 recruitment processes per annum. UDI is a stand-by organisation and at times carries out volume recruitments with a great many applicants and several (10-20) employments in a process. In order to carry out efficient, uniform and quality assured recruitment processes, we need a recruitment system that is simple and intuitive to use for both HR employees, recruiting

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#### **5.1.1. Purpose**

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#### **5.1.2. Place of performance**

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

#### **5.1.3. Estimated duration**

Duration: 72 Months

#### **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): yes

#### **5.1.9. Selection criteria**

Sources of selection criteria: European Single Procurement Document (ESPD), Notice, Procurement Document

Criterion: Enrolment in a trade register

Description of selection criterion: Tenderers are 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.

Criterion: Other economic or financial requirements

Description of selection criterion: 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 Requirement: The tenderer shall have sufficient economic and financial capacity to be able to fulfil the contract. The rating equivalent to "good credit worthiness", "A" or "approved" or equivalent is considered sufficient to meet the requirement. Documentation requirement: Credit rating based on the most recent financial figures. The rating shall be carried out by a credit rating company that operates in accordance with the current regulations, including credit information law with regulations. The contracting authority reserves the right to obtain further credit ratings or other financial information that, but not limited to, annual financial statements including notes, the board's annual reports and auditor's reports. If a tenderer has a justifiable reason for not submitting the documentation required by the contracting authority, he can document his economic and financial capacity by presenting any other document that the Contracting Authority deems appropriate.

Criterion: References on specified services

Description of selection criterion: 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 Requirements: Tenderers shall have experience from comparable contracts. Comparable assignments means the delivery of a similar recruitment system to a public entity. Documentation requirement: Description of up to 3 of the tenderer's most relevant contracts in the course of the last 3 years. The description must include a statement of the contract's value, date and recipient (name, telephone number and e-mail address). It is the tenderer's responsibility to document relevance through the description. The information is to be filled in directly in the ESPD form. The information is to be filled in directly in the ESPD form or by using annexes.

#### **5.1.11. Procurement documents**

Languages in which the procurement documents are officially available: Norwegian  
Deadline for requesting additional information: 18/05/2026 10:00:00 (UTC+00:00) Western European Time, GMT  
Address of the procurement documents: <https://permalink.mercell.com/282437378.aspx>

#### **5.1.12. Terms of procurement**

##### **Terms of submission:**

Electronic submission: Required

Address for submission: <https://permalink.mercell.com/282437378.aspx>

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

Variants: Not allowed

Deadline for receipt of tenders: 29/05/2026 10:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 3 Months

##### **Information about public opening:**

Opening date: 29/05/2026 10:00:00 (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: no

Electronic payment will be used: yes

#### **5.1.15. Techniques**

##### **Framework agreement:**

No framework agreement

##### **Information about the dynamic purchasing system:**

No dynamic purchase system

#### **5.1.16. Further information, mediation and review**

Review organisation: Oslo Tingrett

Information about review deadlines: See the Competition Rules

Organisation providing more information on the review procedures: Norwegian Directorate of Immigration

## 8. Organisations

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### 8.1. ORG-0001

Official name: Norwegian Directorate of Immigration

Registration number: 974760746

Postal address: Innspurten 11D

Town: OSLO

Postcode: 0663

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

Contact point: Strategisk anskaffelsesenhhet

Email: [anskaffelser@udi.no](mailto:anskaffelser@udi.no)

Telephone: 23351500

Internet address: <http://www.udi.no>

#### **Roles of this organisation:**

Buyer

Organisation providing more information on the review procedures

### 8.1. ORG-0002

Official name: Oslo Tingrett

Registration number: 926 725 939

Town: Oslo

Postcode: 0164

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

#### **Roles of this organisation:**

Review organisation

## Notice information

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Notice identifier/version: 32d1fef0-5aba-4792-8c29-83c78b8e00c1 - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

Notice subtype: 16

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Notice dispatch date (eSender): 23/04/2026 11:35:29 (UTC+00:00) Western European Time, GMT

Languages in which this notice is officially available: English

Notice publication number: 281169-2026

OJ S issue number: 80/2026

Publication date: 24/04/2026