

476782-2026 - Competition

Norway – Hardware consultancy services – Procurement of an SAP HR Talent Management Solution Expert
OJ S 131/2026 10/07/2026
Contract or concession notice – standard regime
Services

1. Buyer

1.1. Buyer

Official name: FORSVARSMATERIELL
Email: arramic@mil.no
Legal type of the buyer: Public undertaking
Activity of the contracting authority: Defence

2. Procedure

2.1. Procedure

Title: Procurement of an SAP HR Talent Management Solution Expert
Description: 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.
Procedure identifier: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82
Internal identifier: 2026023145
Type of procedure: Open
The procedure is accelerated: no
Main features of the procedure: 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. Purpose

Main nature of the contract: Services

Main classification (cpv): 72100000 Hardware consultancy services

Additional classification (cpv): 72200000 Software programming and consultancy services, 72211000 Programming services of systems and user software, 72212000 Programming services of application software, 72220000 Systems and technical consultancy services, 72230000 Custom software development services, 72240000 Systems analysis and programming services, 72250000 System and support services, 72260000 Software-related services, 72300000 Data services, 72500000 Computer-related services, 72600000 Computer support and consultancy services

2.1.2. Place of performance

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

2.1.2. Place of performance

Country subdivision (NUTS): Akershus (NO084)

Country: Norway

2.1.4. General information

Legal basis:

Directive 2014/24/EU

Anskaffelsesforskriften - Procurement Regulations

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, 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.

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 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

5.1. Lot: LOT-0000

Title: Procurement of an SAP HR Talent Management Solution Expert

Description: 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.

Internal identifier: 2026023145

5.1.1. Purpose

Main nature of the contract: Services

Main classification (cpv): 72100000 Hardware consultancy services

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Options:

Description of the options: Option for an extension for 1+1+1 year.

5.1.2. Place of performance

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

5.1.2. Place of performance

Country subdivision (NUTS): Akershus (NO084)

Country: Norway

5.1.3. Estimated duration

Start date: 31/12/2026

Duration end date: 31/12/2027

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: 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.

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 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.

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 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.

Criterion: Certificates by independent bodies about quality assurance standards
Description of selection criterion: 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.

Criterion: Certificates by independent bodies about environmental management systems or standards
Description of selection criterion: 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. Procurement documents

Languages in which the procurement documents are officially available: Norwegian
Deadline for requesting additional information: 17/08/2026 10:00:00 (UTC+00:00) Western European Time, GMT
Address of the procurement documents: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Terms of procurement

Terms of submission:

Electronic submission: Required

Address for submission: <https://permalink.mercell.com/287683552.aspx>

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

Variants: Not allowed

Tenderers may submit more than one tender: Allowed

Deadline for receipt of tenders: 01/09/2026 10:00:00 (UTC+00:00) Western European Time, GMT

Duration during which the tender must remain valid: 84 Days

Information about public opening:

Opening date: 01/09/2026 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: 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: Oslo Tingrett

Information about review deadlines: See the appeals board for public procurements §§ 6 and 13a.

Organisation providing more information on the review procedures: Oslo Tingrett

8. Organisations

8.1. ORG-0001

Official name: FORSVARSMATERIELL

Registration number: 916075855

Postal address: Grev Wedels plass 1

Town: OSLO

Postcode: 0151

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

Contact point: Armin Ramic

Email: arramic@mil.no

Telephone: 41273898

Internet address: <https://FMA.NO>

Roles of this organisation:

Buyer

8.1. ORG-0002

Official name: Oslo Tingrett

Registration number: 974714647

Postal address: C. J. Hambros plass 4

Town: Oslo

Postcode: 0164

Country subdivision (NUTS): Oslo (NO081)

Country: Norway

Roles of this organisation:

Review organisation

Organisation providing more information on the review procedures

Notice information

Notice identifier/version: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Form type: Competition

Notice type: Contract or concession notice – standard regime

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