

476782-2026 - Gara

Norvegia – Servizi di consulenza per attrezzature informatiche – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Bando di gara o di concessione – regime ordinario

Servizi

1. Committente

1.1. Committente

Nome ufficiale: FORSVARSMATERIELL

E-mail: arramic@mil.no

Forma giuridica del committente: Impresa pubblica

Attività dell'amministrazione aggiudicatrice: Difesa

2. Procedura

2.1. Procedura

Titolo: Procurement of an SAP HR Talent Management Solution Expert

Descrizione: 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.

Identificativo della procedura: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Identificativo interno: 2026023145

Tipo di procedura: Aperta

La procedura è accelerata: no

Caratteristiche principali della procedura: 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. Finalità

Natura dell'appalto: Servizi

Classificazione principale (cpv): 72100000 Servizi di consulenza per attrezzature informatiche

Classificazione aggiuntiva (cpv): 72200000 Programmazione di software e servizi di consulenza, 72211000 Servizi di programmazione di software di sistemi e di utente, 72212000 Servizi di programmazione di software applicativi, 72220000 Servizi di consulenza in sistemi informatici e assistenza tecnica, 72230000 Servizi di sviluppo di software personalizzati, 72240000 Servizi di analisi e programmazione di sistemi, 72250000 Servizi di manutenzione di sistemi e di assistenza, 72260000 Servizi connessi al software, 72300000 Servizi di elaborazione dati, 72500000 Servizi informatici, 72600000 Servizi di consulenza e assistenza informatica

2.1.2. Luogo di esecuzione

Suddivisione del paese (NUTS): Oslo (NO081)

Paese: Norvegia

2.1.2. Luogo di esecuzione

Suddivisione del paese (NUTS): Akershus (NO084)

Paese: Norvegia

2.1.4. Informazioni generali

Base giuridica:

Direttiva 2014/24/UE

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Motivi di esclusione

Fonti dei motivi di esclusione: Documento di gara unico europeo (DGUE), Avviso, Documento di gara

Corruzione: 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.

Frode: 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).

Riciclaggio di proventi di attività criminose o finanziamento del terrorismo: 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).

Partecipazione a un'organizzazione criminale: 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)

Reati terroristici o reati connessi alle attività terroristiche: 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.

Lavoro minorile e altre forme di tratta di esseri umani: 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).

Violazione di obblighi in materia di diritto ambientale: 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.

Violazione degli obblighi in materia di diritto del lavoro: 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.

Violazione degli obblighi in materia di diritto sociale: 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.

Accordi con altri operatori economici intesi a falsare la concorrenza: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Grave illecito professionale: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

False dichiarazioni, omessa informazione, incapacità di fornire i documenti richiesti o acquisizione di informazioni confidenziali in merito alla procedura in questione: Have the

tenderer: a) given grossly incorrect information when notifying the information required to verify that there is no basis for rejection, or of the qualification requirements being met, b) failed to provide such information, c) subject to immediately submitting the supporting documents requested by the Contracting Authority, or d) 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?

Conflitto di interessi legato alla partecipazione alla procedura di appalto: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Partecipazione diretta o indiretta alla preparazione della procedura di appalto: 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?

Cessazione anticipata, risarcimento danni o altre sanzioni comparabili: 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?

Violazione degli obblighi connessi a motivi di esclusione previsti esclusivamente dalla legislazione nazionale: 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?

Violazione dell'obbligo di pagamento dei contributi previdenziali: 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?

Violazione dell'obbligo di pagamento delle imposte: 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?

Cessazione di attività: 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.

Fallimento: 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.

Concordato preventivo con i creditori: 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.

Insolvenza: 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.

Amministrazione controllata: 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.

Situazione analoga al fallimento ai sensi della normativa nazionale: 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. Lotto

5.1. Lotto: LOT-0000

Titolo: Procurement of an SAP HR Talent Management Solution Expert

Descrizione: 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.

Identificativo interno: 2026023145

5.1.1. Finalità

Natura dell'appalto: Servizi

Classificazione principale (cpv): 72100000 Servizi di consulenza per attrezzature informatiche

Classificazione aggiuntiva (cpv): 72200000 Programmazione di software e servizi di consulenza, 72211000 Servizi di programmazione di software di sistemi e di utente, 72212000 Servizi di programmazione di software applicativi, 72220000 Servizi di consulenza in sistemi informatici e assistenza tecnica, 72230000 Servizi di sviluppo di software personalizzati, 72240000 Servizi di analisi e programmazione di sistemi, 72250000 Servizi di manutenzione

di sistemi e di assistenza, 72260000 Servizi connessi al software, 72300000 Servizi di elaborazione dati, 72500000 Servizi informatici, 72600000 Servizi di consulenza e assistenza informatica

Opzioni:

Descrizione delle opzioni: Option for an extension for 1+1+1 year.

5.1.2. Luogo di esecuzione

Suddivisione del paese (NUTS): Oslo (NO081)

Paese: Norvegia

5.1.2. Luogo di esecuzione

Suddivisione del paese (NUTS): Akershus (NO084)

Paese: Norvegia

5.1.3. Durata stimata

Data di inizio: 31/12/2026

Data di fine durata: 31/12/2027

5.1.6. Informazioni generali

Partecipazione riservata:

La partecipazione non è riservata.

Progetto di appalto non finanziato con fondi UE

L'appalto è soggetto all'accordo sugli appalti pubblici (AAP): sì

5.1.9. Criteri di selezione

Fonti dei criteri di selezione: Documento di gara unico europeo (DGUE), Avviso, Documento di gara

Criterio: Iscrizione in un registro di commercio

Descrizione del criterio di selezione: 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.

Criterio: Altri requisiti economici o finanziari

Descrizione del criterio di selezione: 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.

Criterio: Referenze su servizi specifici

Descrizione del criterio di selezione: 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.

Criterio: Certificati rilasciati da organi indipendenti riguardanti standard di assicurazione della qualità

Descrizione del criterio di selezione: 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.

Criterio: Certificati rilasciati da organi indipendenti riguardanti sistemi o standard di gestione ambientale

Descrizione del criterio di selezione: 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. Documenti di gara

Lingue in cui i documenti di gara sono ufficialmente disponibili: norvegese

Termine per la richiesta di informazioni supplementari: 17/08/2026 10:00:00 (UTC+00:00) ora dell'Europa occidentale, GMT

Indirizzo dei documenti di gara: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Condizioni di appalto

Modalità di presentazione:

Presentazione elettronica delle offerte: Obbligatoria

Indirizzo per la presentazione: <https://permalink.mercell.com/287683552.aspx>

Lingue in cui possono essere presentate le offerte o le domande di partecipazione: norvegese

Catalogo elettronico: Non consentita

Obbligo di firma elettronica qualificata o sigillo elettronico qualificato [come definiti dal regolamento (UE) n. 910/2014]

Varianti: Non consentita

Gli offerenti possono presentare più di un'offerta: Consentita

Termine per il ricevimento delle offerte: 01/09/2026 10:00:00 (UTC+00:00) ora dell'Europa occidentale, GMT

Durata durante la quale l'offerta deve rimanere valida: 84 Giorni

Informazioni sull'apertura pubblica delle offerte:

Data di apertura: 01/09/2026 10:00:00 (UTC+00:00) ora dell'Europa occidentale, GMT

Condizioni contrattuali:

L'esecuzione dell'appalto deve avvenire nel contesto di programmi di lavoro protetti: No

Fatturazione elettronica: Obbligatoria

Si farà ricorso all'ordinazione elettronica: sì

Sarà utilizzato il pagamento elettronico: sì

5.1.15. Tecniche

Accordo quadro:

Nessun accordo quadro

Informazioni sul sistema dinamico di acquisizione:

Nessun sistema dinamico di acquisizione

5.1.16. Ulteriori informazioni, mediazione e ricorsi

Organizzazione competente per i ricorsi: Oslo Tingrett

Informazioni sui termini per il riesame: See the appeals board for public procurements §§ 6 and 13a.

Organizzazione alla quale rivolgersi per informazioni complementari sulle procedure di ricorso: Oslo Tingrett

8. Organizzazioni

8.1. ORG-0001

Nome ufficiale: FORSVARSMATERIELL

Numero di registrazione: 916075855

Indirizzo postale: Grev Wedels plass 1

Località: OSLO

Codice postale: 0151

Suddivisione del paese (NUTS): Oslo (NO081)

Paese: Norvegia

Referente: Armin Ramic

E-mail: arramic@mil.no

Telefono: 41273898

Indirizzo internet: <https://FMA.NO>

Ruoli di questa organizzazione:

Committente

8.1. ORG-0002

Nome ufficiale: Oslo Tingrett

Numero di registrazione: 974714647

Indirizzo postale: C. J. Hambros plass 4

Località: Oslo

Codice postale: 0164

Suddivisione del paese (NUTS): Oslo (NO081)

Paese: Norvegia

Ruoli di questa organizzazione:

Organizzazione competente per i ricorsi

Organizzazione alla quale rivolgersi per informazioni complementari sulle procedure di ricorso

Informazioni sull'avviso

Identificativo/versione dell'avviso: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01
Tipo di formulario: Gara
Tipo di avviso: Bando di gara o di concessione – regime ordinario
Sottotipo di avviso: 16
Data di trasmissione dell'avviso: 09/07/2026 11:03:29 (UTC+00:00) ora dell'Europa occidentale, GMT
Data di trasmissione da parte dell'eSender dell'avviso o bando: 09/07/2026 11:47:50 (UTC+00:00) ora dell'Europa occidentale, GMT
Lingue in cui il presente avviso è ufficialmente disponibile: inglese
Numero di pubblicazione dell'avviso: 476782-2026
Numero dell'edizione della GU S: 131/2026
Data di pubblicazione: 10/07/2026