

476782-2026 - Kompetizzjoni

In-Norveġja – Servizi ta' konsulenza dwar hardware – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Avviż tal-kuntratt jew tal-konċessjoni – reġim standard
Servizzi

1. Xerrej

1.1. Xerrej

Isem uffiċjali: FORSVARSMATERIELL

Email: arramic@mil.no

Tip legali tax-xerrej: Impriża pubblika

Attività tal-awtorità kontraenti: Difiza

2. Proċedura

2.1. Proċedura

Titlu: Procurement of an SAP HR Talent Management Solution Expert

Deskrizzjoni: 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.

Identifikatur tal-proċedura: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Identifikatur intern: 2026023145

Tip ta' proċedura: Miftuħa

Il-proċedura hija aċċellerata: Ie

Elementi prinċipali tal-proċedura: 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. Għan

Natura tal-kuntratt: Servizi

Klassifikazzjoni prinċipali (cpv): 72100000 Servizi ta' konsulenza dwar hardware

Klassifikazzjoni addizzjonali (cpv): 72200000 Servizi ta' konsulenza dwar il-programmizzar tas-software, 72211000 Servizi ta' programmizzar tas-sistemi u tas-software ta' l-utenti, 72212000 Servizi ta' programmizzar u ta' l-applikazzjoni tas-software, 72220000 Servizi dwar is-sistemi ta' konsulenza teknika speċjali, 72230000 Servizi ta' l-iżvilupp ta' software magħmul apposta, 72240000 Servizi ta' l-analiżi u l-programmizzar tas-sistema, 72250000 Servizi ta' sistemi u appoġġ, 72260000 Servizi relatati mas-software, 72300000 Servizi tad-data, 72500000 Servizi relatati mal-kompjuter, 72600000 Servizi ta' appoġġ u konsulenza dwar il-kompjuter

2.1.2. Post tal-prestazzjoni

Sottodivizjoni tal-pajjiż (NUTS): Oslo (NO081)

Pajjiż: In-Norveġja

2.1.2. Post tal-prestazzjoni

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

Pajjiż: In-Norveġja

2.1.4. Informazzjoni ġenerali

Bażi legali:

Direttiva 2014/24/UE

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Raġunijiet għall-eskluzjoni

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

Il-korruzzjoni: 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.

Frodi: 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).

Haġal tal-flus jew finanzjament tat-terroriżmu: 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).

Parteċipazzjoni f'organizzazzjoni kriminali: 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 terroristiċi jew reati marbuta ma' attivitajiet terroristiċi: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body, or has the competence to represent or control or make decisions in such bodies, in the event a legal verdict has been convicted of acts of terrorism or criminal acts connected to terrorist activities by a verdict handed down no more than five years ago, or a rejection period set directly in the judgement that still applies? Acts of terrorism or criminal acts relating to terrorist activity as defined in Article 1 and 3 of the Council's framework decision 2002/475/RIA of 13 June 2002 on combating terrorism (EFT L 164, af 22.6.2002, p. 3). This rejection reason also includes incitement to, participation or attempts to commit such actions as included in Article 4 in the mentioned framework decision.

Thaddim tat-tfal u forom oħra ta' traffikar tal-bnedmin: 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).

Ksur tal-obbligi fl-oqsma tal-liġi ambjentali: 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.

Ksur tal-obbligi fl-oqsma tal-liġi tax-xogħol: 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.

Ksur tal-obbligi fl-oqsma tal-liġi soċjali: 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.

Ftehimiet ma' operaturi ekonomiċi oħrajn li għandhom l-għan li jikkawżaw distorsjoni tal-kompetizzjoni: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Imġiba professjonali serjament ħażina: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Dikjarazzjoni falza, informazzjoni moħbija, ma setgħux jiġu pprovduti d-dokumenti meħtieġa jew inkisbet informazzjoni kunfidenzjali ta' din il-proċedura: 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?

Kunflitt ta' interest minħabba l-partecipazzjoni tiegħu fil-proċedura ta' akkwist: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Involvement dirett jew indirett fit-tiegħija ta' din il-proċedura ta' akkwist: 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?

Terminazzjoni bikrija, danni jew sanzjonijiet komparabbli oħra: 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?

Ksur tal-obbligi stabbiliti skont raġunijiet ta' esklużjoni purament nazzjonali: 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?

Ksur tal-obbligu relatat mal-ħlas tal-kontribuzzjonijiet tas-sigurtà soċjali: 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?

Ksur tal-obbligu relatat mal-ħlas tat-taxxi: 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?

L-attivitajiet kummerċjali huma sospiżi: 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.

Falliment: 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.

Arranġament mal-kredituri: 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.

Assijiet amministrati minn likwidatur: 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.

Sitwazzjoni analoga b'hal falliment skont il-liġi nazzjonali: 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. Lott

5.1. Lott: LOT-0000

Titlu: Procurement of an SAP HR Talent Management Solution Expert

Deskrizzjoni: 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.

Identifikatur intern: 2026023145

5.1.1. Għan

Natura tal-kuntratt: Servizi

Klassifikazzjoni prinċipali (cpv): 72100000 Servizi ta' konsulenza dwar hardware

Klassifikazzjoni addizzjonali (cpv): 72200000 Servizi ta' konsulenza dwar il-programmizzar tas-software, 72211000 Servizi ta' programmizzar tas-sistemi u tas-software ta' l-utenti, 72212000 Servizi ta' programmizzar u ta' l-applikazzjoni tas-software, 72220000 Servizi dwar is-sistemi ta' konsulenza teknika speċjali, 72230000 Servizi ta' l-iżvilupp ta' software magħmul apposta, 72240000 Servizi ta' l-analiżi u l-programmizzar tas-sistema, 72250000 Servizi ta' sistemi u appoġġ, 72260000 Servizi relatati mas-software, 72300000 Servizi tad-data, 72500000 Servizi relatati mal-kompjuter, 72600000 Servizi ta' appoġġ u konsulenza dwar il-kompjuter

Għażliet:

Deskrizzjoni tal-għażliet: Option for an extension for 1+1+1 year.

5.1.2. Post tal-prestazzjoni

Sottodivizjoni tal-pajjiż (NUTS): Oslo (NO081)

Pajjiż: In-Norveġja

5.1.2. Post tal-prestazzjoni

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

Pajjiż: In-Norveġja

5.1.3. Tul ta' żmien stmat

Data tal-bidu: 31/12/2026

Data tat-tmiem tad-durata: 31/12/2027

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: Dokument Uniku Ewropew tal-Akkwist (DUEA), Avviż, Dokument tal-Akkwist

Kriterju: Reġistrazzjoni f'reġistru tal-kummerċ

Deskrizzjoni tal-kriterju ta' selezzjoni: 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.

Kriterju: Rekwiziti ekonomiċi jew finanzjarji oħra

Deskrizzjoni tal-kriterju ta' selezzjoni: 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.

Kriterju: Referenzi fuq servizzi speċifiċi

Deskrizzjoni tal-kriterju ta' selezzjoni: 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.

Kriterju: Ċertifikati minn entitajiet indipendenti dwar standards ta' assigurazzjoni tal-kwalità
Deskrizzjoni tal-kriterju ta' selezzjoni: 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.

Kriterju: Ċertifikati minn entitajiet indipendenti dwar sistemi jew standards ta' ġestjoni tal-ambjent

Deskrizzjoni tal-kriterju ta' selezzjoni: 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. Dokumenti tal-akkwist

Lingwi li bihom id-dokumenti tal-akkwist huma disponibbli uffiċjalment: Norveġiż

Skadenza biex tintalab informazzjoni addizzjonali: 17/08/2026 10:00:00 (UTC+00:00) Ħin tal-Ewropa tal-Punent, GMT

Indirizz tad-dokumenti tal-akkwist: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Termini tal-akkwist

Termini tas-sottomissjoni:

Sottomissjoni elettronika: Meħtieġa

Indirizz għas-sottomissjoni: <https://permalink.mercell.com/287683552.aspx>

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

Katalogu elettroniku: Mhux permessa

Huma meħtieġa firma jew sigill elettroniku avanzat jew kwalifikat (kif definit fir-Regolament (UE) Nru 910/2014)

Varjanti: Mhux permessa

L-offerenti jistgħu jifgħu aktar minn offerta waħda: Permissa

Skadenza biex jintlaqgħu l-offerti: 01/09/2026 10:00:00 (UTC+00:00) Ħin tal-Ewropa tal-Punent, GMT

Perjodu waqt li l-offerta għandha tibqa' valida: 84 Jiem

Informazzjoni dwar il-ftuħ pubbliku:

Data tal-ftuħ: 01/09/2026 10:00:00 (UTC+00:00) Ħin tal-Ewropa tal-Punent, GMT

Termini tal-kuntratt:

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

Fatturazzjoni elettronika: Meħtieġa

Se tintuża l-ordni elettronika: iva
Se jintuża l-pagament elettroniku: iva

5.1.15. Tekniki

Ftehim qafas:

Ebda ftehim ta' qafas

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

Informazzjoni dwar l-iskadenzi tar-riežami: See the appeals board for public procurements §§ 6 and 13a.

Organizzazzjoni li tipprovdi iktar informazzjoni dwar proċeduri tar-riežami: Oslo Tingrett

8. Organizzazzjonijiet

8.1. ORG-0001

Isem uffiċjali: FORSVARSMATERIELL

Numru tar-registrazzjoni: 916075855

Indirizz postali: Grev Wedels plass 1

Belt: OSLO

Kodiċi postali: 0151

Sottodivizjoni tal-pajjiż (NUTS): Oslo (NO081)

Pajjiż: In-Norveġja

Punt ta' kuntatt: Armin Ramic

Email: arramic@mil.no

Telefown: 41273898

Indirizz tal-internet: <https://FMA.NO>

Rwoli ta' din l-organizzazzjoni:

Xerrej

8.1. ORG-0002

Isem uffiċjali: Oslo Tingrett

Numru tar-registrazzjoni: 974714647

Indirizz postali: C. J. Hambros plass 4

Belt: Oslo

Kodiċi postali: 0164

Sottodivizjoni tal-pajjiż (NUTS): Oslo (NO081)

Pajjiż: In-Norveġja

Rwoli ta' din l-organizzazzjoni:

Organizzazzjoni tar-riežami

Organizzazzjoni li tipprovdi iktar informazzjoni dwar proċeduri tar-riežami

Informazzjoni dwar l-avviż

Identifikatur/verżjoni tal-avviż: c5ff7101-651a-4d97-a953-72076c56d1e6 - 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: 09/07/2026 11:03:29 (UTC+00:00) Ħin tal-Ewropa tal-Punent, GMT

Data tad-dispaċċ tal-avviż (eSender): 09/07/2026 11:47:50 (UTC+00:00) Ħin tal-Ewropa tal-Punent, GMT

Lingwi li bihom dan l-avviż huwa disponibbli uffiċjalment: Ingliz

Numru tal-pubblikazzjoni tal-avviż: 476782-2026

Numru tal-ħarġa tal-ĠU S: 131/2026

Data tal-pubblikazzjoni: 10/07/2026