

476782-2026 - Mededinging

Noorwegen – Advies inzake hardware – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Aankondiging van een opdracht of concessie – standaardregeling

Diensten

1. Koper

1.1. Koper

Officiële naam: FORSVARSMATERIELL

E-mail: arramic@mil.no

Rechtsvorm van de koper: Overheidsonderneming

Activiteit van de aanbestedende dienst: Defensie

2. Procedure

2.1. Procedure

Titel: Procurement of an SAP HR Talent Management Solution Expert

Beschrijving: 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.

Identificatiecode van de procedure: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Interne identificatiecode: 2026023145

Type procedure: Openbaar

De procedure wordt versneld: neen

Belangrijkste kenmerken van de procedure: 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. Doel

Aard van het contract: Diensten

Belangrijkste classificatie (cpv): 72100000 Advies inzake hardware

Aanvullende classificatie (cpv): 72200000 Softwareprogrammering en -advies, 72211000

Programmering van systeem- en gebruikerssoftware, 72212000 Programmering van

toepassingssoftware, 72220000 Systeem- en technisch advies, 72230000 Ontwikkeling van

gebruikersspecifieke software, 72240000 Systeemanalyse en programmering, 72250000

Systeem- en ondersteuningsdiensten, 72260000 Diensten in verband met software, 72300000

Uitwerken van gegevens, 72500000 Informaticadiensten, 72600000 Diensten voor

computerondersteuning en -advies

2.1.2. Plaats van uitvoering

Onderverdeling land (NUTS): Oslo (NO081)

Land: Noorwegen

2.1.2. Plaats van uitvoering

Onderverdeling land (NUTS): Akershus (NO084)

Land: Noorwegen

2.1.4. Algemene informatie

Rechtsgrondslag:

Richtlijn 2014/24/EU

Anschaffelsesforskriften - Procurement Regulations

2.1.6. Gronden voor uitsluiting

Bronnen voor uitsluitingsgronden: Uniform Europees Aanbestedingsdocument (UEA),

Aankondiging, Aanbestedingsstuk

Corruptie: 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.

Fraude: 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).

Witwassen van geld of financiering van terrorisme: 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).

Deelname aan een criminele organisatie: 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)

Terroristische misdrijven of strafbare feiten in verband met terroristische activiteiten: 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.

Kinderarbeid en andere vormen van mensenhandel: 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).

Niet-nakoming van verplichtingen op het gebied van milieurecht: 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.

Niet-nakoming van verplichtingen op het gebied van arbeidsrecht: 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.

Niet-nakoming van verplichtingen op het gebied van sociaal recht: 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.

Vervalsing van de mededinging: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

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

Gaf valse verklaringen af, hield informatie achter, was niet in staat vereiste documenten te verstrekken of verkreeg vertrouwelijke informatie over deze procedure: Have the tenderer:a) given grossly incorrect information when notifying the information required to verify that there is no basis for rejection, or of the qualification requirements being met,b) failed to provide such information,c) subject to immediately submitting the supporting documents requested by the

Contracting Authority, ord) improperly affecting the Contracting Authority's decision process to acquire confidential information that could give this an unlawful advantage in connection with competition, or negligently has given misleading information that can have a significant influence on decisions on rejection, selection or award?

Belangenconflict als gevolg van deelneming aan de aanbestedingsprocedure: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Directe of indirecte betrokkenheid bij de voorbereiding van deze aanbestedingsprocedure: 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?

Voortijdige beëindiging, schadevergoeding of andere vergelijkbare sancties: 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?

Niet-nakoming van verplichtingen op grond van louter nationale uitsluitingsgronden: 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?

Niet-nakoming van de verplichting tot betaling van socialezekerheidsbijdragen: 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?

Niet-nakoming van de verplichting tot betaling van belastingen: 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?

Staking van bedrijfsactiviteiten: 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.

Faillissement: 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.

Regeling met schuldeisers: 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.

Insolventie: 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.

Activa beheerd door vereffenaar: 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.

Met faillissement vergelijkbare toestand uit hoofde van nationale recht: 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. Perceel

5.1. Perceel: LOT-0000

Titel: Procurement of an SAP HR Talent Management Solution Expert

Beschrijving: 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.

Interne identificatiecode: 2026023145

5.1.1. Doel

Aard van het contract: Diensten

Belangrijkste classificatie (cpv): 72100000 Advies inzake hardware

Aanvullende classificatie (cpv): 72200000 Softwareprogrammering en -advies, 72211000 Programmering van systeem- en gebruikerssoftware, 72212000 Programmering van toepassingssoftware, 72220000 Systeem- en technisch advies, 72230000 Ontwikkeling van gebruikersspecifieke software, 72240000 Systeemanalyse en programmering, 72250000 Systeem- en ondersteuningsdiensten, 72260000 Diensten in verband met software, 72300000 Uitwerken van gegevens, 72500000 Informaticadiensten, 72600000 Diensten voor computerondersteuning en -advies

Opties:

Beschrijving van de opties: Option for an extension for 1+1+1 year.

5.1.2. Plaats van uitvoering

Onderverdeling land (NUTS): Oslo (NO081)

Land: Noorwegen

5.1.2. Plaats van uitvoering

Onderverdeling land (NUTS): Akershus (NO084)

Land: Noorwegen

5.1.3. Geraamde duur

Begindatum: 31/12/2026

Einddatum van de duur: 31/12/2027

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: Uniform Europees Aanbestedingsdocument (UEA), Aankondiging , Aanbestedingsstuk

Criterium: Inschrijving in een handelsregister

Beschrijving van het selectie criterium: 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.

Criterium: Andere economische of financiële eisen

Beschrijving van het selectie criterium: 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.

Criterium: Referenties voor gespecificeerde diensten

Beschrijving van het selectie criterium: 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.

Criterium: Certificaten van onafhankelijke instanties over kwaliteitsborgingsnormen

Beschrijving van het selectie criterium: 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.

Criterium: Certificaten van onafhankelijke instanties over milieubeheersystemen of -normen
Beschrijving van het selectie criterium: 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. Aanbestedingsstukken

Talen waarin de aanbestedingsstukken officieel beschikbaar zijn: Noors

Termijn voor verzoeken om aanvullende informatie: 17/08/2026 10:00:00 (UTC+00:00) West-Europese tijd, GMT

Adres van de aanbestedingsstukken: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Voorwaarden van de aanbesteding

Voorwaarden voor indiening:

Elektronische indiening: Vereist

Adres voor indiening: <https://permalink.mercell.com/287683552.aspx>

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

Elektronische catalogus: Niet toegestaan

Een geavanceerd(e) of gekwalificeerd(e) elektronisch(e) handtekening of zegel (zoals omschreven in Verordening (EU) nr. 910/2014) is vereist

Varianten: Niet toegestaan

Inschrijvers mogen meer dan één inschrijving indienen: Toegestaan

Uiterste datum voor de ontvangst van inschrijvingen: 01/09/2026 10:00:00 (UTC+00:00) West-Europese tijd, GMT

Duur waarin de aanbidding geldig moet blijven: 84 Dagen

Informatie over de openbare opening:

Openingsdatum: 01/09/2026 10:00:00 (UTC+00:00) West-Europese tijd, GMT

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: ja

Er zal worden gebruikgemaakt van elektronische betaling: ja

5.1.15. Technieken

Raamovereenkomst:

Geen raamovereenkomst

Informatie over het dynamische aankoopstelsel:

Geen dynamisch aankoopstelsel

5.1.16. Nadere inlichtingen, bemiddeling en evaluatie

Organisatie voor beroepsprocedures: Oslo Tingrett

Informatie over de termijnen voor beroep: See the appeals board for public procurements §§ 6 and 13a.

Organisatie die meer informatie geeft over beroepsprocedures: Oslo Tingrett

8. Organisaties

8.1. ORG-0001

Officiële naam: FORSVARSMATERIELL

Registratienummer: 916075855

Postadres: Grev Wedels plass 1

Stad: OSLO

Postcode: 0151

Onderverdeling land (NUTS): Oslo (NO081)

Land: Noorwegen

Contactpunt: Armin Ramic

E-mail: arramic@mil.no

Telefoon: 41273898

Internetadres: <https://FMA.NO>

Rollen van deze organisatie:

Koper

8.1. ORG-0002

Officiële naam: Oslo Tingrett

Registratienummer: 974714647

Postadres: C. J. Hambros plass 4

Stad: Oslo

Postcode: 0164

Onderverdeling land (NUTS): Oslo (NO081)

Land: Noorwegen

Rollen van deze organisatie:

Organisatie voor beroepsprocedures

Organisatie die meer informatie geeft over beroepsprocedures

Informatie over een aankondiging

Identificatiecode/versie van de aankondiging: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Type formulier: Mededinging

Type aankondiging: Aankondiging van een opdracht of concessie – standaardregeling

Subtype aankondiging: 16

Verzenddatum van de aankondiging: 09/07/2026 11:03:29 (UTC+00:00) West-Europese tijd, GMT

Aankondiging datum verzending (eSender): 09/07/2026 11:47:50 (UTC+00:00) West-Europese tijd, GMT

Talen waarin deze aankondiging officieel beschikbaar is: Engels

Publicatienummer aankondiging: 476782-2026

Nummer uitgave PB S: 131/2026

Datum van bekendmaking: 10/07/2026