

449466-2026 - Competition

Norway – IT services: consulting, software development, Internet and support – HR System
OJ S 124/2026 01/07/2026
Contract or concession notice – standard regime
Services

1. Buyer

1.1. Buyer

Official name: Nye Veier

Email: karianne@odinprosjekt.no

Legal type of the buyer: Public undertaking

Activity of the contracting authority: General public services

2. Procedure

2.1. Procedure

Title: HR System

Description: The aim of the competition is to procure system support that helps the HR processes at the Contracting Authority be handled in the most efficient way. The system support shall facilitate self-service systems for employees and managers, for ongoing updates and follow-up. Nye Veier would like to establish a good cooperation with a tenderer who has the ability to understand the company's business, the importance of efficient and simple IT operation and who can offer flexible and scalable systems to a contracting authority.

Procedure identifier: e821222a-de42-4362-b148-c8f8fd6ecd1b

Internal identifier: 200418499

Type of procedure: Open

The procedure is accelerated: no

2.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72000000 IT services: consulting, software development, Internet and support

Additional classification (cpv): 48219300 Administration software package, 48450000 Time accounting or human resources software package

2.1.2. Place of performance

Anywhere

2.1.3. Value

Estimated value excluding VAT: 3 500 000,00 NOK

2.1.4. General information

Legal basis:

Directive 2014/24/EU

2.1.6. Grounds for exclusion

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

5. Lot

5.1. Lot: LOT-0000

Title: HR System

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5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72000000 IT services: consulting, software development, Internet and support

Additional classification (cpv): 48219300 Administration software package, 48450000 Time accounting or human resources software package

5.1.2. Place of performance

Anywhere

5.1.3. Estimated duration

Duration: 8 Years

5.1.5. Value

Estimated value excluding VAT: 3 500 000,00 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): yes

5.1.9. Selection criteria

Sources of selection criteria: Procurement Document, Notice

Criterion: Enrolment in a trade register

Description of selection criterion: Requirement: The supplier must be registered in a business register, professional register, or trade register in the country where the supplier is established.

Documentation requirement: Registration in the Central Coordinating Register for Legal Entities (Enhetsregisteret) for sole proprietorships not subject to mandatory registration.

Foreign enterprises: Confirmation that the company is registered in a professional register or business register as required by the legislation of the country where the company is established. The confirmation may be provided in writing or by reference to BRIS.

Criterion: Other economic or financial requirements

Description of selection criterion: Requirement: The supplier must have sufficient financial and economic capacity to perform the contract. Creditworthiness without the requirement for guarantees will be sufficient to meet the requirement. Documentation requirement: A credit assessment based on the most recent available financial statements, not older than three months. The rating must be carried out by a licensed credit rating agency. If the supplier has a valid reason for not submitting the documentation required by the contracting authority, they

may document their financial and economic capacity by submitting any other document considered appropriate by the contracting authority.

Criterion: References on specified services

Description of selection criterion: Requirement: The supplier must have good experience from comparable assignments covered by this framework agreement. Documentation requirement: A description of up to three of the supplier's most relevant assignments from the last five years. The descriptions must also include the company's role, the value of the assignment, the time period, and the name of the recipient/client (name, phone number, and email address). Appendix 5 – Reference Form (Part 1) must be used.

Criterion: Measures for ensuring quality

Description of selection criterion: Requirement: The supplier must have a satisfactory quality management system that includes the management and improvement of processes related to the delivery of its services. Documentation requirement: The supplier must provide a brief description of its quality management system, including how the company works with quality control, deviation handling, and continuous improvement. A quality manual, procedures, or other documentation demonstrating how the system is implemented may also be attached. If the supplier has third-party certification (e.g. ISO 9001), this may be submitted as alternative documentation.

Criterion: Environmental management measures

Description of selection criterion: Requirement: The supplier must have a satisfactory environmental management system that contributes to systematic efforts to reduce environmental impact in its operations and deliveries. Documentation requirement: The supplier must provide a brief description of its environmental management system, including how the company works with environmental management, goals and measures for reducing environmental impact, internal control, and any follow-up of subcontractors. If the supplier has third-party certification (e.g. ISO 14001, Eco-Lighthouse, or EMAS), this may be submitted as alternative documentation.

Criterion: Security of information

Description of selection criterion: Requirement: The supplier must have a satisfactory management system to ensure information security. Documentation requirement: The supplier must provide a brief description of its information security management system and how it is implemented and maintained within the company. The description must be sufficiently detailed to allow the contracting authority to make an independent assessment of the supplier's system. If the supplier has third-party certification (e.g. ISO 27001), this may be submitted as alternative documentation.

5.1.11. Procurement documents

Address of the procurement documents: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=457943&TID=200418499&B=

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=457943&TID=200418499&B=

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

Electronic catalogue: Not allowed

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

Deadline for receipt of tenders: 19/08/2026 10:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 90 Days

Terms of contract:

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

Electronic invoicing: Allowed

Electronic ordering will be used: yes

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: Agder tingrett

Information about review deadlines: In accordance with Norwegian law.

Organisation providing more information on the review procedures: Agder tingrett

8. Organisations

8.1. ORG-0001

Official name: Nye Veier

Registration number: 915 488 099

Postal address: Kjøita 6

Town: Kristiansand

Postcode: 4630

Country subdivision (NUTS): Agder (NO092)

Country: Norway

Contact point: Karianne Høgberg

Email: karianne@odinprosjekt.no

Telephone: +47 45859538

Buyer profile: <https://eu.eu-supply.com/ctm/company/companyinformation/index/279098>

Roles of this organisation:

Buyer

8.1. ORG-0002

Official name: Agder tingrett

Registration number: 926 723 480

Postal address: Postboks 63

Town: Kristiansand

Postcode: 4661

Country subdivision (NUTS): Agder (NO092)

Country: Norway

Email: agder.tingrett@domstol.no

Telephone: +47 38176300

Internet address: <https://www.domstol.no/enkelt-domstol/agder-tingrett/>

Roles of this organisation:

Review organisation

Organisation providing more information on the review procedures

Notice information

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