

476782-2026 - Hange

Norra – Riistvara-alased nõustamisteenused – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Hanketeade või kontsessiooniteade – üldkord
Teenused

1. Hankija

1.1. Hankija

Ametlik nimi: FORSVARSMATERIELL

E-posti aadress: arramic@mil.no

Hankija õiguslik vorm: Riigi osalusega äriühing

Hankija tegevus: Riigikaitse

2. Menetlus

2.1. Menetlus

Pealkiri: Procurement of an SAP HR Talent Management Solution Expert

Kirjeldus: 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.

Menetluse tunnus: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Sisemine tunnus: 2026023145

Menetluse liik: Avatud

Kiirendatud menetlus: ei

Menetluskorra kirjeldus: 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. Eesmärk

Lepingu olemus: Teenused

Peamine liigitus (cpv): 72100000 Riistvara-alased nõustamisteenused

Täiendav liigitus (cpv): 72200000 Tarkvara programmeerimis- ja nõustamisteenused, 72211000 Süsteemide ja kasutajatarkvara programmeerimine, 72212000 Rakendustarkvara programmeerimine, 72220000 Süsteemialased ja tehnilised nõustamisteenused, 72230000 Tellimustarkvara arendusteenused, 72240000 Süsteemanalüüsi ja programmeerimisteenused, 72250000 Süsteemi hooldus- ja tugiteenused, 72260000 Tarkvaraga seotud teenused, 72300000 Andmeteenused, 72500000 Arvutiga seotud teenused, 72600000 Arvuti tugi- ja nõustamisteenused

2.1.2. Lepingu täitmise koht

Riik – jaotus (NUTS): Oslo (NO081)

Riik: Norra

2.1.2. Lepingu täitmise koht

Riik – jaotus (NUTS): Akershus (NO084)

Riik: Norra

2.1.4. Üldine teave

Õiguslik alus:

Direktiiv 2014/24/EL

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Kõrvaldamise alused

Väljajätmise aluste allikad: Euroopa ühtne hankedokument (ESPD), Teade, Hankedokument
Korrupsioon: 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.

Pettus: 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).

Rahapesu või terrorismi rahastamine: 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).

Kuritegelikus ühenduses osalemine: 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)

Terroriakti toimepanek või terroristliku tegevusega seotud õigusrikkumised: 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.

Laste tööjõu kasutamine ja muud inimkaubanduse vormid: 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).

Keskkonnaõiguse valdkonnas kohaldatavate kohustuste täitmata jätmine: 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.

Tööõiguse valdkonnas kohaldatavate kohustuste täitmata jätmine: 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.

Sotsiaalõiguse valdkonnas kohaldatavate kohustuste täitmata jätmine: 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.

Konkurentsi moonutamise eesmärgil teiste ettevõtjatega sõlmitud kokkulepped: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

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

Valeandmete esitamine, teabe esitamata jätmine, suutmatuse nõutud dokumente esitada või selle menetluse kohta konfidentsiaalse teabe saamine: 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, or) 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?

Hankemenetluses osalemisega kaasnev huvide konflikt: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Otsene või kaude osalemine käesoleva hankemenetluse ettevalmistamisel: 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?

Ennetähtaegne lõpetamine, kahjutasu või võrreldavad sanktsioonid: 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?

Ainult siseriiklikest kõrvalejätmise alustest tulenevate kohustuste rikkumine: 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?

Sotsiaalkindlustusmaksete tasumise kohustuse rikkumine: 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?

Maksude tasumise kohustuse rikkumine: 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?

Äritegevus on peatatud: 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.

Pankrot: 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.

Kokkulepe võlausaldajatega: 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.

Maksejõuetus: 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.

Vara haldab likvideerija: 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.

Siseriikliku õiguse kohane samalaadne olukord, näiteks pankrot: 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. Osa

5.1. Osa: LOT-0000

Pealkiri: Procurement of an SAP HR Talent Management Solution Expert

Kirjeldus: 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.

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5.1.1. Eesmärk

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Täiendavad hankevõimalused:

Täiendavate hankevõimaluste kirjeldus: Option for an extension for 1+1+1 year.

5.1.2. Lepingu täitmise koht

Riik – jaotus (NUTS): Oslo (NO081)

Riik: Norra

5.1.2. Lepingu täitmise koht

Riik – jaotus (NUTS): Akershus (NO084)

Riik: Norra

5.1.3. Eeldatav kestus

Alguskuupäev: 31/12/2026

Kestuse lõppkuupäev: 31/12/2027

5.1.6. Üldine teave

Reserveeritud osalemine:

Osalemine ei ole reserveeritud.

Hankeprojekt, mida ei rahastata ELi vahenditest

Hanke suhtes kohaldatakse riigihankelepingut (GPA): jah

5.1.9. Kvalifitseerimistingimused

Valikukriteeriumide allikad: Euroopa ühtne hankedokument (ESPD), Teade, Hankedokument

Kriteerium: Registreerimine äriregistris

Valikukriteeriumi kirjeldus: 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.

Kriteerium: Muud majanduslikud või finantsnõuded

Valikukriteeriumi kirjeldus: 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.

Kriteerium: Viited määratud teenustele

Valikukriteeriumi kirjeldus: 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.

Kriteerium: Sõltumatute asutuste poolt väljastatud sertifikaadid kvaliteedi tagamise standardite kohta

Valikukriteeriumi kirjeldus: 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.

Kriteerium: Sõltumatute asutuste poolt väljastatud sertifikaadid keskkonnajuhtimise süsteemide või standardite kohta

Valikukriteeriumi kirjeldus: 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. Hankedokumendid

Keeled, milles hankedokumendid on ametlikult kättesaadavad: norra keel

Lisateabe taotlemise tähtaeg: 17/08/2026 10:00:00 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

Hankedokumentide aadress: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Hanke tingimused

Esitamise tingimused:

Elektrooniline esitamine: Nõutav

Esitamise aadress: <https://permalink.mercell.com/287683552.aspx>

Keeled, milles võib pakkumusi või osalemistaotlusi esitada: norra keel

Elektrooniline kataloog: Ei ole lubatud

Nõutav on täiustatud või kvalifitseeritud e-allkiri või e-tempel (nagu on määratletud määruses (EL) nr 910/2014)

Variandid: Ei ole lubatud

Pakkujad võivad esitada rohkem kui ühe pakkumuse: Lubatud

Pakkumuste esitamise tähtaeg: 01/09/2026 10:00:00 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

Periood, mille jooksul pakkumus peab jääma kehtivaks: 84 Päevad

Teave avaliku avamise kohta:

Avamise kuupäev: 01/09/2026 10:00:00 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

Lepingutingimused:

Lepingu täitmine peab toimuma kaitstud tööhõive programmide raames: Ei

E-arveldamine: Nõutav

Kasutatakse elektroonilisi tellimusi: jah

Kasutatakse elektroonilisi makseid: jah

5.1.15. Vahendid

Raamleping:

Ei kohaldata raamlepingut

Teave dūnaamilise hankesūsteemi kohta:

Ei kohaldata dūnaamilist hankesūsteemi

5.1.16. Lisateave, lepituse ja vaidlustus

Vaidlustusorgan: Oslo Tingrett

Teave vaidlustamise tähtaegade kohta: See the appeals board for public procurements §§ 6 and 13a.

Organisatsioon, mis annab lisateavet vaidlustamise kohta: Oslo Tingrett

8. Organisatsioonid

8.1. ORG-0001

Ametlik nimi: FORSVARSMATERIELL

Registreerimisnumber: 916075855

Postiaadress: Grev Wedels plass 1

Linn: OSLO

Sihtnumber: 0151

Riik – jaotus (NUTS): Oslo (NO081)

Riik: Norra

Kontaktpunkt: Armin Ramic

E-posti aadress: arramic@mil.no

Telefon: 41273898

Internetiaadress: <https://FMA.NO>

Selle organisatsiooni rollid:

Hankija

8.1. ORG-0002

Ametlik nimi: Oslo Tingrett

Registreerimisnumber: 974714647

Postiaadress: C. J. Hambros plass 4

Linn: Oslo

Sihtnumber: 0164

Riik – jaotus (NUTS): Oslo (NO081)

Riik: Norra

Selle organisatsiooni rollid:

Vaidlustusorgan

Organisatsioon, mis annab lisateavet vaidlustamise kohta

Teave teate kohta

Teate tunnus/version: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Vormi liik: Hange

Teate liik: Hanketeade või kontsessiooniteade – üldkord

Teate alaliik: 16

Teate saatmise kuupäev: 09/07/2026 11:03:29 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

Teate saatmise kuupäev (eSender): 09/07/2026 11:47:50 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

Keeled, milles käesolev teade on ametlikult kättesaadav: inglise keel

Teate avaldamise number: 476782-2026

ELT S väljaande number: 131/2026

Avaldamise kuupäev: 10/07/2026