

431350-2026 - Kompetizzjoni

In-Norveġja – Servizzi ta' reklutaġġ – Framework agreement for assistance with recruitment, etc. for management positions.

OJ S 119/2026 24/06/2026

Avviż tal-kuntratt jew tal-konċessjoni – reġim standard

Servizzi

1. Xerrej

1.1. Xerrej

Isem uffiċjali: Statens vegvesen

Email: debra.gunnerod@vegvesen.no

Tip legali tax-xerrej: Korp irregolat bil-liġi pubblika, ikkontrollat minn awtorità tal-gvern ċentrali

Attività tal-awtorità kontraenti: Servizzi publiċi ġenerali

2. Proċedura

2.1. Proċedura

Titlu: Framework agreement for assistance with recruitment, etc. for management positions.

Deskrizzjoni: The Norwegian Public Roads Administration, HR and Development (hereafter called the Contracting Authority), would like to enter into a framework agreement for assistance in connection with recruitment of directors, department director and other central management positions. The Norwegian Public Roads Administration is faced with tighter economic frameworks and increased requirements for prioritising, efficiency and restructuring, as a result of economic development, a more demanding security policy situation and demographic changes. This also affects the road sector and sets high requirements for clear, competent and responsible management. Top managers and other central managers in the Norwegian Public Roads Administration are responsible for leading a complex and socially critical activity in a period of uncertainty and restructuring. The choice of right leaders is therefore decisive for the agency's ability to solve its social mission. Procurement of external assistance for the selection of management candidates is an important means for: • ensure a professional, objective and quality assured recruitment process. • reduce the risk of wrong recruitment • ensure a good decision basis for employment in positions of great strategic and organisational importance. The framework agreement shall be signed with up to 6 tenderers, divided as follows: Sub-contract 1: Full recruitment process (up to 2 tenderers) Sub-contract 2: Executive search and candidate selection (up to 2 tenderers) Sub-contract 3: Candidate testing (up to two tenderers)

Identifikatur tal-proċedura: b1cd46f7-bd9f-478a-b559-f49a37cf5898

Identifikatur intern: 26/99921

Tip ta' proċedura: Miftuħa

Il-proċedura hija aċċellerata: Ie

2.1.1. Għan

Natura tal-kuntratt: Servizzi

Klassifikazzjoni prinċipali (cpv): 79600000 Servizzi ta' reklutaġġ

Klassifikazzjoni addizzjonali (cpv): 79611000 Servizzi tat-tfittix għax-xogħol, 79635000 Servizzi ta' ċentru tal-valutazzjoni għar-reklutaġġ

2.1.2. Post tal-prestazzjoni

Pajjiż: In-Norveġja
Ikun fejn ikun fil-pajjiż ikkonċernat

2.1.3. Valur

Valur stmat mingħajr VAT: 11 000 000,00 NOK
Valur massimu tal-ftehim qafas: 11 000 000,00 NOK

2.1.4. Informazzjoni ġenerali

Bażi legali:
Direttiva 2014/24/UE

2.1.5. Termini tal-akkwist

Termini tas-sottomissjoni:
Numru massimu ta' lottijiet li għalihom offerent wieħed jista' jissottometti offerti: 3
Termini tal-kuntratt:
Numru massimu ta' lottijiet li għalihom jistgħu jingħataw kuntratti lil offerent wieħed: 3

2.1.6. Raġunijiet għall-eskluzjoni

Sors tal-motivi għall-eżklussjoni: Dokument Uniku Ewropew tal-Akkwist (DUEA)

5. Lott

5.1. Lott: LOT-0001

Titlu: Sub-contract 1. Full recruitment process
Deskrizzjoni: The Norwegian Public Roads Administration, HR and Development (hereafter called the Contracting Authority), would like to enter into a framework agreement for assistance in connection with recruitment of directors, department director and other central management positions. The Norwegian Public Roads Administration is faced with tighter economic frameworks and increased requirements for prioritising, efficiency and restructuring, as a result of economic development, a more demanding security policy situation and demographic changes. This also affects the road sector and sets high requirements for clear, competent and responsible management. Top managers and other central managers in the Norwegian Public Roads Administration are responsible for leading a complex and socially critical activity in a period of uncertainty and restructuring. The choice of right leaders is therefore decisive for the agency's ability to solve its social mission. Procurement of external assistance for the selection of management candidates is an important means for: • ensure a professional, objective and quality assured recruitment process. • reduce the risk of wrong recruitment • ensure a good decision basis for employment in positions of great strategic and organisational importance. The framework agreement shall be signed with up to 6 tenderers, divided as follows: Sub-contract 1: Full recruitment process (up to 2 tenderers) Sub-contract 2: Executive search and candidate selection (up to 2 tenderers) Sub-contract 3: Candidate testing (up to two tenderers)
Identifikatur intern: 1-0

5.1.1. Għan

Natura tal-kuntratt: Servizzi
Klassifikazzjoni prinċipali (cpv): 79600000 Servizzi ta' reklutaġġ
Klassifikazzjoni addizzjonali (cpv): 79611000 Servizzi tat-tfittix għax-xogħol, 79635000 Servizzi ta' ċentru tal-valutazzjoni għar-reklutaġġ
Għażliet:
Deskrizzjoni tal-għażliet: 1+1 year.

5.1.2. Post tal-prestazzjoni

Pajjiż: In-Norveġja

Ikun fejn ikun fil-pajjiż ikkonċernat

5.1.3. Tul ta' żmien stmat

Tul ta' żmien: 4 Snin

5.1.5. Valur

Valur stmat mingħajr VAT: 11 000 000,00 NOK

5.1.6. Informazzjoni ġenerali

Parteċipazzjoni riżervata:

Il-parteċipazzjoni mhijiex riżervata.

Proġett ta' akkwist mhux iffinanzjat mill-Fondi tal-UE

L-akkwist huwa kopert mill-Ftehim dwar l-Akkwisti Pubbliċi (GPA): iva

5.1.9. Kriterji tal-għażla

Sors tal-kriterji ta' għażla: Avviż

Kriterju: Rekwiziti ekonomiċi jew finanzjarji oħra

Deskrizzjoni tal-kriterju ta' selezzjoni: 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 requirement: The contracting authority will obtain a credit rating from Experian. If there is doubt, the Contracting Authority can obtain further information from the tenderer.

Kriterju: Kwalifiki edukattivi u professjonali rilevanti

Deskrizzjoni tal-kriterju ta' selezzjoni: Tenderers shall have equivalent experience. In order for the experience to be equivalent, it must include the following: • Sub-contract 1: Implementation of a full recruitment process in the government for management positions, including responsibility for the entire process from needs clarification to candidate recommendation.

Documentation requirement: • Sub-contract 1: Implementation of a full recruitment process in the government for management positions, including responsibility for the entire process from needs clarification to candidate recommendation.

Kriterju: Rekwiziti ekonomiċi jew finanzjarji oħra

Deskrizzjoni tal-kriterju ta' selezzjoni: The tenderer can, if necessary, rely on other companies' capacity to fulfil the requirements for economic and financial capacity and/or the requirements (s) for technical and professional qualifications. Documentation requirement: Tenderers shall confirm that they fulfil this requirement when submitting their tender. In addition, each individual entity that the Tenderer will use to submit a separate ESPD form when submitting a tender. Tenderers shall, upon request from the Contracting Authority, present the following documentation proof: • If a tenderer will use the capacity of other companies to fulfil the requirements for economic and financial capacity, a declaration of joint and several liability to the contracting authority must be enclosed. • If the tenderer will use the capacity of other companies to fulfil the requirements(s) for technical and professional qualifications, each company shall submit a commitment statement or equivalent which documents access to the necessary resources. The commitment statement shall state which disciplines are available. Tenderers are encouraged to use a template for a commitment statement that is attached to this tender documentation. If a tenderer will use the capacity of other companies to fulfil the

requirements of relevant experience, these entities shall carry out the services or the building and construction work that requires such qualifications.

5.1.10. Kriterji tal-għoti

Kriterju:

Tip: Prezz

Isem: Price

Deskrizzjoni: Tenderers shall enclose a completed annex 1, 2 or 3 Price Form.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 30

Kriterju:

Tip: Kwalità

Isem: The offered personnel's relevant formal competence and experience

Deskrizzjoni: The contracting authority will evaluate the offered personnel's relevant formal competence and experience. Particular emphasis will be put on the offered personnel having experience from and knowledge of • Sub-contract 1. Recruitment of management positions in the state. Documentation requirement: Tenderers shall enclose a completed annex 4. CV template for the offered personnel.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 40

Kriterju:

Tip: Kwalità

Isem: Assignment comprehension

Deskrizzjoni: The contracting authority will evaluate the tenderer's understanding of the need /assignment and the description of how the tenderer will proceed to solve the assignment. Part 1. The contracting authority will evaluate the tenderer's understanding of the entire recruitment process, from requirement clarification to recommendation and employment of a candidate. Emphasis will particularly be put on: • The tenderer's understanding of the requirements for recruitment in the government, including requirements for transparency, objectivity and verifiability. • the tenderer's understanding of the assignment's complexity, including the importance of ensuring the correct candidate for central management positions. • how the tenderer plans to carry out the different phases of the assignment (start-up, search, assessment, recommendation and final delivery). • how the tenderer will ensure good interaction with the Contracting Authority throughout the entire process. • how the tenderer will ensure quality, documentation and verifiability in the candidate evaluations. It will also be assessed: • To what degree the response is concrete, structured and adapted to the assignment. • To what degree the implementation model appears realistic and suitable for achieving the desired result. Documentation requirement: Tenderers shall describe their understanding of the assignment and give an account of how the assignment will be carried out. The description shall as a minimum contain: • proposal for an implementation model • A description of central activities in the assignment's phases. • A short account of quality assurance and documentation. General and small concrete descriptions will be weighted less than concrete and assignment specific descriptions.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 30

Kriterju:

Tip: Kwalità

Isem: Climate and environment

Deskrizzjoni: The procurement is for recruitment assistance and the accompanying services, and is considered, in its nature, to have an immaterial climate footprint and environmental

impact. It is therefore considered that it is not appropriate to set award criteria connected to climate and the environment in this procurement. It is also assumed that: the procurement to a limited degree carries direct environmental impact. climate and environmental considerations are not suitable as a differentiating award criteria in this procurement use of such criteria will not give a real climate or environmental effect. Based on this, the exception is used for procurements with immaterial climate footprint and environmental impact.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 0

5.1.11. Dokumenti tal-akkwist

Skadenza biex tintalab informazzjoni addizzjonali: 14/08/2026 10:10:00 (UTC+00:00) Hin tal-Ewropa tal-Punent, GMT

Indirizz tad-dokumenti tal-akkwist: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=457445&TID=200418029&B=

5.1.12. Termini tal-akkwist

Termini tas-sottomissjoni:

Sottomissjoni elettronika: Meħtieġa

Indirizz għas-sottomissjoni: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=457445&TID=200418029&B=

Lingwi li bihom jistgħu jiġu sottomessi offerti jew talbiet għall-partecipazzjoni: Norveġiż

Katalogu elettroniku: Mhux permessa

Skadenza biex jintlaqgħu l-offerti: 21/08/2026 10:00:00 (UTC+00:00) Hin tal-Ewropa tal-Punent, GMT

Perjodu waqt li l-offerta għandha tibqa' valida: 154 Jiem

Termini tal-kuntratt:

L-eżekuzzjoni tal-kuntratt għandha titwettaq fil-qafas ta' programmi ta' impjegi protetti: Le

Fatturazzjoni elettronika: Meħtieġa

Se tintuża l-ordni elettronika: Ie

Se jintuża l-pagament elettroniku: Iva

5.1.15. Tekniki

Ftehim qafas:

Ftehim qafas, mingħajr ma terġa' tinfetaħ il-kompetizzjoni

Numru massimu ta' partecipanti: 6

Informazzjoni dwar is-sistema dinamika tax-xiri:

Ebda sistema dinamika ta' xiri

5.1.16. Aktar informazzjoni, medjazzjoni u rieżami

Organizzazzjoni tar-rieżami: Oslo tingrett

Organizzazzjoni li tipprovdi iktar informazzjoni dwar proċeduri tar-rieżami: Statens vegvesen

5.1. Lott: LOT-0002

Titlu: Sub-contract 2. Executive search and candidate selection

Deskrizzjoni: The Norwegian Public Roads Administration, HR and Development (hereafter called the Contracting Authority), would like to enter into a framework agreement for assistance in connection with recruitment of directors, department director and other central management positions. The Norwegian Public Roads Administration is faced with tighter economic frameworks and increased requirements for prioritising, efficiency and restructuring, as a result of economic development, a more demanding security policy situation and demographic changes. This also affects the road sector and sets high requirements for clear, competent and responsible management. Top managers and other central managers in the

Norwegian Public Roads Administration are responsible for leading a complex and socially critical activity in a period of uncertainty and restructuring. The choice of right leaders is therefore decisive for the agency's ability to solve its social mission. Procurement of external assistance for the selection of management candidates is an important means for: • ensure a professional, objective and quality assured recruitment process. • reduce the risk of wrong recruitment • ensure a good decision basis for employment in positions of great strategic and organisational importance. The framework agreement shall be signed with up to 6 tenderers, divided as follows: Sub-contract 1: Full recruitment process (up to 2 tenderers) Sub-contract 2: Executive search and candidate selection (up to 2 tenderers) Sub-contract 3: Candidate testing (up to two tenderers)

Identifikatur intern: 2-1

5.1.1. Għan

Natura tal-kuntratt: Servizzi

Klassifikazzjoni prinċipali (cpv): 79600000 Servizzi ta' reklutaġġ

Klassifikazzjoni addizzjonali (cpv): 79611000 Servizzi tat-tfittix għax-xogħol, 79635000 Servizzi ta' ċentru tal-valutazzjoni għar-reklutaġġ

Għażliet:

Deskrizzjoni tal-għażliet: 1+1 year.

5.1.2. Post tal-prestazzjoni

Pajjiż: In-Norveġja

Ikun fejn ikun fil-pajjiż ikkonċernat

5.1.3. Tul ta' żmien stmat

Tul ta' żmien: 4 Snin

5.1.5. Valur

Valur stmat mingħajr VAT: 11 000 000,00 NOK

5.1.6. Informazzjoni ġenerali

Parteċipazzjoni riżervata:

Il-parteċipazzjoni mhijiex riżervata.

Proġett ta' akkwist mhux iffinanzjat mill-Fondi tal-UE

L-akkwist huwa kopert mill-Ftehim dwar l-Akkwisti Pubbliċi (GPA): iva

5.1.9. Kriterji tal-għażla

Sors tal-kriterji ta' għażla: Avviż

Kriterju: Rekwiziti ekonomiċi jew finanzjarji oħra

Deskrizzjoni tal-kriterju ta' selezzjoni: 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 requirement: The contracting authority will obtain a credit rating from Experian. If there is doubt, the Contracting Authority can obtain further information from the tenderer.

Kriterju: Kwalifiki edukattivi u professjonali rilevanti

Deskrizzjoni tal-kriterju ta' selezzjoni: Tenderers shall have equivalent experience. In order for the experience to be equivalent, it must include the following: • Sub-contract 1: Implementation of a full recruitment process in the government for management positions, including responsibility for the entire process from needs clarification to candidate recommendation.

Documentation requirement: • Sub-contract 1: Implementation of a full recruitment process in the government for management positions, including responsibility for the entire process from needs clarification to candidate recommendation.

Kriterju: Rekwiziti ekonomiċi jew finanzjarji oħra

Deskrizzjoni tal-kriterju ta' selezzjoni: The tenderer can, if necessary, rely on other companies' capacity to fulfil the requirements for economic and financial capacity and/or the requirements (s) for technical and professional qualifications. Documentation requirement: Tenderers shall confirm that they fulfil this requirement when submitting their tender. In addition, each individual entity that the Tenderer will use to submit a separate ESPD form when submitting a tender. Tenderers shall, upon request from the Contracting Authority, present the following documentation proof: • If a tenderer will use the capacity of other companies to fulfil the requirements for economic and financial capacity, a declaration of joint and several liability to the contracting authority must be enclosed. • If the tenderer will use the capacity of other companies to fulfil the requirements(s) for technical and professional qualifications, each company shall submit a commitment statement or equivalent which documents access to the necessary resources. The commitment statement shall state which disciplines are available. Tenderers are encouraged to use a template for a commitment statement that is attached to this tender documentation. If a tenderer will use the capacity of other companies to fulfil the requirements of relevant experience, these entities shall carry out the services or the building and construction work that requires such qualifications.

5.1.10. Kriterji tal-għoti

Kriterju:

Tip: Prezz

Isem: Price

Deskrizzjoni: Tenderers shall enclose a completed annex 1, 2 or 3 Price Form.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 30

Kriterju:

Tip: Kwalità

Isem: The offered personnel's relevant formal competence and experience

Deskrizzjoni: The contracting authority will evaluate the offered personnel's relevant formal competence and experience. Particular emphasis will be put on the offered personnel having experience from and knowledge of • Sub-contract 2. Executive search of candidates in the state Documentation requirement: Tenderers shall enclose a completed annex 4. CV template for the offered personnel.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 40

Kriterju:

Tip: Kwalità

Isem: Assignment comprehension

Deskrizzjoni: The contracting authority will evaluate the tenderer's understanding of the need /assignment and the description of how the tenderer will proceed to solve the assignment. Part 2. The contracting authority will evaluate the tenderer's understanding of the assignment for targeted searches, identification and selection of candidates. Emphasis will particularly be put on: • The tenderer's understanding of challenges connected to identifying and attracting relevant candidates for manager positions. • how the tenderer plans to conduct searches and mapping candidates (search strategy and approach) • how the tenderer will assess and prioritise candidates against the requirement profile. • how the tenderer will ensure a verifiable

and professionally justified selection of candidates • Understanding of confidentiality and handling sensitive processes. It will also be assessed: • To what degree the method is purposeful and suitable to present relevant candidates • To what degree the response shows insight into the market and implementation challenges Documentation requirement: Tenderers shall describe their understanding of the assignment and give an account of how the assignment will be carried out. The description shall as a minimum contain: • proposal for an implementation model • A description of central activities in the assignment's phases. • A short account of quality assurance and documentation. General and small concrete descriptions will be weighted less than concrete and assignment specific descriptions.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 30

Kriterju:

Tip: Kwalità

Isem: Climate and environment

Deskrizzjoni: The procurement is for recruitment assistance and the accompanying services, and is considered, in its nature, to have an immaterial climate footprint and environmental impact. It is therefore considered that it is not appropriate to set award criteria connected to climate and the environment in this procurement. It is also assumed that: the procurement to a limited degree carries direct environmental impact. climate and environmental considerations are not suitable as a differentiating award criteria in this procurement use of such criteria will not give a real climate or environmental effect. Based on this, the exception is used for procurements with immaterial climate footprint and environmental impact.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 0

5.1.11. Dokumenti tal-akkwist

Skadenza biex tintalab informazzjoni addizzjonali: 14/08/2026 10:10:00 (UTC+00:00) Hin tal-Ewropa tal-Punent, GMT

Indirizz tad-dokumenti tal-akkwist: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

5.1.12. Termini tal-akkwist

Termini tas-sottomissjoni:

Sottomissjoni elettronika: Meħtieġa

Indirizz għas-sottomissjoni: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

Lingwi li bihom jistgħu jiġu sottomessi offerti jew talbiet għall-partecipazzjoni: Norveġiż

Katalogu elettroniku: Mhux permessa

Skadenza biex jintlaqgħu l-offerti: 21/08/2026 10:00:00 (UTC+00:00) Hin tal-Ewropa tal-Punent, GMT

Perjodu waqt li l-offerta għandha tibqa' valida: 154 Jiem

Termini tal-kuntratt:

L-eżekuzzjoni tal-kuntratt għandha titwettaq fil-qafas ta' programmi ta' impjegi protetti: Le

Fatturazzjoni elettronika: Meħtieġa

Se tintuża l-ordni elettronika: Ie

Se jintuża l-pagament elettroniku: Iva

5.1.15. Tekniki

Ftehim qafas:

Ftehim qafas, mingħajr ma terġa' tinfetaħ il-kompetizzjoni

Numru massimu ta' parteċipanti: 6

Informazzjoni dwar is-sistema dinamika tax-xiri:

Ebda sistema dinamika ta' xiri

5.1.16. Aktar informazzjoni, medjazzjoni u riežami

Organizzazzjoni tar-riežami: Oslo tingrett

Organizzazzjoni li tipprovdi iktar informazzjoni dwar proċeduri tar-riežami: Statens vegvesen

5.1. Lott: LOT-0003

Titlu: Sub-contract 3. Candidate Testing

Deskrizzjoni: The Norwegian Public Roads Administration, HR and Development (hereafter called the Contracting Authority), would like to enter into a framework agreement for assistance in connection with recruitment of directors, department director and other central management positions. The Norwegian Public Roads Administration is faced with tighter economic frameworks and increased requirements for prioritising, efficiency and restructuring, as a result of economic development, a more demanding security policy situation and demographic changes. This also affects the road sector and sets high requirements for clear, competent and responsible management. Top managers and other central managers in the Norwegian Public Roads Administration are responsible for leading a complex and socially critical activity in a period of uncertainty and restructuring. The choice of right leaders is therefore decisive for the agency's ability to solve its social mission. Procurement of external assistance for the selection of management candidates is an important means for: • ensure a professional, objective and quality assured recruitment process. • reduce the risk of wrong recruitment • ensure a good decision basis for employment in positions of great strategic and organisational importance. The framework agreement shall be signed with up to 6 tenderers, divided as follows: Sub-contract 1: Full recruitment process (up to 2 tenderers) Sub-contract 2: Executive search and candidate selection (up to 2 tenderers) Sub-contract 3: Candidate testing (up to two tenderers)

Identifikatur intern: 3-2

5.1.1. Għan

Natura tal-kuntratt: Servizi

Klassifikazzjoni prinċipali (cpv): 79600000 Servizi ta' reklutaġġ

Klassifikazzjoni addizzjonali (cpv): 79611000 Servizi tat-tfittix għax-xogħol, 79635000 Servizi ta' ċentru tal-valutazzjoni għar-reklutaġġ

Għażliet:

Deskrizzjoni tal-għażliet: 1+1 year.

5.1.2. Post tal-prestazzjoni

Pajjiż: In-Norveġja

Ikun fejn ikun fil-pajjiż ikkonċernat

5.1.3. Tul ta' żmien stmat

Tul ta' żmien: 4 Snin

5.1.5. Valur

Valur stmat mingħajr VAT: 11 000 000,00 NOK

5.1.6. Informazzjoni ġenerali

Parteċipazzjoni riżervata:

Il-parteċipazzjoni mhijiex riżervata.

Proġett ta' akkwist mhux iffinanzjat mill-Fondi tal-UE

L-akkwist huwa kopert mill-Ftehim dwar l-Akkwisti Pubbliċi (GPA): iva

5.1.9. Kriterji tal-għażla

Sors tal-kriterji ta' għażla: Avviż

Kriterju: Rekwiżiti ekonomiċi jew finanzjarji oħra

Deskrizzjoni tal-kriterju ta' selezzjoni: 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 requirement: The contracting authority will obtain a credit rating from Experian. If there is doubt, the Contracting Authority can obtain further information from the tenderer.

Kriterju: Kwalifiki edukattivi u professjonali rilevanti

Deskrizzjoni tal-kriterju ta' selezzjoni: Tenderers shall have equivalent experience. In order for the experience to be equivalent, it must include the following: • Sub-contract 1: Implementation of a full recruitment process in the government for management positions, including responsibility for the entire process from needs clarification to candidate recommendation.

Documentation requirement: • Sub-contract 1: Implementation of a full recruitment process in the government for management positions, including responsibility for the entire process from needs clarification to candidate recommendation.

Kriterju: Rekwiżiti ekonomiċi jew finanzjarji oħra

Deskrizzjoni tal-kriterju ta' selezzjoni: The tenderer can, if necessary, rely on other companies' capacity to fulfil the requirements for economic and financial capacity and/or the requirements (s) for technical and professional qualifications. Documentation requirement: Tenderers shall confirm that they fulfil this requirement when submitting their tender. In addition, each individual entity that the Tenderer will use to submit a separate ESPD form when submitting a tender. Tenderers shall, upon request from the Contracting Authority, present the following documentation proof: • If a tenderer will use the capacity of other companies to fulfil the requirements for economic and financial capacity, a declaration of joint and several liability to the contracting authority must be enclosed. • If the tenderer will use the capacity of other companies to fulfil the requirements(s) for technical and professional qualifications, each company shall submit a commitment statement or equivalent which documents access to the necessary resources. The commitment statement shall state which disciplines are available. Tenderers are encouraged to use a template for a commitment statement that is attached to this tender documentation. If a tenderer will use the capacity of other companies to fulfil the requirements of relevant experience, these entities shall carry out the services or the building and construction work that requires such qualifications.

5.1.10. Kriterji tal-għoti

Kriterju:

Tip: Prezz

Isem: Price

Deskrizzjoni: Tenderers shall enclose a completed annex 1, 2 or 3 Price Form.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 30

Kriterju:

Tip: Kwalità

Isem: The offered personnel' relevant formal competence and experience

Deskrizzjoni: The contracting authority will evaluate the offered personnel's relevant formal competence and experience. Particular emphasis will be put on the offered personnel having experience from and knowledge of • Sub-contract 3. Testing candidates for management positions in the state Documentation requirement: Tenderers shall enclose a completed annex 4. CV template for the offered personnel.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 40

Kriterju:

Tip: Kwalità

Isem: Assignment comprehension

Deskrizzjoni: The contracting authority will evaluate the tenderer's understanding of the need /assignment and the description of how the tenderer will proceed to solve the assignment. Part 3 The contracting authority will evaluate the tenderer's understanding of the assignment for testing and assessing candidates. Emphasis will particularly be put on: • the tenderer's understanding of the purpose of testing as decision support in the recruitment process. • how the tenderer plans to carry out testing, including selection of methods and tools. • how test results shall be interpreted and assessed against the requirement profile. • how the tenderer will ensure professional quality, objectivity and verifiability in the assessments. • how the results are communicated to the Contracting Authority in an understandable and applicable way. It will also be assessed: • to what degree the methodology is relevant and suitable for management recruitment • To what degree the delivery provides a good and decision relevant basis for the Contracting Authority. Documentation requirement: Tenderers shall describe their understanding of the assignment and give an account of how the assignment will be carried out. The description shall as a minimum contain: • proposal for an implementation model • A description of central activities in the assignment's phases. • A short account of quality assurance and documentation. General and small concrete descriptions will be weighted less than concrete and assignment specific descriptions.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 30

Kriterju:

Tip: Kwalità

Isem: Climate and environment

Deskrizzjoni: The procurement is for recruitment assistance and the accompanying services, and is considered, in its nature, to have an immaterial climate footprint and environmental impact. It is therefore considered that it is not appropriate to set award criteria connected to climate and the environment in this procurement. It is also assumed that: the procurement to a limited degree carries direct environmental impact. climate and environmental considerations are not suitable as a differentiating award criteria in this procurement use of such criteria will not give a real climate or environmental effect. Based on this, the exception is used for procurements with immaterial climate footprint and environmental impact.

Kategorija tal-kriterju tal-għoti piż: Fattur ta' ponderazzjoni (persentaġġ, eżatt)

Numru tal-kriterju għall-għoti: 0

5.1.11. Dokumenti tal-akkwist

Skadenza biex tintalab informazzjoni addizzjonali: 14/08/2026 10:10:00 (UTC+00:00) Ħin tal-Ewropa tal-Punent, GMT

Indirizz tad-dokumenti tal-akkwist: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

5.1.12. Termini tal-akkwist

Termini tas-sottomissjoni:

Sottomissjoni elettronika: Meħtieġa

Indirizz għas-sottomissjoni: https://eu.eu-supply.com/app/rfq/rwlentrance_s.asp?PID=457445&TID=200418029&B=

Lingwi li bihom jistgħu jiġu sottomessi offerti jew talbiet għall-partekipazzjoni: Norveġiż

Katalogu elettroniku: Mhux permessa

Skadenza biex jintlaqgħu l-offerti: 21/08/2026 10:00:00 (UTC+00:00) Fin tal-Ewropa tal-Punent, GMT

Perjodu waqt li l-offerta għandha tibqa' valida: 154 Jiem

Termini tal-kuntratt:

L-eżekuzzjoni tal-kuntratt għandha titwettaq fil-qafas ta' programmi ta' impjiegji protetti: Le

Fatturazzjoni elettronika: Meħtieġa

Se tintuża l-ordni elettronika: Ie

Se jintuża l-pagament elettroniku: Iva

5.1.15. Tekniki**Ftehim qafas:**

Ftehim qafas, mingħajr ma terġa' tinfetaħ il-kompetizzjoni

Numru massimu ta' partekipanti: 6

Informazzjoni dwar is-sistema dinamika tax-xiri:

Ebda sistema dinamika ta' xiri

5.1.16. Aktar informazzjoni, medjazzjoni u rieżami

Organizzazzjoni tar-rieżami: Oslo tingrett

Organizzazzjoni li tipprovdi iktar informazzjoni dwar proċeduri tar-rieżami: Statens vegvesen

8. Organizzazzjonijiet

8.1. ORG-0001

Isem uffiċjali: Statens vegvesen

Numru tar-reġistrazzjoni: 971032081

Dipartiment: Fellesfunksjoner

Indirizz postali: Skoggata 19

Belt: Moss

Kodiċi postali: 1500

Sottodivizjoni tal-pajjiż (NUTS): Akershus (NO084)

Pajjiż: In-Norveġja

Punt ta' kuntatt: Debra Gunnerød

Email: debra.gunnerod@vegvesen.no

Telefown: +4722073000

Indirizz tal-internet: <https://www.vegvesen.no>

Profil tax-xerrej: <https://eu.eu-supply.com/ctm/company/companyinformation/index/249176>

Rwoli ta' din l-organizzazzjoni:

Xerrej

Organizzazzjoni li tipprovdi iktar informazzjoni dwar proċeduri tar-rieżami

8.1. ORG-0002

Isem uffiċjali: Oslo tingrett

Numru tar-reġistrazzjoni: 926 725 939

Indirizz postali: C.J. Hambros plass 4

Belt: Oslo

Kodiċi postali: 0125
Sottodivizzjoni tal-pajjiż (NUTS): Oslo (NO081)
Pajjiż: In-Norveġja
Email: oslo.tingrett@domstol.no
Telefown: +47 22035200
Rwoli ta' din l-organizzazzjoni:
Organizzazzjoni tar-rieżami

Informazzjoni dwar l-avviż

Identifikatur/verżjoni tal-avviż: b7cc36ae-c6b8-4db1-bc9b-d5e2608178c5 - 01
Tip ta' formola: Kompetizzjoni
Tip ta' avviż: Avviż tal-kuntratt jew tal-konċessjoni – reġim standard
Sottotip tal-avviż: 16
Data ta' meta ntbagħat l-avviż: 19/06/2026 08:28:12 (UTC+00:00) Ħin tal-Ewropa tal-Punent, GMT
Data tad-dispaċċ tal-avviż (eSender): 19/06/2026 13:01:32 (UTC+00:00) Ħin tal-Ewropa tal-Punent, GMT
Lingwi li bihom dan l-avviż huwa disponibbli uffiċjalment: Ingliż
Numru tal-pubblikazzjoni tal-avviż: 431350-2026
Numru tal-ħarġa tal-ĠU S: 119/2026
Data tal-pubblikazzjoni: 24/06/2026