

431350-2026 - Mededinging

Noorwegen – Recruiteringsdiensten – Framework agreement for assistance with recruitment, etc. for management positions.

OJ S 119/2026 24/06/2026

Aankondiging van een opdracht of concessie – standaardregeling
Diensten

1. Koper

1.1. Koper

Officiële naam: Statens vegvesen

E-mail: debra.gunnerod@vegvesen.no

Rechtsvorm van de koper: Publiekrechtelijke instelling onder zeggenschap van een centrale overheidsinstantie

Activiteit van de aanbestedende dienst: Algemene overheidsdiensten

2. Procedure

2.1. Procedure

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

Beschrijving: 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)

Identificatiecode van de procedure: b1cd46f7-bd9f-478a-b559-f49a37cf5898

Interne identificatiecode: 26/99921

Type procedure: Openbaar

De procedure wordt versneld: neen

2.1.1. Doel

Aard van het contract: Diensten

Belangrijkste classificatie (cpv): 79600000 Recruiteringsdiensten

Aanvullende classificatie (cpv): 79611000 Diensten voor sollicitatiebegeleiding, 79635000

Diensten van beoordelingscentrum voor aanwerving van personeel

2.1.2. Plaats van uitvoering

Land: Noorwegen

Overal in het desbetreffende land

2.1.3. Waarde

Geraamde waarde exclusief btw: 11 000 000,00 NOK

Maximumwaarde van de raamovereenkomst: 11 000 000,00 NOK

2.1.4. Algemene informatie

Rechtsgrondslag:

Richtlijn 2014/24/EU

2.1.5. Voorwaarden van de aanbesteding

Voorwaarden voor indiening:

Maximumaantal percelen waarop één inschrijver kan inschrijven: 3

Voorwaarden van het contract:

Maximumaantal percelen dat aan één inschrijver kan worden gegund: 3

2.1.6. Gronden voor uitsluiting

Bronnen voor uitsluitingsgronden: Uniform Europees Aanbestedingsdocument (UEA)

5. Perceel

5.1. Perceel: LOT-0001

Titel: Sub-contract 1. Full recruitment process

Beschrijving: 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)

Interne identificatiecode: 1-0

5.1.1. Doel

Aard van het contract: Diensten

Belangrijkste classificatie (cpv): 79600000 Recruiteringsdiensten

Aanvullende classificatie (cpv): 79611000 Diensten voor sollicitatiebegeleiding, 79635000

Diensten van beoordelingscentrum voor aanwerving van personeel

Opties:

Beschrijving van de opties: 1+1 year.

5.1.2. Plaats van uitvoering

Land: Noorwegen

Overall in het desbetreffende land

5.1.3. Geraamde duur

Looptijd: 4 Jaren

5.1.5. Waarde

Geraamde waarde exclusief btw: 11 000 000,00 NOK

5.1.6. Algemene informatie

Voorbehouden deelname:

Deelname is niet voorbehouden.

Aanbestedingsproject dat niet uit EU-fondsen wordt gefinancierd

De aanbesteding valt onder de Overeenkomst inzake overheidsopdrachten (GPA): ja

5.1.9. Selectiecriteria

Bronnen van selectiecriteria: Aankondiging

Criterium: Andere economische of financiële eisen

Beschrijving van het selectie criterium: 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.

Criterium: Relevante onderwijs- en beroepskwalificaties

Beschrijving van het selectie criterium: 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.

Criterium: Andere economische of financiële eisen

Beschrijving van het selectie criterium: 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. Gunningscriteria

Criterium:

Type: Prijs

Naam: Price

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

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 30

Criterium:

Type: Kwaliteit

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

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 40

Criterium:

Type: Kwaliteit

Naam: Assignment comprehension

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 30

Criterium:

Type: Kwaliteit

Naam: Climate and environment

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 0

5.1.11. Aanbestedingsstukken

Termijn voor verzoeken om aanvullende informatie: 14/08/2026 10:10:00 (UTC+00:00) West-Europese tijd, GMT

Adres van de aanbestedingsstukken: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

5.1.12. Voorwaarden van de aanbesteding

Voorwaarden voor indiening:

Elektronische indiening: Vereist

Adres voor indiening: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

Talen waarin inschrijvingen of verzoeken tot deelname kunnen worden ingediend: Noors

Elektronische catalogus: Niet toegestaan

Uiterste datum voor de ontvangst van inschrijvingen: 21/08/2026 10:00:00 (UTC+00:00) West-Europese tijd, GMT

Duur waarin de aanbieding geldig moet blijven: 154 Dagen

Voorwaarden van het contract:

De uitvoering van de opdracht moet plaatsvinden binnen het kader van programma's voor maatwerkbedrijven: Neen

Elektronische facturering: Vereist

Er zal worden gebruikgemaakt van elektronische orderplaatsing: neen

Er zal worden gebruikgemaakt van elektronische betaling: ja

5.1.15. Technieken

Raamovereenkomst:

Raamovereenkomst, zonder hernieuwde oproep tot mededinging

Maximumaantal deelnemers: 6

Informatie over het dynamische aankoopstelsel:

Geen dynamisch aankoopstelsel

5.1.16. Nadere inlichtingen, bemiddeling en evaluatie

Organisatie voor beroepsprocedures: Oslo tingrett

Organisatie die meer informatie geeft over beroepsprocedures: Statens vegvesen

5.1. Perceel: LOT-0002

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

Beschrijving: 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)

Interne identificatiecode: 2-1

5.1.1. Doel

Aard van het contract: Diensten

Belangrijkste classificatie (cpv): 79600000 Recruiteringsdiensten

Aanvullende classificatie (cpv): 79611000 Diensten voor sollicitatiebegeleiding, 79635000

Diensten van beoordelingscentrum voor aanwerving van personeel

Opties:

Beschrijving van de opties: 1+1 year.

5.1.2. Plaats van uitvoering

Land: Noorwegen

Overal in het desbetreffende land

5.1.3. Geraamde duur

Looptijd: 4 Jaren

5.1.5. Waarde

Geraamde waarde exclusief btw: 11 000 000,00 NOK

5.1.6. Algemene informatie

Voorbehouden deelname:

Deelname is niet voorbehouden.

Aanbestedingsproject dat niet uit EU-fondsen wordt gefinancierd

De aanbesteding valt onder de Overeenkomst inzake overheidsopdrachten (GPA): ja

5.1.9. Selectiecriteria

Bronnen van selectiecriteria: Aankondiging

Criterium: Andere economische of financiële eisen

Beschrijving van het selectie criterium: 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.

Criterium: Relevante onderwijs- en beroepskwalificaties

Beschrijving van het selectiecriteria: 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.

Criterium: Andere economische of financiële eisen

Beschrijving van het selectiecriteria: 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. Gunningscriteria

Criterium:

Type: Prijs

Naam: Price

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

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 30

Criterium:

Type: Kwaliteit

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

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 40

Criterium:

Type: Kwaliteit

Naam: Assignment comprehension

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 30

Criterium:

Type: Kwaliteit

Naam: Climate and environment

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 0

5.1.11. Aanbestedingsstukken

Termijn voor verzoeken om aanvullende informatie: 14/08/2026 10:10:00 (UTC+00:00) West-Europese tijd, GMT

Adres van de aanbestedingsstukken: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

5.1.12. Voorwaarden van de aanbesteding

Voorwaarden voor indiening:

Elektronische indiening: Vereist

Adres voor indiening: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

Talen waarin inschrijvingen of verzoeken tot deelname kunnen worden ingediend: Noors

Elektronische catalogus: Niet toegestaan

Uiterste datum voor de ontvangst van inschrijvingen: 21/08/2026 10:00:00 (UTC+00:00) West-Europese tijd, GMT

Duur waarin de aanbidding geldig moet blijven: 154 Dagen

Voorwaarden van het contract:

De uitvoering van de opdracht moet plaatsvinden binnen het kader van programma's voor maatwerkbedrijven: Neen

Elektronische facturering: Vereist

Er zal worden gebruikgemaakt van elektronische orderplaatsing: neen

Er zal worden gebruikgemaakt van elektronische betaling: ja

5.1.15. Technieken

Raamovereenkomst:

Raamovereenkomst, zonder hernieuwde oproep tot mededinging

Maximumaantal deelnemers: 6

Informatie over het dynamische aankoopstelsel:

Geen dynamisch aankoopstelsel

5.1.16. Nadere inlichtingen, bemiddeling en evaluatie

Organisatie voor beroepsprocedures: Oslo tingrett

Organisatie die meer informatie geeft over beroepsprocedures: Statens vegvesen

5.1. Perceel: LOT-0003

Titel: Sub-contract 3. Candidate Testing

Beschrijving: 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)

Interne identificatiecode: 3-2

5.1.1. Doel

Aard van het contract: Diensten

Belangrijkste classificatie (cpv): 79600000 Recruiteringsdiensten

Aanvullende classificatie (cpv): 79611000 Diensten voor sollicitatiebegeleiding, 79635000

Diensten van beoordelingscentrum voor aanwerving van personeel

Opties:

Beschrijving van de opties: 1+1 year.

5.1.2. Plaats van uitvoering

Land: Noorwegen

Overal in het desbetreffende land

5.1.3. Geraamde duur

Looptijd: 4 Jaren

5.1.5. Waarde

Geraamde waarde exclusief btw: 11 000 000,00 NOK

5.1.6. Algemene informatie

Voorbehouden deelname:

Deelname is niet voorbehouden.

Aanbestedingsproject dat niet uit EU-fondsen wordt gefinancierd

De aanbesteding valt onder de Overeenkomst inzake overheidsopdrachten (GPA): ja

5.1.9. Selectiecriteria

Bronnen van selectiecriteria: Aankondiging

Criterium: Andere economische of financiële eisen

Beschrijving van het selectie criterium: 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.

Criterium: Relevante onderwijs- en beroepskwalificaties

Beschrijving van het selectie criterium: 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.

Criterium: Andere economische of financiële eisen

Beschrijving van het selectie criterium: 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. Gunningscriteria

Criterium:

Type: Prijs

Naam: Price

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

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 30

Criterium:

Type: Kwaliteit

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

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 40

Criterium:

Type: Kwaliteit

Naam: Assignment comprehension

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 30

Criterium:

Type: Kwaliteit

Naam: Climate and environment

Beschrijving: 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.

Categorie van het gunningscriterium gewicht: Gewicht (percentage, exact)

Gunningscriterium numerieke waarde: 0

5.1.11. Aanbestedingsstukken

Termijn voor verzoeken om aanvullende informatie: 14/08/2026 10:10:00 (UTC+00:00) West-Europese tijd, GMT

Adres van de aanbestedingsstukken: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

5.1.12. Voorwaarden van de aanbesteding

Voorwaarden voor indiening:

Elektronische indiening: Vereist

Adres voor indiening: https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=

Talen waarin inschrijvingen of verzoeken tot deelname kunnen worden ingediend: Noors

Elektronische catalogus: Niet toegestaan

Uiterste datum voor de ontvangst van inschrijvingen: 21/08/2026 10:00:00 (UTC+00:00) West-Europese tijd, GMT

Duur waarin de aanbidding geldig moet blijven: 154 Dagen

Voorwaarden van het contract:

De uitvoering van de opdracht moet plaatsvinden binnen het kader van programma's voor maatwerkbedrijven: Neen

Elektronische facturering: Vereist

Er zal worden gebruikgemaakt van elektronische orderplaatsing: neen

Er zal worden gebruikgemaakt van elektronische betaling: ja

5.1.15. Technieken

Raamovereenkomst:

Raamovereenkomst, zonder hernieuwde oproep tot mededinging

Maximumaantal deelnemers: 6

Informatie over het dynamische aankoopstelsel:

Geen dynamisch aankoopstelsel

5.1.16. Nadere inlichtingen, bemiddeling en evaluatie

Organisatie voor beroepsprocedures: Oslo tingrett

Organisatie die meer informatie geeft over beroepsprocedures: Statens vegvesen

8. Organisaties

8.1. ORG-0001

Officiële naam: Statens vegvesen

Registratienummer: 971032081

Afdeling: Fellesfunksjoner

Postadres: Skoggata 19

Stad: Moss

Postcode: 1500

Onderverdeling land (NUTS): Akershus (NO084)

Land: Noorwegen

Contactpunt: Debra Gunnerød

E-mail: debra.gunnerod@vegvesen.no

Telefoon: +4722073000

Internetadres: <https://www.vegvesen.no>

Kopersprofiel: <https://eu.eu-supply.com/ctm/company/companyinformation/index/249176>

Rollen van deze organisatie:

Koper

Organisatie die meer informatie geeft over beroepsprocedures

8.1. **ORG-0002**

Officiële naam: Oslo tingrett

Registratienummer: 926 725 939

Postadres: C.J. Hambros plass 4

Stad: Oslo

Postcode: 0125

Onderverdeling land (NUTS): Oslo (NO081)

Land: Noorwegen

E-mail: oslo.tingrett@domstol.no

Telefoon: +47 22035200

Rollen van deze organisatie:

Organisatie voor beroepsprocedures

Informatie over een aankondiging

Identificatiecode/versie van de aankondiging: b7cc36ae-c6b8-4db1-bc9b-d5e2608178c5 - 01

Type formulier: Mededinging

Type aankondiging: Aankondiging van een opdracht of concessie – standaardregeling

Subtype aankondiging: 16

Verzenddatum van de aankondiging: 19/06/2026 08:28:12 (UTC+00:00) West-Europese tijd, GMT

Aankondiging datum verzending (eSender): 19/06/2026 13:01:32 (UTC+00:00) West-Europese tijd, GMT

Talen waarin deze aankondiging officieel beschikbaar is: Engels

Publicatienummer aankondiging: 431350-2026

Nummer uitgave PB S: 119/2026

Datum van bekendmaking: 24/06/2026