

476782-2026 - Kilpailu

Norja – Tietokonelaitteistoa koskevat konsulttipalvelut – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä
Palvelut

1. Ostaja

1.1. Ostaja

Virallinen nimi: FORSVARSMATERIELL

Sähköposti: arramic@mil.no

Ostajan oikeudellinen muoto: Julkinen yritys

Pääasiallinen toimiala: Puolustus

2. Menettely

2.1. Menettely

Ilmoituksen nimi: Procurement of an SAP HR Talent Management Solution Expert

Kuvaus: 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.

Menettelyn tunniste: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Sisäinen tunniste: 2026023145

Menettelyn tyyppi: Avoin

Käytetään nopeutettua menettelyä: ei

Menettelyn tärkeimmät piirteet: 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. Tarkoitus

Pääasiallinen hankintalaji: Palvelut

Pääasiallinen luokitus (cpv): 72100000 Tietokonelaitteistoa koskevat konsulttipalvelut

Lisäluokitus (cpv): 72200000 Ohjelmointi ja siihen liittyvät neuvontapalvelut, 72211000 Varus- ja käyttäjäohjelmiston ohjelmointipalvelut, 72212000 Sovellusohjelmiston ohjelmointipalvelut, 72220000 Järjestelmiä ja tekniikkaa koskevat konsulttipalvelut, 72230000 Asiakaskohtaisten ohjelmistojen kehittämispalvelut, 72240000 Järjestelmäanalyysi- ja ohjelmointipalvelut, 72250000 Järjestelmä- ja tukipalvelut, 72260000 Ohjelmistoihin liittyvät palvelut, 72300000 Datapalvelut, 72500000 Tietokonepalvelut, 72600000 Tietotekniset tuki- ja neuvontapalvelut

2.1.2. Suorituspaikka

Maaryhmittely (NUTS): Oslo (NO081)

Maa: Norja

2.1.2. Suorituspaikka

Maaryhmittely (NUTS): Akershus (NO084)

Maa: Norja

2.1.4. Yleistä tietoa

Oikeusperusta:

Direktiivi 2014/24/EU

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Poissulkemisperusteet

Poissulkemisperusteiden ilmoittamispaikka: Yhteinen eurooppalainen hankinta-asiakirja (ESPD), Ilmoitus, Hankinta-asiakirja

Korruptio: 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.

Petos: 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).

Rahanpesu tai terrorismin rahoitus: 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).

Rikollisjärjestön toimintaan osallistuminen: 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)

Terrorismirikokset tai terroritoimintaan liittyvät rikokset: 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.

Lapsityövoima ja muut ihmiskaupan muodot: 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).

Ympäristölainsäädännön mukaisten velvoitteiden rikkominen: 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.

Työlainsäädännön mukaisten velvoitteiden rikkominen: 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.

Sosiaalilainsäädännön mukaisten velvoitteiden rikkominen: 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.

Toisten talouden toimijoiden kanssa kilpailun vääristämiseksi tehdyt sopimukset: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Ammatin harjoittamiseen liittyvä vakava virhe: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Väärin tietojen antaminen, tietojen salaaminen, vaadittujen asiakirjojen toimittamatta jättäminen tai tätä menettelyä koskevien luottamuksellisten tietojen saaminen: 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?

Talouden toimijan hankintamenettelyyn osallistumisesta johtuvat eturistiriidat: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Välitön tai välillinen osallistuminen tämän hankintamenettelyn valmisteluun: 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?

Ennenaikainen irtisanominen, vahingonkorvaukset tai muut vastaavat seuraamukset: 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?

Puhtaasti kansallisten poissulkemisperusteiden nojalla asetettujen velvoitteiden rikkominen: 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?

Sosiaaliturvamaksujen maksamiseen liittyvän velvoitteen rikkominen: 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?

Verojen maksamiseen liittyvän velvoitteen rikkominen: 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?

Liiketoiminta on keskeytetty: 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.

Konkurssi: 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.

Järjestelyt velkojien kanssa: 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.

Maksukyvyttömyys: 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.

Varat selvitysmiehen hallinnassa: 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.

Kansallisesta lainsäädännöstä johtuva konkurssia tai muuta sellaista vastaava tilanne: 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

Ilmoituksen nimi: Procurement of an SAP HR Talent Management Solution Expert

Kuvaus: 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.

Sisäinen tunnistus: 2026023145

5.1.1. Tarkoitus

Pääasiallinen hankintalaji: Palvelut

Pääasiallinen luokitus (cpv): 72100000 Tietokonelaitteistoa koskevat konsulttipalvelut

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Optiot:

Optioiden kuvaus: Option for an extension for 1+1+1 year.

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Oslo (NO081)

Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Akershus (NO084)

Maa: Norja

5.1.3. Arvioitu kesto

Alkamispäivä: 31/12/2026

Päätymispäivä: 31/12/2027

5.1.6. Yleistä tietoa

Varattu osallistuminen:

Osallistumista ei ole varattu.

Hankintaa ei ole rahoitettu EU:n varoista

Hankintaan sovelletaan WTO:n julkisia hankintoja koskevaa sopimusta (GPA): kyllä

5.1.9. Valintaperusteet

Valintaperusteiden ilmoittamispaikka: Yhteinen eurooppalainen hankinta-asiakirja (ESPD), Ilmoitus, Hankinta-asiakirja

Kriteeri: Rekisteröinti kaupparekisteriin

Valintaperusteen kuvaus: 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.

Kriteeri: Muut taloudelliset tai rahoitukselliset vaatimukset

Valintaperusteen kuvaus: 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.

Kriteeri: Viitteet määriteltyihin palveluihin

Valintaperusteen kuvaus: 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.

Kriteeri: Riippumattomien elinten myöntämät laadunvarmistusstandardien sertifikaatit
Valintaperusteen kuvaus: 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.

Kriteeri: Riippumattomien elinten myöntämät ympäristöhallintajärjestelmien tai -standardien sertifikaatit

Valintaperusteen kuvaus: 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. Hankinta-asiakirjat

Kielet, joilla hankinta-asiakirjat ovat virallisesti saatavilla: norja

Lisätietojen pyytämisen määräaika: 17/08/2026 10:00:00 (UTC+00:00) Länsi-Euroopan aika, GMT

Hankinta-asiakirjojen osoite: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Hankinnan ehdot

Tarjouksen/hakemuksen jättämisen ehdot:

Tarjouksen/hakemuksen jättäminen sähköisesti: Pakollinen

Tarjouksen/hakemuksen toimitusosoite: <https://permalink.mercell.com/287683552.aspx>

Kielet, joilla tarjoukset tai osallistumishakemukset voidaan toimittaa: norja

Sähköinen luettelo: Ei sallittu

Vaaditaan kehittynyt tai hyväksytty sähköinen allekirjoitus tai leima (sellaisena kuin se on määritelty asetuksessa (EU) N:o 910/2014)

Vaihtoehtoiset tarjoukset: Ei sallittu

Tarjoaja voi jättää useamman kuin yhden tarjouksen: Sallittu

Tarjousten vastaanottamisen määräaika: 01/09/2026 10:00:00 (UTC+00:00) Länsi-Euroopan aika, GMT

Ajanjakso, jonka tarjouksen on pysyttävä voimassa: 84 Päivät

Tietoa julkisesta avaamisesta:

Tarjousten avaamisen päivämäärä: 01/09/2026 10:00:00 (UTC+00:00) Länsi-Euroopan aika, GMT

Sopimusehdot:

Sopimuksen täytäntöönpano on rajattu tehtäväksi suojatyöohjelmien puitteissa: Ei

Sähköinen laskutus: Pakollinen

Tilaukset tehdään sähköisesti: kyllä

Maksut tehdään sähköisesti: kyllä

5.1.15. Menetelmät

Puitejärjestely:

Ei puitejärjestelyä

Tietoa dynaamisesta hankintajärjestelmästä:

Ei dynaamista hankintajärjestelmää

5.1.16. Lisätietoja, sovittelu ja muutoksenhaku

Muutoksenhakuelin: Oslo Tingrett

Tietoa muutoksenhaun määräajoista: See the appeals board for public procurements §§ 6 and 13a.

Muutoksenhakumenettelyjen määräajoista lisätietoja tarjoava organisaatio: Oslo Tingrett

8. Organisaatiot

8.1. ORG-0001

Virallinen nimi: FORSVARSMATERIELL

Rekisterinumero: 916075855

Postiosoite: Grev Wedels plass 1

Postitoimipaikka: OSLO

Postinumero: 0151

Maaryhmittely (NUTS): Oslo (NO081)

Maa: Norja

Yhteyspiste: Armin Ramic

Sähköposti: arramic@mil.no

Puhelin: 41273898

Internetosoite: <https://FMA.NO>

Tämän organisaation roolit:

Ostaja

8.1. ORG-0002

Virallinen nimi: Oslo Tingrett

Rekisterinumero: 974714647

Postiosoite: C. J. Hambros plass 4

Postitoimipaikka: Oslo

Postinumero: 0164

Maaryhmittely (NUTS): Oslo (NO081)

Maa: Norja

Tämän organisaation roolit:

Muutoksenhakuelin

Muutoksenhakumenettelyjen määräajoista lisätietoja tarjoava organisaatio

Ilmoituksen tiedot

Ilmoituksen tunniste/versio: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Lomakkeen tyyppi: Kilpailu

Ilmoituksen tyyppi: Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä

Ilmoituksen alatyypin: 16

Ilmoituksen lähetyspäivä: 09/07/2026 11:03:29 (UTC+00:00) Länsi-Euroopan aika, GMT

Ilmoituksen lähetyspäivä (eSender): 09/07/2026 11:47:50 (UTC+00:00) Länsi-Euroopan aika,
GMT

Kielet, joilla tämä ilmoitus on virallisesti saatavilla: englanti

Ilmoituksen julkaisunumero: 476782-2026

EUVL S -lehden numero: 131/2026

Julkaisupäivä: 10/07/2026