

476782-2026 - Nadmetanje

Norveška – Usluge savjetovanja u području strojne opreme (hardvera) – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Obavijest o nadmetanju ili koncesiji – standardni režim

Usluge

1. Kupac

1.1. Kupac

Službeno ime: FORSVARSMATERIELL

E-pošta: arramic@mil.no

Pravni oblik kupca: Javno poduzeće

Djelatnost javnog naručitelja: Obrana

2. Postupak

2.1. Postupak

Naslov: Procurement of an SAP HR Talent Management Solution Expert

Opis: 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.

Identifikacijska oznaka postupka: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Interna identifikacijska oznaka: 2026023145

Vrsta postupka: Otvoren

Postupak je ubrzan: ne

Glavna obilježja postupka: 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. Svrha

Priroda ugovora: Usluge

Glavna klasifikacija (cpv): 72100000 Usluge savjetovanja u području strojne opreme (hardvera)

Dodatna klasifikacija (cpv): 72200000 Usluge programiranja i usluge savjetovanja, 72211000

Usluge programiranja sustava i korisničke podrške, 72212000 Usluge programiranja

aplikacijske podrške, 72220000 Usluge sistemskog i tehničkog savjetovanja, 72230000

Usluge razvoja programske podrške po narudžbi korisnika, 72240000 Usluge sistemske

analize i programiranja, 72250000 Sistemske usluge i usluge potpore, 72260000 Usluge

povezane s programskom podrškom, 72300000 Podatkovne usluge, 72500000 Usluge

povezane s računalom, 72600000 Usluge računalne potpore i savjetovanja

2.1.2. Mjesto izvršenja

Zemlja – podregija (NUTS): Oslo (NO081)

Zemlja: Norveška

2.1.2. Mjesto izvršenja

Zemlja – podregija (NUTS): Akershus (NO084)

Zemlja: Norveška

2.1.4. Opće informacije

Pravna osnova:

Direktiva 2014/24/EU

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Razlozi za isključenje

Izvori razloga za isključenje: Europska jedinstvena dokumentacija o nabavi, Obavijest, Dokumentacija o nabavi

Korupcija: 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.

Prijevvara: 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).

Pranje novca ili financiranje terorizma: 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).

Sudjelovanje u zločinačkoj organizaciji: 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)

Kaznena djela terorizma ili kaznena djela povezana s terorističkim aktivnostima: 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, of 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.

Dječji rad i drugi oblici trgovanja ljudima: 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).

Kršenje obveza u području prava o okolišu: 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.

Kršenje obveza u području radnog prava: 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.

Kršenje obveza u području socijalnog prava: 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.

Sporazumi s drugim gospodarskim subjektima u cilju narušavanja tržišnog natjecanja: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Teški poslovni prekršaj: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Lažno prikazivanje, prikrivanje informacija, nemogućnost podnošenja traženih dokumenata ili prikupljanje povjerljivih informacija o ovom postupku: 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?

Sukob interesa koji proizlazi iz sudjelovanja u postupku javne nabave: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Izravno ili neizravno sudjelovanje u pripremi ovog postupka javne nabave: 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?

Prijevreteni raskid, naknada štete ili druge usporedive sankcije: 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?

Kršenje obveza utvrđenih na temelju isključivo nacionalnih osnova za isključenje: 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?

Kršenje obveze plaćanja doprinosa za socijalno osiguranje: 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?

Kršenje obveze plaćanja poreza: 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?

Suspendirane poslovne aktivnosti: 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.

Stečaj: 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.

Nagodba s vjerovnicima: 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.

Nesolventnost: 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.

Imovinom subjekta upravlja stečajni upravitelj: 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.

Situacije istovrsne stečaju prema nacionalnim zakonima: 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. Grupa

5.1. Grupa: LOT-0000

Naslov: Procurement of an SAP HR Talent Management Solution Expert

Opis: 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.

Interna identifikacijska oznaka: 2026023145

5.1.1. Svrha

Priroda ugovora: Usluge

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Dodatna klasifikacija (cpv): 72200000 Usluge programiranja i usluge savjetovanja, 72211000

Usluge programiranja sustava i korisničke podrške, 72212000 Usluge programiranja

aplikacijske podrške, 72220000 Usluge sistemskog i tehničkog savjetovanja, 72230000

Usluge razvoja programske podrške po narudžbi korisnika, 72240000 Usluge systemske

analize i programiranja, 72250000 Systemske usluge i usluge potpore, 72260000 Usluge

povezane s programskom podrškom, 72300000 Podatkovne usluge, 72500000 Usluge

povezane s računalom, 72600000 Usluge računalne potpore i savjetovanja

Opcije:

Opis opcija: Option for an extension for 1+1+1 year.

5.1.2. Mjesto izvršenja

Zemlja – podregija (NUTS): Oslo (NO081)

Zemlja: Norveška

5.1.2. Mjesto izvršenja

Zemlja – podregija (NUTS): Akershus (NO084)

Zemlja: Norveška

5.1.3. Očekivano trajanje

Datum početka: 31/12/2026

Datum završetka trajanja: 31/12/2027

5.1.6. Opće informacije

Rezervirano sudjelovanje:

Sudjelovanje nije rezervirano.

Projekt javne nabave ne financira se sredstvima EU-a

Javna nabava obuhvaćena je Sporazumom o javnoj nabavi (GPA): da

5.1.9. Kriteriji za odabir

Izvori kriterija odabira: Europska jedinstvena dokumentacija o nabavi, Obavijest,

Dokumentacija o nabavi

Kriterij: Upis u trgovački registar

Opis kriterija odabira: 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.

Kriterij: Ostali ekonomski ili financijski zahtjevi

Opis kriterija odabira: 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.

Kriterij: Reference na određene usluge

Opis kriterija odabira: 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.

Kriterij: Certifikati neovisnih tijela o standardima osiguranja kvalitete

Opis kriterija odabira: 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.

Kriterij: Certifikati neovisnih tijela o sustavima ili standardima za upravljanje okolišem
Opis kriterija odabira: 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. Dokumentacija o nabavi

Jezici na kojima je dokumentacija o nabavi službeno dostupna: norveški

Rok za podnošenje zahtjeva za dodatne informacije: 17/08/2026 10:00:00 (UTC+00:00) zapadnoeuropsko vrijeme, GMT

Adresa dokumentacije o nabavi: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Uvjeti nabave

Uvjeti podnošenja:

Elektroničko podnošenje: Obvezno

Adresa za podnošenje: <https://permalink.mercell.com/287683552.aspx>

Jezici na kojima se mogu podnijeti ponude ili zahtjevi za sudjelovanje: norveški

Elektronički katalog: Nije dopušteno

Potreban je napredan ili kvalificirani elektronički potpis ili pečat (kako je definirano u Uredbi (EU) br. 910/2014)

Varijante: Nije dopušteno

Ponuditelji mogu podnijeti više od jedne ponude: Dopušteno

Rok za zaprimanje ponuda: 01/09/2026 10:00:00 (UTC+00:00) zapadnoeuropsko vrijeme, GMT

Razdoblje tijekom kojeg ponuda mora ostati valjana: 84 Dani

Informacije o javnom otvaranju:

Datum otvaranja: 01/09/2026 10:00:00 (UTC+00:00) zapadnoeuropsko vrijeme, GMT

Uvjeti ugovora:

Ugovor se mora izvršiti u okviru programa zaštićenih radnih mjesta: Ne

Elektroničko izdavanje računa: Obvezno

Naručivanje će biti elektroničko: da

Plaćanje će biti elektroničko: da

5.1.15. Tehnike

Okvirni sporazum:

Nema okvirnog sporazuma

Informacije o dinamičkom sustavu nabave:

Nema dinamičkog sustava nabave

5.1.16. Dodatne informacije, posredovanje i pravna zaštita (preispitivanje)

Organizacija za preispitivanje (pravnu zaštitu): Oslo Tingrett

Informacije o rokovima za preispitivanje: See the appeals board for public procurements §§ 6 and 13a.

Organizacija koja pruža više informacija o postupcima preispitivanja (pravne zaštite): Oslo Tingrett

8. Organizacije

8.1. ORG-0001

Službeno ime: FORSVARSMATERIELL

Registracijski broj: 916075855

Poštanska adresa: Grev Wedels plass 1

Grad: OSLO

Poštanski broj: 0151

Zemlja – podregija (NUTS): Oslo (NO081)

Zemlja: Norveška

Kontaktna točka: Armin Ramic

E-pošta: arramic@mil.no

Tel.: 41273898

Internet: <https://FMA.NO>

Uloge ove organizacije:

Kupac

8.1. ORG-0002

Službeno ime: Oslo Tingrett

Registracijski broj: 974714647

Poštanska adresa: C. J. Hambros plass 4

Grad: Oslo

Poštanski broj: 0164

Zemlja – podregija (NUTS): Oslo (NO081)

Zemlja: Norveška

Uloge ove organizacije:

Organizacija za preispitivanje (pravnu zaštitu)

Organizacija koja pruža više informacija o postupcima preispitivanja (pravne zaštite)

Informacije o obavijesti

Identifikacijska oznaka / verzija obavijesti: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Vrsta obrasca: Nadmetanje

Vrsta obavijesti: Obavijest o nadmetanju ili koncesiji – standardni režim

Podvrsta obavijesti: 16

Datum slanja obavijesti: 09/07/2026 11:03:29 (UTC+00:00) zapadnoeuropsko vrijeme, GMT

Datum e-pošiljateljeva slanja obavijesti: 09/07/2026 11:47:50 (UTC+00:00) zapadnoeuropsko vrijeme, GMT

Jezici na kojima je ova obavijest službeno dostupna: engleski

Broj objave obavijesti: 476782-2026

Broj izdanja SL S-a: 131/2026

Datum objave: 10/07/2026