

476782-2026 - Concurso

Noruega – Serviços de consultoria em matéria de hardware – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Anúncio de concurso ou de concessão – regime normal

Serviços

1. Adquirente

1.1. Adquirente

Nome oficial: FORSVARSMATERIELL

Correio eletrónico: arramic@mil.no

Forma jurídica do adquirente: Empresa pública

Atividade da autoridade adjudicante: Defesa

2. Procedimento

2.1. Procedimento

Título: Procurement of an SAP HR Talent Management Solution Expert

Descrição: 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.

Identificador do procedimento: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Identificador interno: 2026023145

Tipo de procedimento: Aberto

O procedimento é acelerado: não

Principais características do processo: 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. Finalidade

Natureza do contrato: Serviços

Classificação principal (cpv): 72100000 Serviços de consultoria em matéria de hardware

Classificação adicional (cpv): 72200000 Serviços de consultoria e de programação de software , 72211000 Serviços de programação de sistemas e de software para o utilizador, 72212000 Serviços de programação de software de aplicação, 72220000 Serviços de consultoria técnica e em matéria de sistemas, 72230000 Serviços de desenvolvimento de software à medida, 72240000 Serviços de programação e análise de sistemas, 72250000 Serviços de sistemas e de apoio, 72260000 Serviços relacionados com software, 72300000 Serviços relacionados com dados, 72500000 Serviços relacionados com a informática, 72600000 Serviços de consultoria e assistência informáticas

2.1.2. Local de execução

Subdivisão do país (NUTS): Oslo (NO081)

País: Noruega

2.1.2. Local de execução

Subdivisão do país (NUTS): Akershus (NO084)

País: Noruega

2.1.4. Informações gerais

Base jurídica:

Diretiva 2014/24/UE

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Motivos de exclusão

Fontes dos motivos de exclusão: Documento europeu único de contratação pública (DEUCP), Anúncio, Documento do concurso

Corrupção: 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).

Branqueamento de capitais ou financiamento do terrorismo: Is the tenderer himself or a person, who is a member of the tenderer's administration, management or supervisory body or has the competence to represent or control or make decisions in such bodies, in the event a

legal verdict has been convicted of money laundering or financing terrorism by a verdict handed down no more than five years ago, or a rejection period set out directly in the judgement that still applies? Money laundering or financing terrorism As defined in Article 1 of the European Parliament and Council Directive 2005/60/EF of 26 October 2005 on preventive measures against the use of the financial system for money laundering and financing terrorism (EUT L 309 of 25.11.2005, p. 15).

Participação numa organização criminosa: 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)

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

Trabalho infantil e outras formas de tráfico de seres humanos: 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).

Violação das obrigações no domínio da legislação ambiental: 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.

Violação das obrigações no domínio da legislação laboral: 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.

Violação das obrigações no domínio da legislação social: 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.

Acordos com outros operadores económicos com o objetivo de distorcer a concorrência: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

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

Falsas declarações, ocultação de informações, incapacidade de fornecer os documentos exigidos ou obtenção de informações confidenciais sobre o presente procedimento: 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?

Conflitos de interesses decorrentes da participação no procedimento de contratação: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Intervenção direta ou indireta na preparação do presente procedimento de contratação: 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?

Rescisão antecipada, indemnizações ou outras sanções comparáveis: 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?

Incumprimento de obrigações determinadas por motivos de exclusão puramente nacionais: 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?

Incumprimento da obrigação de pagamento das contribuições para a segurança social: 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?

Incumprimento da obrigação de pagamento de impostos: 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?

Atividades suspensas: 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.

Falência: 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.

Acordo com os credores: 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.

Insolvência: 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.

Ativos sob gestão por um liquidatário: 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.

Situação análoga, como falência ao abrigo da legislação nacional: 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. Lote

5.1. Lote: LOT-0000

Título: Procurement of an SAP HR Talent Management Solution Expert

Descrição: 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.

Identificador interno: 2026023145

5.1.1. Finalidade

Natureza do contrato: Serviços

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de apoio, 72260000 Serviços relacionados com software, 72300000 Serviços relacionados com dados, 72500000 Serviços relacionados com a informática, 72600000 Serviços de consultoria e assistência informáticas

Opções:

Descrição das opções: Option for an extension for 1+1+1 year.

5.1.2. Local de execução

Subdivisão do país (NUTS): Oslo (NO081)

País: Noruega

5.1.2. Local de execução

Subdivisão do país (NUTS): Akershus (NO084)

País: Noruega

5.1.3. Duração estimada

Data de início: 31/12/2026

Data de fim da duração: 31/12/2027

5.1.6. Informações gerais

Participação reservada:

A participação não está reservada.

Projeto de contratação pública não financiado por fundos da UE

O concurso é abrangido pelo Acordo sobre Contratos Públicos (ACP): sim

5.1.9. Critérios de seleção

Fontes dos critérios de seleção: Documento europeu único de contratação pública (DEUCP), Anúncio, Documento do concurso

Critério: Inscrição em um registro comercial

Descrição do critério de seleção: 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.

Critério: Outros requisitos económicos ou financeiros

Descrição do critério de seleção: 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.

Critério: Referências sobre serviços especificados

Descrição do critério de seleção: 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.

Critério: Certificados por entidades independentes sobre padrões de garantia de qualidade
Descrição do critério de seleção: 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.

Critério: Certificados por entidades independentes sobre sistemas ou padrões de gestão ambiental

Descrição do critério de seleção: 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. Documentos do concurso

Línguas em que os documentos do concurso estão oficialmente disponíveis: norueguês
Prazo para solicitar informações adicionais: 17/08/2026 10:00:00 (UTC+00:00) hora da Europa Ocidental, GMT

Endereço dos documentos do concurso: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Condições do concurso

Condições de apresentação:

Apresentação por via eletrônica: Necessário

Endereço para apresentação: <https://permalink.mercell.com/287683552.aspx>

Línguas em que podem ser apresentadas as propostas ou pedidos de participação: norueguês

Catálogo eletrônico: Não autorizado

É necessária uma assinatura eletrônica avançada ou qualificada ou um selo eletrônico avançado ou qualificado [conforme definido no Regulamento (UE) n.º 910/2014]

Variantes: Não autorizado

Os proponentes podem apresentar mais do que uma proposta: Permitido

Prazo para a receção das propostas: 01/09/2026 10:00:00 (UTC+00:00) hora da Europa Ocidental, GMT

Duração durante a qual a proposta deve permanecer válida: 84 Dias

Informações sobre a abertura pública:

Data de abertura: 01/09/2026 10:00:00 (UTC+00:00) hora da Europa Ocidental, GMT

Condições do contrato:

A execução do contrato tem de ser efetuada no âmbito de programas de emprego protegido:

Não

Faturação eletrónica: Necessário

Serão utilizadas encomendas eletrónicas: sim

Será utilizado o pagamento eletrónico: sim

5.1.15. Técnicas**Acordo-quadro:**

Inexistência de acordo-quadro

Informações sobre o sistema de aquisição dinâmico:

Inexistência de sistema de aquisição dinâmico

5.1.16. Informações adicionais, mediação e recurso

Instância de recurso: Oslo Tingrett

Informações sobre os prazos de recurso: See the appeals board for public procurements §§ 6 and 13a.

Organização que fornece mais informações sobre os procedimentos de recurso: Oslo Tingrett

8. Organizações

8.1. ORG-0001

Nome oficial: FORSVARSMATERIELL

Número de registo: 916075855

Endereço postal: Grev Wedels plass 1

Cidade: OSLO

Código postal: 0151

Subdivisão do país (NUTS): Oslo (NO081)

País: Noruega

Ponto de contacto: Armin Ramic

Correio eletrónico: arramic@mil.no

Telefone: 41273898

Endereço Internet: <https://FMA.NO>

Funções desta organização:

Adquirente

8.1. ORG-0002

Nome oficial: Oslo Tingrett

Número de registo: 974714647

Endereço postal: C. J. Hambros plass 4

Cidade: Oslo

Código postal: 0164

Subdivisão do país (NUTS): Oslo (NO081)

País: Noruega

Funções desta organização:

Instância de recurso

Organização que fornece mais informações sobre os procedimentos de recurso

Informações sobre o anúncio

Identificador/versão do anúncio: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Tipo de formulário: Concurso

Tipo de anúncio: Anúncio de concurso ou de concessão – regime normal

Subtipo de anúncio: 16

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