763215-2026 - Kilpailu

Norja – Työhönottopalvelut – Framework agreement for the purchase of assistance for recruitment.
OJ S 213/2026 03/11/2026
Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä
Palvelut

1. Ostaja

1.1. Ostaja

Virallinen nimi: Statens vegvesen
Sähköposti: firmapost@vegvesen.no
Ostajan oikeudellinen muoto: Julkisoikeudellinen yhteisö, joka on keskushallinnon viranomaisen määräysvallassa
Pääasiallinen toimiala: Yleinen julkishallinto

2. Menettely

2.1. Menettely

Ilmoituksen nimi: Framework agreement for the purchase of assistance for recruitment.
Kuvaus: The Norwegian Public Roads Administration, Joint Functions and HR (hereafter called the Contracting Authority) would like tenders for recruitment assistance. The Norwegian Public Roads Administration currently consists of the Directorate of Public Roads and six divisions. The Norwegian Public Roads Administration is leading the way in developing a future orientated, efficient, environmentally friendly and safe transport system. We build, operate and maintain the national roads and have national responsibility for stand-by on the way by developing clear rules and standards for everyone. Through cooperation with and supervision of road users and vehicles, new technology and development of digital services, we ensure that road users and businesses get a safer, simpler and greener travel day. The contracting authority needs competence in a number of disciplines and at different levels in the organisation. The need for recruitment can vary over time and include both operative, technical, administrative, commercial, digital, legal and leading positions. The assistance shall therefore be able to be adapted to the individual recruitment process and the needs in the relevant part of the agency. The framework agreement shall be able to be used by all parts of the agency and it shall include recruitment across disciplines, organisational entities, position categories and geographical locations. The aim of the procurement is to cover the agency's need for flexible and professional recruitment assistance and contribute to the Contracting Authority attracting and recruiting qualified and motivated applicants. The contract is not limited to specific disciplines, roles or job types. The procurement is therefore organised into several sub-contracts that cover different services and competence areas. Some sub-contracts can be adapted to special needs in some divisions or professional environments, where there is a need for specialised market knowledge, candidate network or recruitment competence. The framework agreement shall be signed with up to 6 tenderers. Sub-contract 1 - Management positions up to 2 tenderers. Sub-contract 2 - Administrative, commercial and other support functions up to 2 tenderers Sub-contract 3 - Technical and professional positions, up to 2 tenderers.
Menettelyn tunniste: 4fa703d8-1175-4564-8d0c-0ff0a0414a73
Sisäinen tunniste: 10720

Menettelyn tyyppi: Avoin
Käytetään nopeutettua menettelyä: ei

2.1.1. Tarkoitus
Pääasiallinen hankintalaji: Palvelut
Pääasiallinen luokitus (cpv): 79600000 Työhönottopalvelut
Lisäluokitus (cpv): 79611000 Työnhakupalvelut, 79635000 Arviointikeskuspalvelut työhönottoa varten

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Oslo (NO081)
Maa: Norja

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Innlandet (NO020)
Maa: Norja

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Trøndelag/Tröndelage (NO060)
Maa: Norja

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Maa: Norja

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Maa: Norja

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Østfold (NO083)
Maa: Norja

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Akershus (NO084)
Maa: Norja

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Buskerud (NO085)
Maa: Norja

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Agder (NO092)
Maa: Norja

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Vestfold (NO093)
Maa: Norja

2.1.2. Suorituspaikka
Maaryhmittely (NUTS): Telemark (NO094)

Maa: Norja

2.1.2. Suorituspaikka

Maaryhmittely (NUTS): Rogaland (NO0A1)
Maa: Norja

2.1.2. Suorituspaikka

Maaryhmittely (NUTS): Vestland (NO0A2)
Maa: Norja

2.1.2. Suorituspaikka

Maaryhmittely (NUTS): Møre og Romsdal (NO0A3)
Maa: Norja

2.1.3. Arvo

Ennakoitu arvo ilman arvonlisäveroa: 25 000 000,00 NOK
Enimmäisarvo puitejärjestelyssä: 30 000 000,00 NOK

2.1.4. Yleistä tietoa

Oikeusperusta:
Direktiivi 2014/24/EU

2.1.5. Hankinnan ehdot

Tarjouksen/hakemuksen jättämisen ehdot:
Osien enimmäismäärä, joiden osalta yksi tarjoaja voi jättää tarjouksia: 3
Sopimusehdot:
Osien enimmäismäärä, joista voidaan tehdä sopimus yhden tarjoajan kanssa: 3

2.1.6. Poissulkemisperusteet

Poissulkemisperusteiden ilmoittamispaikka: Ilmoitus
Kansallisesta lainsäädännöstä johtuva konkurssia tai muuta sellaista vastaava tilanne: 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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
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.

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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
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).
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?
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.
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).
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).
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).
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 in such a situation is obligatory in accordance

with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
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.
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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
Väärien tietojen antaminen, tietojen salaaminen, vaadittujen asiakirjojen toimittamatta jättäminen tai tätä menettelyä koskevien luottamuksellisten tietojen saaminen: Has the tenderer: a) given grossly incorrect information with the notification of the information required to verify that there is no basis for rejection, or of the qualification requirements being fulfilled, b) failed to provide such information, c) made reservations immediately to present the supporting documents requested by the contracting authority, or d) improperly affected 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: Is the tenderer 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?
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.
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?
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.
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?
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 in such a situation is obligatory in accordance with the current national law with no exceptions, when the tenderer is still able to carry out the contract.
Verojen maksamiseen liittyvän velvoitteen rikkominen: Has the tenderer not fulfilled all of his tax and duty obligations in both the country where he is established and in the contracting authority's member state, if this is a different country than what he is established in?
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.
Puolustusmateriaalihankintoja koskeva ammatin harjoittamiseen liittyvä rikkomus: 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, have been legally convicted of offences regarding professional behaviour in defence procurements?
Kyvyttömyys osoittaa luotettavasti, että maan turvallisuudelle aiheutuvat riskit voidaan sulkea pois: Is the tenderer assessed to lack the reliability necessary to exclude the risk of national security?
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.

5. Osa

5.1. Osa: LOT-0001

Ilmoituksen nimi: Sub-contract 1. Management Positions
Kuvaus: The Norwegian Public Roads Administration, Joint Functions and HR (hereafter called the Contracting Authority) would like tenders for recruitment assistance. The Norwegian Public Roads Administration currently consists of the Directorate of Public Roads and six divisions. The Norwegian Public Roads Administration is leading the way in developing a future orientated, efficient, environmentally friendly and safe transport system. We build, operate and maintain the national roads and have national responsibility for stand-by on the way by developing clear rules and standards for everyone. Through cooperation with and supervision of road users and vehicles, new technology and development of digital services, we ensure that road users and businesses get a safer, simpler and greener travel day. The contracting authority needs competence in a number of disciplines and at different levels in the organisation. The need for recruitment can vary over time and include both operative, technical, administrative, commercial, digital, legal and leading positions. The assistance shall therefore be able to be adapted to the individual recruitment process and the needs in the relevant part of the agency. The framework agreement shall be able to be used by all parts of the agency and it shall include recruitment across disciplines, organisational entities, position categories and geographical locations. The aim of the procurement is to cover the agency's need for flexible and professional recruitment assistance and contribute to the Contracting Authority attracting and recruiting qualified and motivated applicants. The contract is not limited to specific disciplines, roles or job types. The procurement is therefore organised into several sub-contracts that cover different services and competence areas. Some sub-contracts can be adapted to special needs in some divisions or professional environments, where there is a need for specialised market knowledge, candidate network or recruitment competence. The framework agreement shall be signed with up to 6 tenderers. Sub-contract 1 - Management positions up to 2 tenderers. Sub-contract 2 - Administrative, commercial and other support functions up to 2 tenderers Sub-contract 3 - Technical and professional positions, up to 2 tenderers.

Sisäinen tunniste: 13997

5.1.1. Tarkoitus

Pääasiallinen hankintalaji: Palvelut
Pääasiallinen luokitus (cpv): 79600000 Työhönottopalvelut
Lisäluokitus (cpv): 79611000 Työnhakupalvelut, 79635000 Arviointikeskuspalvelut työhönottoa varten

5.1.2. Suorituspaikka

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Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Innlandet (NO020)
Maa: Norja

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Maaryhmittely (NUTS): Trøndelag/Tröndelage (NO060)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Nordland/Nordlánnda (NO071)
Maa: Norja

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Maaryhmittely (NUTS): Troms/Romsa/Tromssa (NO072)
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Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Akershus (NO084)
Maa: Norja

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Maaryhmittely (NUTS): Buskerud (NO085)
Maa: Norja

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Maaryhmittely (NUTS): Agder (NO092)
Maa: Norja

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Maaryhmittely (NUTS): Rogaland (NO0A1)
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5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Vestland (NO0A2)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Møre og Romsdal (NO0A3)
Maa: Norja

5.1.3. Arvioitu kesto

Kesto: 48 Kuukaudet

5.1.4. Uusiminen

Sopimuksen optiokausien enimmäismäärä: 2
Lisätietoja uusimisesta: 1 + 1 year. Option: 1+1 year.

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): ei

5.1.9. Valintaperusteet

Valintaperusteiden ilmoittamispaikka: Ilmoitus
Kriteeri: Muut taloudelliset tai rahoitukselliset vaatimukset
Valintaperusteen kuvaus: Tenderers must have sufficient financial capacity to fulfil the contract. In order to fulfil the requirement, it is sufficient for the tenderer to be assessed as credit worthy based on Experians Commercial Delphi score. If a tenderer is assessed lower than credit worthy, the contracting authority can undertake an overall assessment based on additional information. Documentation requirements: The contracting authority will obtain a credit rating from Experian. If there is doubt, the Contracting Authority can obtain further information from the tenderer.

Kriteeri: Viitteet määriteltyihin töihin
Valintaperusteen kuvaus: The tenderer shall: · have the capacity to handle a minimum of three simultaneous recruitment assignments within the relevant sub-contract and ensure continuity in the event of absence. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the following documentation proof upon request: * available capacity, including the number of relevant resources and capacity for simultaneous recruitment processes, as well as briefly describe how continuity is safeguarded in the event of absence. A tenderer who is newly established and cannot submit references, must be particularly careful to document and substantiate that they still have the prerequisites required to carry out the assignment. Newly established tenderers can document that the requirement is fulfilled by referring to experience that the offered persons/resources have built up in the service of others than the tenderer.

Kriteeri: Toimenpiteet laadun varmistamiseksi

Valintaperusteen kuvaus: Tenderers shall have documented a system for systematic quality assurance of recruitment assignments. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the following documentation proof if requested by the contracting authority: * A description of the tenderer's quality assurance methods. If a tenderer is certified in accordance with ISO 9001 or equivalent quality assurance certifications, it is sufficient to enclose a copy of a valid certificate.

5.1.10. Vertailuperusteet

Kriteeri:
Tyyppi: Hinta
Kuvaus: Price
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 30
Kriteeri:
Tyyppi: Laatu
Kuvaus: The offered personnel´ relevant formal competence and experience
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 40
Kriteeri:
Tyyppi: Laatu
Kuvaus: Assignment comprehension
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 30
Kriteeri:
Tyyppi: Laatu
Kuvaus: The procurement concerns consultancy services and is of a nature that normally has a climate footprint and an environmental impact that must be seen as immaterial. This means that the service mainly consists of knowledge and work efforts without significant use of resources that significantly affect climate and the environment. It is assumed that the delivery can mainly be carried out digitally. The procurement does not involve extensive travel activities, and it is only estimated that a smaller portion of the interviews will be physically carried out.
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 0

5.1.11. Hankinta-asiakirjat

Tiettyjen hankinta-asiakirjojen saatavuutta on rajoitettu
Tietoa rajoitetuista asiakirjoista on saatavilla osoitteessa: https://app.artifik.no/procurements/10720
Tilapäinen viestintäkanava:
Nimi: e-Tendering

5.1.12. Hankinnan ehdot

Tarjouksen/hakemuksen jättämisen ehdot:
Tarjouksen/hakemuksen jättäminen sähköisesti: Pakollinen
Tarjouksen/hakemuksen toimitusosoite: https://app.artifik.no/procurements/10720
Kielet, joilla tarjoukset tai osallistumishakemukset voidaan toimittaa: norja
Sähköinen luettelo: Ei sallittu
Tarjousten vastaanottamisen määräaika: 03/12/2026 11:00:00 (UTC+00:00) Länsi-Euroopan aika, GMT
Ajanjakso, jonka tarjouksen on pysyttävä voimassa: 3 Kuukaudet

Sopimusehdot:
Sopimuksen täytäntöönpano on rajattu tehtäväksi suojatyöohjelmien puitteissa: Ei
Sopimuksen täytäntöönpanoa koskevat ehdot: N/A
Sähköinen laskutus: Pakollinen
Tilaukset tehdään sähköisesti: kyllä
Maksut tehdään sähköisesti: kyllä
Rahoitusjärjestelyn kuvaus: N/A

5.1.15. Menetelmät

Puitejärjestely:
Puitejärjestely, johon ei liity uudelleen kilpailuttamista
Osallistujien enimmäismäärä: 2
Tietoa dynaamisesta hankintajärjestelmästä:
Ei dynaamista hankintajärjestelmää

5.1.16. Lisätietoja, sovittelu ja muutoksenhaku

Muutoksenhakuelin: Oslo tingrett
Hankintamenettelystä lisätietoja antava organisaatio: Statens vegvesen
Muutoksenhakumenettelyjen määräajoista lisätietoja tarjoava organisaatio: Statens vegvesen
Osallistumishakemuksia vastaanottava organisaatio: Artifik AS

5.1. Osa: LOT-0002

Ilmoituksen nimi: Sub-contract 2. Administrative, commercial and other support functions
Kuvaus: The Norwegian Public Roads Administration, Joint Functions and HR (hereafter called the Contracting Authority) would like tenders for recruitment assistance. The Norwegian Public Roads Administration currently consists of the Directorate of Public Roads and six divisions. The Norwegian Public Roads Administration is leading the way in developing a future orientated, efficient, environmentally friendly and safe transport system. We build, operate and maintain the national roads and have national responsibility for stand-by on the way by developing clear rules and standards for everyone. Through cooperation with and supervision of road users and vehicles, new technology and development of digital services, we ensure that road users and businesses get a safer, simpler and greener travel day. The contracting authority needs competence in a number of disciplines and at different levels in the organisation. The need for recruitment can vary over time and include both operative, technical, administrative, commercial, digital, legal and leading positions. The assistance shall therefore be able to be adapted to the individual recruitment process and the needs in the relevant part of the agency. The framework agreement shall be able to be used by all parts of the agency and it shall include recruitment across disciplines, organisational entities, position categories and geographical locations. The aim of the procurement is to cover the agency's need for flexible and professional recruitment assistance and contribute to the Contracting Authority attracting and recruiting qualified and motivated applicants. The contract is not limited to specific disciplines, roles or job types. The procurement is therefore organised into several sub-contracts that cover different services and competence areas. Some sub-contracts can be adapted to special needs in some divisions or professional environments, where there is a need for specialised market knowledge, candidate network or recruitment competence. The framework agreement shall be signed with up to 6 tenderers. Sub-contract 1 - Management positions up to 2 tenderers. Sub-contract 2 - Administrative, commercial and other support functions up to 2 tenderers Sub-contract 3 - Technical and professional positions, up to 2 tenderers.
Sisäinen tunniste: 13998

5.1.1. Tarkoitus

Pääasiallinen hankintalaji: Palvelut
Pääasiallinen luokitus (cpv): 79600000 Työhönottopalvelut
Lisäluokitus (cpv): 79611000 Työnhakupalvelut, 79635000 Arviointikeskuspalvelut työhönottoa varten

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Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Akershus (NO084)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Buskerud (NO085)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Agder (NO092)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Vestfold (NO093)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Telemark (NO094)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Rogaland (NO0A1)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Vestland (NO0A2)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Møre og Romsdal (NO0A3)
Maa: Norja

5.1.3. Arvioitu kesto

Kesto: 48 Kuukaudet

5.1.4. Uusiminen

Sopimuksen optiokausien enimmäismäärä: 2
Lisätietoja uusimisesta: 1 + 1 year. Option: 1+1 year.

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): ei

5.1.9. Valintaperusteet

Valintaperusteiden ilmoittamispaikka: Ilmoitus
Kriteeri: Muut taloudelliset tai rahoitukselliset vaatimukset
Valintaperusteen kuvaus: Tenderers must have sufficient financial capacity to fulfil the contract. In order to fulfil the requirement, it is sufficient for the tenderer to be assessed as credit worthy based on Experians Commercial Delphi score. If a tenderer is assessed lower than credit worthy, the contracting authority can undertake an overall assessment based on additional information. Documentation requirements: The contracting authority will obtain a credit rating from Experian. If there is doubt, the Contracting Authority can obtain further information from the tenderer.

Kriteeri: Viitteet määriteltyihin töihin
Valintaperusteen kuvaus: The tenderer shall: · have the capacity to handle a minimum of three simultaneous recruitment assignments within the relevant sub-contract and ensure continuity in the event of absence. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the following documentation proof upon request: * available capacity, including the number of relevant resources and capacity for simultaneous recruitment processes, as well as briefly describe how continuity is safeguarded in the event of absence. A tenderer who is newly established and cannot submit references, must be particularly careful to document and substantiate that they still have the prerequisites required to carry out the assignment. Newly established tenderers can document that the requirement is fulfilled by referring to experience that the offered persons/resources have built up in the service of others than the tenderer.

Kriteeri: Toimenpiteet laadun varmistamiseksi
Valintaperusteen kuvaus: Tenderers shall have documented a system for systematic quality assurance of recruitment assignments. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the

following documentation proof if requested by the contracting authority: * A description of the tenderer's quality assurance methods. If a tenderer is certified in accordance with ISO 9001 or equivalent quality assurance certifications, it is sufficient to enclose a copy of a valid certificate.

5.1.10. Vertailuperusteet

Kriteeri:
Tyyppi: Hinta
Kuvaus: Price
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 30
Kriteeri:
Tyyppi: Laatu
Kuvaus: The offered personnel´ relevant formal competence and experience
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 40
Kriteeri:
Tyyppi: Laatu
Kuvaus: Assignment comprehension
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 30
Kriteeri:
Tyyppi: Laatu
Kuvaus: The procurement concerns consultancy services and is of a nature that normally has a climate footprint and an environmental impact that must be seen as immaterial. This means that the service mainly consists of knowledge and work efforts without significant use of resources that significantly affect climate and the environment. It is assumed that the delivery can mainly be carried out digitally. The procurement does not involve extensive travel activities, and it is only estimated that a smaller portion of the interviews will be physically carried out.
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 0

5.1.11. Hankinta-asiakirjat

Tiettyjen hankinta-asiakirjojen saatavuutta on rajoitettu
Tietoa rajoitetuista asiakirjoista on saatavilla osoitteessa: https://app.artifik.no/procurements/10720
Tilapäinen viestintäkanava:
Nimi: e-Tendering

5.1.12. Hankinnan ehdot

Tarjouksen/hakemuksen jättämisen ehdot:
Tarjouksen/hakemuksen jättäminen sähköisesti: Pakollinen
Tarjouksen/hakemuksen toimitusosoite: https://app.artifik.no/procurements/10720
Kielet, joilla tarjoukset tai osallistumishakemukset voidaan toimittaa: norja
Sähköinen luettelo: Ei sallittu
Tarjousten vastaanottamisen määräaika: 03/12/2026 11:00:00 (UTC+00:00) Länsi-Euroopan aika, GMT
Ajanjakso, jonka tarjouksen on pysyttävä voimassa: 3 Kuukaudet
Sopimusehdot:
Sopimuksen täytäntöönpano on rajattu tehtäväksi suojatyöohjelmien puitteissa: Ei
Sopimuksen täytäntöönpanoa koskevat ehdot: N/A

Sähköinen laskutus: Pakollinen
Tilaukset tehdään sähköisesti: kyllä
Maksut tehdään sähköisesti: kyllä
Rahoitusjärjestelyn kuvaus: N/A

5.1.15. Menetelmät

Puitejärjestely:
Puitejärjestely, johon ei liity uudelleen kilpailuttamista
Osallistujien enimmäismäärä: 2
Tietoa dynaamisesta hankintajärjestelmästä:
Ei dynaamista hankintajärjestelmää

5.1.16. Lisätietoja, sovittelu ja muutoksenhaku

Muutoksenhakuelin: Oslo tingrett
Hankintamenettelystä lisätietoja antava organisaatio: Statens vegvesen
Muutoksenhakumenettelyjen määräajoista lisätietoja tarjoava organisaatio: Statens vegvesen
Osallistumishakemuksia vastaanottava organisaatio: Artifik AS

5.1. Osa: LOT-0003

Ilmoituksen nimi: Sub-contract 3. Technical and professional positions
Kuvaus: The Norwegian Public Roads Administration, Joint Functions and HR (hereafter called the Contracting Authority) would like tenders for recruitment assistance. The Norwegian Public Roads Administration currently consists of the Directorate of Public Roads and six divisions. The Norwegian Public Roads Administration is leading the way in developing a future orientated, efficient, environmentally friendly and safe transport system. We build, operate and maintain the national roads and have national responsibility for stand-by on the way by developing clear rules and standards for everyone. Through cooperation with and supervision of road users and vehicles, new technology and development of digital services, we ensure that road users and businesses get a safer, simpler and greener travel day. The contracting authority needs competence in a number of disciplines and at different levels in the organisation. The need for recruitment can vary over time and include both operative, technical, administrative, commercial, digital, legal and leading positions. The assistance shall therefore be able to be adapted to the individual recruitment process and the needs in the relevant part of the agency. The framework agreement shall be able to be used by all parts of the agency and it shall include recruitment across disciplines, organisational entities, position categories and geographical locations. The aim of the procurement is to cover the agency's need for flexible and professional recruitment assistance and contribute to the Contracting Authority attracting and recruiting qualified and motivated applicants. The contract is not limited to specific disciplines, roles or job types. The procurement is therefore organised into several sub-contracts that cover different services and competence areas. Some sub-contracts can be adapted to special needs in some divisions or professional environments, where there is a need for specialised market knowledge, candidate network or recruitment competence. The framework agreement shall be signed with up to 6 tenderers: Sub-contract 1 - Management positions up to 2 tenderers. Sub-contract 2 - Administrative, commercial and other support functions up to 2 tenderers Sub-contract 3 - Technical and professional positions, up to 2 tenderers.
Sisäinen tunniste: 13999

5.1.1. Tarkoitus

Pääasiallinen hankintalaji: Palvelut
Pääasiallinen luokitus (cpv): 79600000 Työhönottopalvelut

Lisäluokitus (cpv): 79611000 Työnhakupalvelut, 79635000 Arviointikeskuspalvelut työhönottoa varten

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Oslo (NO081)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Innlandet (NO020)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Trøndelag/Tröndelage (NO060)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Nordland/Nordlánnda (NO071)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Troms/Romsa/Tromssa (NO072)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Finnmark/Finnmárku/Finmarkku (NO073)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Østfold (NO083)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Akershus (NO084)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Buskerud (NO085)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Agder (NO092)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Vestfold (NO093)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Telemark (NO094)
Maa: Norja

5.1.2. Suorituspaikka
Maaryhmittely (NUTS): Rogaland (NO0A1)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Vestland (NO0A2)
Maa: Norja

5.1.2. Suorituspaikka

Maaryhmittely (NUTS): Møre og Romsdal (NO0A3)
Maa: Norja

5.1.3. Arvioitu kesto

Kesto: 48 Kuukaudet

5.1.4. Uusiminen

Sopimuksen optiokausien enimmäismäärä: 2
Lisätietoja uusimisesta: 1 + 1 year. Option: 1+1 year|

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): ei

5.1.9. Valintaperusteet

Valintaperusteiden ilmoittamispaikka: Ilmoitus
Kriteeri: Muut taloudelliset tai rahoitukselliset vaatimukset
Valintaperusteen kuvaus: Tenderers must have sufficient financial capacity to fulfil the contract. In order to fulfil the requirement, it is sufficient for the tenderer to be assessed as credit worthy based on Experians Commercial Delphi score. If a tenderer is assessed lower than credit worthy, the contracting authority can undertake an overall assessment based on additional information. Documentation requirements: The contracting authority will obtain a credit rating from Experian. If there is doubt, the Contracting Authority can obtain further information from the tenderer.

Kriteeri: Viitteet määriteltyihin töihin
Valintaperusteen kuvaus: The tenderer shall: · have the capacity to handle a minimum of three simultaneous recruitment assignments within the relevant sub-contract and ensure continuity in the event of absence. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the following documentation proof upon request: * available capacity, including the number of relevant resources and capacity for simultaneous recruitment processes, as well as briefly describe how continuity is safeguarded in the event of absence. A tenderer who is newly established and cannot submit references, must be particularly careful to document and substantiate that they still have the prerequisites required to carry out the assignment. Newly established tenderers can document that the requirement is fulfilled by referring to experience that the offered persons/resources have built up in the service of others than the tenderer.

Kriteeri: Toimenpiteet laadun varmistamiseksi
Valintaperusteen kuvaus: Tenderers shall have documented a system for systematic quality assurance of recruitment assignments. Documentation requirements: Tenderers shall confirm that they fulfil this requirement when submitting their tender. Tenderers shall present the following documentation proof if requested by the contracting authority: * A description of the tenderer's quality assurance methods. If a tenderer is certified in accordance with ISO 9001 or equivalent quality assurance certifications, it is sufficient to enclose a copy of a valid certificate.

5.1.10. Vertailuperusteet

Kriteeri:
Tyyppi: Hinta
Kuvaus: Price
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 30
Kriteeri:
Tyyppi: Laatu
Kuvaus: The offered personnel´ relevant formal competence and experience
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 40
Kriteeri:
Tyyppi: Laatu
Kuvaus: Assignment comprehension
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 30
Kriteeri:
Tyyppi: Laatu
Kuvaus: The procurement concerns consultancy services and is of a nature that normally has a climate footprint and an environmental impact that must be seen as immaterial. This means that the service mainly consists of knowledge and work efforts without significant use of resources that significantly affect climate and the environment. It is assumed that the delivery can mainly be carried out digitally. The procurement does not involve extensive travel activities, and it is only estimated that a smaller portion of the interviews will be physically carried out.
Kategoria vertailuperuste paino: Painotus (prosentteina, tarkka)
Vertailuperusteen luku: 0

5.1.11. Hankinta-asiakirjat

Tiettyjen hankinta-asiakirjojen saatavuutta on rajoitettu
Tietoa rajoitetuista asiakirjoista on saatavilla osoitteessa: https://app.artifik.no/procurements/10720
Tilapäinen viestintäkanava:
Nimi: e-Tendering

5.1.12. Hankinnan ehdot

Tarjouksen/hakemuksen jättämisen ehdot:
Tarjouksen/hakemuksen jättäminen sähköisesti: Pakollinen
Tarjouksen/hakemuksen toimitusosoite: https://app.artifik.no/procurements/10720
Kielet, joilla tarjoukset tai osallistumishakemukset voidaan toimittaa: norja
Sähköinen luettelo: Ei sallittu
Tarjousten vastaanottamisen määräaika: 03/12/2026 11:00:00 (UTC+00:00) Länsi-Euroopan aika, GMT
Ajanjakso, jonka tarjouksen on pysyttävä voimassa: 3 Kuukaudet
Sopimusehdot:
Sopimuksen täytäntöönpano on rajattu tehtäväksi suojatyöohjelmien puitteissa: Ei
Sopimuksen täytäntöönpanoa koskevat ehdot: N/A
Sähköinen laskutus: Pakollinen
Tilaukset tehdään sähköisesti: kyllä
Maksut tehdään sähköisesti: kyllä

Rahoitusjärjestelyn kuvaus: N/A

5.1.15. Menetelmät

Puitejärjestely:
Puitejärjestely, johon ei liity uudelleen kilpailuttamista
Osallistujien enimmäismäärä: 2
Tietoa dynaamisesta hankintajärjestelmästä:
Ei dynaamista hankintajärjestelmää

5.1.16. Lisätietoja, sovittelu ja muutoksenhaku

Muutoksenhakuelin: Oslo tingrett
Hankintamenettelystä lisätietoja antava organisaatio: Statens vegvesen
Muutoksenhakumenettelyjen määräajoista lisätietoja tarjoava organisaatio: Statens vegvesen
Osallistumishakemuksia vastaanottava organisaatio: Artifik AS

8. Organisaatiot

8.1. ORG-0001

Virallinen nimi: Statens vegvesen
Rekisterinumero: 971032081
Postiosoite: Innspurten 11C
Postitoimipaikka: Oslo
Postinumero: 0663
Maaryhmittely (NUTS): Oslo (NO081)
Maa: Norja
Yhteyspiste: Debra Gunnerød
Sähköposti: firmapost@vegvesen.no
Puhelin: +47 22073000
Internetosoite: https://www.vegvesen.no
Hankkijaprofiili: https://www.vegvesen.no
Tämän organisaation roolit:
Ostaja
Hankintamenettelystä lisätietoja antava organisaatio
Muutoksenhakumenettelyjen määräajoista lisätietoja tarjoava organisaatio

8.1. ORG-0002

Virallinen nimi: Oslo tingrett
Rekisterinumero: 926725939
Postiosoite: Postboks 2106 Vika
Postitoimipaikka: Oslo
Postinumero: 0125
Maaryhmittely (NUTS): Oslo (NO081)
Maa: Norja
Sähköposti: oslo.tingrett@domstol.no
Puhelin: +47 22035200
Internetosoite: https://www.domstol.no/no/domstoler/tingrett/oslo-tingrett/
Tämän organisaation roolit:
Muutoksenhakuelin

8.1. ORG-0003

Virallinen nimi: Artifik AS

Rekisterinumero: 925364967
Postiosoite: Stortingsgata 12
Postitoimipaikka: Oslo
Postinumero: 0161
Maaryhmittely (NUTS): Oslo (NO081)
Maa: Norja
Sähköposti: support@artifik.no
Internetosoite: https://artifik.no
Tämän organisaation roolit:
Hankintapalvelujen tarjoaja
Osallistumishakemuksia vastaanottava organisaatio

Ilmoituksen tiedot

Ilmoituksen tunniste/versio: fd143158-cd6b-4fa3-9df1-a8bab9e37067 - 01
Lomakkeen tyyppi: Kilpailu
Ilmoituksen tyyppi: Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä
Ilmoituksen alatyyppi: 16
Ilmoituksen lähetyspäivä: 02/11/2026 13:14:27 (UTC+00:00) Länsi-Euroopan aika, GMT
Kielet, joilla tämä ilmoitus on virallisesti saatavilla: englanti
Ilmoituksen julkaisunumero: 763215-2026
EUVL S -lehden numero: 213/2026
Julkaisupäivä: 03/11/2026