

280956-2026 - Mise en concurrence

Norvège – Services aux entreprises: droit, marketing, conseil, recrutement, impression et sécurité – (2025/12849) Recruiting services, framework agreement

OJ S 80/2026 24/04/2026

Avis de marché ou de concession – régime ordinaire

Services

1. Acheteur

1.1. Acheteur

Nom officiel: Viken Vest Innkjøpssamarbeid (VVI)

Adresse électronique: elisabeth@innkjopskontoret.no

Forme juridique de l'acheteur: Autorité régionale

Activité du pouvoir adjudicateur: Services d'administration générale

2. Procédure

2.1. Procédure

Titre: (2025/12849) Recruiting services, framework agreement

Description: The competition is for a framework agreement for recruitment services for hiring managers. It will be most relevant to use the framework agreement for recruitment of municipal directors, municipal managers, business managers and department managers. The contract can also be used for recruiting other roles. The contracting authority has the right to carry out recruitment processes through self-management outside the contract. Participants in the procurement: - Hemsedal municipality - Hole municipality (option) Krødsherad municipality Lier municipality. - Modum municipality (option) Nore and Uvdal municipalities Notodden municipality. - Ringerike municipality. Tinn municipality. - Øvre Eiker municipality (option) Ål municipality. The procurement's value is estimated to be above the EEA threshold. The need is uncertain. The volume can vary both up and down and the contract period will depend on, among other things, the contracting authority's needs, activities, budgetary situations and other framework factors. The estimated value over four years is NOK 11,000,000 excluding VAT. The maximum value for the entire contract period, including any options and expected price rise: NOK 25,000,000 excluding VAT. See the procurement documents for further information. This procurement is considered to have an immaterial impact on climate and the environment, cf. the Regulations §7-9, fifth paragraph. The justification for this is that the procurement is for consultancy services/consultancy services where the contracting authority has been cut off from affecting climate and environmental impact, as the requirements and criteria that are aimed at these elements will not have sufficient connection to the delivery, cf. DFØ's environmental supervisor. APPRENTICE: The contracting authority has assessed the procurement against the apprentice regulations, cf. the Procurement Act § 7 and concluded that there is no requirement for apprentices in this procurement as the contract's main element does not include work where it is relevant to use labour with vocational certificates or craft certificates, cf. the apprentice regulations § 6 (3).

Identifiant de la procédure: c851e1d9-fd64-41a0-94f3-41c0f623ee86

Identifiant interne: 25399

Type de procédure: Ouverte

La procédure est accélérée: non

Principales caractéristiques de la procédure et informations sur l'endroit où obtenir les règles complètes applicables à la procédure: The competition will be held in accordance with the Public Procurement Act from 17 June 2016 no. 73 (LOA), with the accompanying regulations of 12 August 2016 no. 974 (FOA), as well as the provisions in this tender documentation. The competition will be held as an open tender contest in accordance with the regulations Parts I and III. All interested tenderers can submit tenders for this type of procedure. Negotiations are not allowed. The procurement is announced in the DOFFIN and TED database.

2.1.1. Objet

Nature principale du marché: Services

Nomenclature principale (cpv): 79000000 Services aux entreprises: droit, marketing, conseil, recrutement, impression et sécurité

Nomenclature complémentaire (cpv): 79600000 Services de recrutement, 79620000 Services de mise à disposition de personnel, y compris de personnel temporaire

2.1.2. Lieu d'exécution

Subdivision pays (NUTS): Buskerud (NO085)

Pays: Norvège

2.1.2. Lieu d'exécution

Subdivision pays (NUTS): Telemark (NO094)

Pays: Norvège

2.1.3. Valeur

Valeur estimée hors TVA: 11 000 000,00 NOK

2.1.4. Informations générales

Base juridique:

Directive 2014/24/UE

2.1.6. Motifs d'exclusion

Sources des motifs d'exclusion: Avis

Corruption: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a enforceable verdict has 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.

Fraude: 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).

Blanchiment de capitaux ou financement du terrorisme: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a legal

verdict has been convicted of money laundering or financing terrorism by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies? Money laundering or financing terrorism As defined in Article 1 of the European Parliament and Council Directive 2005/60/EF of 26 October 2005 on preventive measures against the use of the financial system for money laundering and financing terrorism (EUT L 309 of 25.11.2005, p. 15).

Participation à une organisation criminelle: 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)

Infractions terroristes ou infractions liées aux activités terroristes: 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 out 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.

Travail des enfants et autres formes de traite des êtres humains: 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).

Manquement aux obligations dans le domaine du droit environnemental: 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.

Manquement aux obligations dans le domaine du droit du travail: 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.

Manquement aux obligations dans le domaine du droit social: 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.

Accords avec d'autres opérateurs économiques en vue de fausser la concurrence: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Faute professionnelle grave: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Faussees déclarations, dissimulation d'informations, incapacité de présenter les documents requis ou obtention d'informations confidentielles sur cette procédure: 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?

Conflit d'intérêt créé par sa participation à la procédure de passation de marché: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Association directe ou indirecte à la préparation de cette procédure de passation de marché: 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?

Résiliation, dommages et intérêts ou autres sanctions comparables: 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?

Manquement à l'obligation relative au paiement de cotisations de sécurité sociale: 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?

Manquement à l'obligation relative au paiement d'impôts et taxes: Has the tenderer not fulfilled his tax and duty obligations in the country in which he is established, and in the contracting authority's member state, if this is a different country than what he is established in?

État de cessation d'activités: 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.

Faillite: 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.

Concordat: 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.

Insolvabilité: 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.

Biens administrés par un liquidateur: 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.

Situation analogue à la faillite prévue dans la législation nationale: Is the supplier in a situation where he has been forced debt arrangement? Specify why, under the mentioned circumstances, one is able to carry out the contract, considering the current national provisions and measures for continuing the business activities? It is not necessary to provide this information if rejection of tenderers made mandatory in accordance with the current national law without the possibility for exceptions.

5. Lot

5.1. Lot: LOT-0000

Titre: (2025/12849) Recruiting services, framework agreement

Description: The competition is for a framework agreement for recruitment services for hiring managers. It will be most relevant to use the framework agreement for recruitment of municipal directors, municipal managers, business managers and department managers. The contract can also be used for recruiting other roles. The contracting authority has the right to carry out recruitment processes through self-management outside the contract. Participants in the procurement: - Hemsedal municipality - Hole municipality (option) Krødsherad municipality Lier municipality. - Modum municipality (option) Nore and Uvdal municipalities Notodden municipality. - Ringerike municipality. Tinn municipality. - Øvre Eiker municipality (option) Ål municipality. The procurement's value is estimated to be above the EEA threshold. The need is uncertain. The volume can vary both up and down and the contract period will depend on, among other things, the contracting authority's needs, activities, budgetary situations and other framework factors. The estimated value over four years is NOK 11,000,000 excluding VAT. The maximum value for the entire contract period, including any options and expected price rise: NOK 25,000,000 excluding VAT. See the procurement documents for further information. This procurement is considered to have an immaterial impact on climate and the environment, cf. the Regulations §7-9, fifth paragraph. The justification for this is that the procurement is for consultancy services/consultancy services where the contracting authority has been cut off from affecting climate and environmental impact, as the requirements and criteria that are aimed at these elements will not have sufficient connection to the delivery, cf. DFØ's environmental supervisor. APPRENTICE: The contracting authority has assessed the procurement against the apprentice regulations, cf. the Procurement Act § 7 and concluded that there is no requirement for apprentices in this procurement as the contract's main element does not include work where it is relevant to use labour with vocational certificates or craft certificates, cf. the apprentice regulations § 6 (3).

Identifiant interne: 25399

5.1.1. Objet

Nature principale du marché: Services

Nomenclature principale (cpv): 79000000 Services aux entreprises: droit, marketing, conseil, recrutement, impression et sécurité

Nomenclature complémentaire (cpv): 79600000 Services de recrutement, 79620000 Services de mise à disposition de personnel, y compris de personnel temporaire

5.1.2. Lieu d'exécution

Subdivision pays (NUTS): Buskerud (NO085)

Pays: Norvège

5.1.2. Lieu d'exécution

Subdivision pays (NUTS): Telemark (NO094)
Pays: Norvège

5.1.3. Durée estimée

Date de début: 01/09/2026

Date de fin de durée: 31/08/2028

5.1.4. Reconduction

Nombre maximum de reconductions: 2

Autres informations sur le renouvellement: Renewal lenght is 12 months

5.1.5. Valeur

Valeur estimée hors TVA: 11 000 000,00 NOK

5.1.6. Informations générales

Participation réservée:

La participation n'est pas réservée.

Projet de passation de marché non financé par des fonds de l'UE

Le marché relève de l'accord sur les marchés publics (AMP): non

5.1.9. Critères de sélection

Sources des critères de sélection: Document de marché

5.1.10. Critères d'attribution

Critère:

Type: Prix

Nom: Prices and Costs

Description: -

Catégorie du critère d'attribution poids: Pondération (pourcentage, valeur exacte)

Nombre critère d'attribution: 25

Critère:

Type: Qualité

Nom: Solution proposal

Description: -

Catégorie du critère d'attribution poids: Pondération (pourcentage, valeur exacte)

Nombre critère d'attribution: 40

Critère:

Type: Qualité

Nom: Assignment specific competence

Description: -

Catégorie du critère d'attribution poids: Pondération (pourcentage, valeur exacte)

Nombre critère d'attribution: 35

5.1.11. Documents de marché

Date limite de demande d'informations complémentaires: 14/05/2026 22:00:00 (UTC+00:00)

Heure de l'Europe occidentale, GMT

Adresse des documents de marché: <https://tendsign.com/doc.aspx?MeFormsNoticeId=89943>

5.1.12. Conditions du marché public

Conditions de soumission:

Soumission par voie électronique: Requête

Adresse de soumission: <https://tendsign.com/doc.aspx?MeFormsNoticeId=89943&GoTo=Tender>

Langues dans lesquelles les offres ou demandes de participation/candidatures peuvent être présentées: norvégien

Catalogue électronique: Autorisée

La signature ou le cachet électronique avancé(e) ou qualifié(e) [au sens du règlement (UE) N° 910/2014] est requis(e)

Date limite de réception des offres: 28/05/2026 10:00:58 (UTC+00:00) Heure de l'Europe occidentale, GMT

Durée de validité des offres: 90 Jours

Informations relatives à l'ouverture publique:

Date d'ouverture: 28/05/2026 10:01:00 (UTC+00:00) Heure de l'Europe occidentale, GMT

Conditions du marché:

Le contrat doit être exécuté dans le cadre de programmes d'emplois protégés: Non

Facturation électronique: Requise

La commande en ligne sera utilisée: oui

Le paiement électronique sera utilisé: oui

5.1.15. Techniques

Accord-cadre:

Accord-cadre, sans remise en concurrence

Nombre maximal de candidats: 99

Informations sur le système d'acquisition dynamique:

Pas de système d'acquisition dynamique

5.1.16. Informations complémentaires, médiation et recours

Organisation chargée des procédures de recours: Buskerud tingrett

Description des délais d'introduction des procédures de recours: -

Organisation qui fournit des précisions concernant l'introduction des recours: Viken Vest Innkjøpssamarbeid (VVI)

8. Organisations

8.1. ORG-0001

Nom officiel: Viken Vest Innkjøpssamarbeid (VVI)

Numéro d'enregistrement: 954 597 482

Département: Innkjøp

Adresse postale: Stasjonsgata 24

Ville: Hokksund

Code postal: 3300

Subdivision pays (NUTS): Buskerud (NO085)

Pays: Norvège

Point de contact: Elisabeth Gundersen

Adresse électronique: elisabeth@innkjopskontoret.no

Téléphone: +47

Rôles de cette organisation:

Acheteur

Organisation qui fournit des précisions concernant l'introduction des recours

8.1. ORG-0002

Nom officiel: Buskerud tingrett

Numéro d'enregistrement: 826 726 342

Adresse postale: Postboks 1066 Bragernes

Ville: Drammen

Code postal: 3001

Subdivision pays (NUTS): Buskerud (NO085)

Pays: Norvège

Adresse électronique: buskerud.tingrett@domstol.no

Téléphone: 32 21 16 00

Adresse internet: <https://www.domstol.no/no/domstoler/tingrett/buskerud-tingrett/>

Rôles de cette organisation:

Organisation chargée des procédures de recours

Informations relatives à l'avis

Identifiant/version de l'avis: 8fec7002-b4b4-4b1e-aec4-84bb69f2332e - 01

Type de formulaire: Mise en concurrence

Type d'avis: Avis de marché ou de concession – régime ordinaire

Sous-type d'avis: 16

Date d'envoi de l'avis: 23/04/2026 07:01:48 (UTC+00:00) Heure de l'Europe occidentale, GMT

Date et heure de transmission de l'avis (eSender): 23/04/2026 07:01:49 (UTC+00:00) Heure de l'Europe occidentale, GMT

Langues dans lesquelles l'avis en question est officiellement disponible: anglais

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