

## 431350-2026 - Procedură concurențială

Norvegia – Servicii de recrutare – Framework agreement for assistance with recruitment, etc. for management positions.

OJ S 119/2026 24/06/2026

Anunț de participare sau de concesiune - regim standard

Servicii

### 1. Cumpărător

---

#### 1.1. Cumpărător

Denumire oficială: Statens vegvesen

E-mail: [debra.gunnerod@vegvesen.no](mailto:debra.gunnerod@vegvesen.no)

Forma juridică a achizitorului: Organism de drept public, controlat de o autoritate guvernamentală centrală

Activitatea autorității contractante: Servicii publice generale

### 2. Procedură

---

#### 2.1. Procedură

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

Descriere: 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)

Identificatorul procedurii: b1cd46f7-bd9f-478a-b559-f49a37cf5898

Identificator intern: 26/99921

Tip de procedură: Deschisă

Procedura este accelerată: nu

##### 2.1.1. Scop

Natura contractului: Servicii

Clasificarea principală (cpv): 79600000 Servicii de recrutare

Clasificare suplimentară (cpv): 79611000 Servicii de căutare de locuri de muncă, 79635000 Servicii de centre de evaluare pentru recrutare

### **2.1.2. Locul de executare**

Țara: Norvegia

Oriunde în țara respectivă

### **2.1.3. Valoare**

Valoarea estimată fără TVA: 11 000 000,00 NOK

Valoarea maximă a acordului-cadru: 11 000 000,00 NOK

### **2.1.4. Informații generale**

**Temei juridic:**

Directiva 2014/24/UE

### **2.1.5. Condițiile achiziției publice**

**Condiții de depunere:**

Numărul maxim de loturi pentru care un ofertant poate depune oferte: 3

**Clauzele contractuale:**

Numărul maxim de loturi pentru care se pot atribui contracte unui singur ofertant: 3

### **2.1.6. Motive de excludere**

Sursele motivelor de excludere: Documentul european de achiziție unic (DEAU)

## **5. Lot**

---

### **5.1. Lot: LOT-0001**

Titlu: Sub-contract 1. Full recruitment process

Descriere: 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)

Identificator intern: 1-0

#### **5.1.1. Scop**

Natura contractului: Servicii

Clasificarea principală (cpv): 79600000 Servicii de recrutare

Clasificare suplimentară (cpv): 79611000 Servicii de căutare de locuri de muncă, 79635000

Servicii de centre de evaluare pentru recrutare

**Opțiuni:**

Descrierea opțiunilor: 1+1 year.

**5.1.2. Locul de executare**

Țara: Norvegia

Oriunde în țara respectivă

**5.1.3. Durata estimată**

Durată: 4 Ani

**5.1.5. Valoare**

Valoarea estimată fără TVA: 11 000 000,00 NOK

**5.1.6. Informații generale**

**Participare rezervată:**

Participarea nu este rezervată.

Proiect de achiziții publice nefinanțat din fonduri UE

Achiziția face obiectul Acordului privind achizițiile publice (AAP): da

**5.1.9. Criterii de selecție**

Sursele criteriilor de selecție: Anunț

Criteriu: Alte cerințe economice sau financiare

Descrierea criteriului de selecție: 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.

Criteriu: Calificări educaționale și profesionale relevante

Descrierea criteriului de selecție: 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.

Criteriu: Alte cerințe economice sau financiare

Descrierea criteriului de selecție: 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. Criterii de atribuire**

##### **Criteriu:**

Tip: Preț

Denumire: Price

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

Categorie a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 30

##### **Criteriu:**

Tip: Calitate

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

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 40

##### **Criteriu:**

Tip: Calitate

Denumire: Assignment comprehension

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 30

##### **Criteriu:**

Tip: Calitate

Denumire: Climate and environment

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 0

#### **5.1.11. Documentele achiziției**

Termenul-limită pentru solicitarea de informații suplimentare: 14/08/2026 10:10:00 (UTC+00:00) ora Europei Occidentale, GMT

Unde se găsesc documentele achiziției: [https://eu.eu-supply.com/app/rfq/rwlenrance\\_s.asp?PID=457445&TID=200418029&B=](https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=)

#### **5.1.12. Condițiile achiziției publice**

##### **Condiții de depunere:**

Depunere electronică: Obligatorie

Adresa de depunere: [https://eu.eu-supply.com/app/rfq/rwlenrance\\_s.asp?PID=457445&TID=200418029&B=](https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=)

Limbile în care pot fi depuse ofertele sau cererile de participare: norvegiană

Catalog electronic: Nu este permisă

Termenul-limită pentru primirea ofertelor: 21/08/2026 10:00:00 (UTC+00:00) ora Europei Occidentale, GMT

Durata în care oferta trebuie să rămână valabilă: 154 Zile

##### **Clauzele contractuale:**

Executarea contractului trebuie efectuată în cadrul unor programe de angajare protejată: Nu

Facturare electronică: Obligatorie

Se va utiliza comanda electronică: nu

Se va utiliza plata electronică: da

#### **5.1.15. Aspecte tehnice**

##### **Acord-cadru:**

Acord-cadru, fără reluarea procedurii concurențiale

Numărul maxim de participanți: 6

##### **Informații despre sistemul dinamic de achiziții:**

Nu există un sistem dinamic de achiziție

#### **5.1.16. Informații suplimentare, mediere și căi de atac**

Organizația responsabilă cu căile de atac: Oslo tingrett

Organizația care furnizează mai multe informații cu privire la căile de atac: Statens vegvesen

#### **5.1. Lot: LOT-0002**

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

Descriere: 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)

Identificator intern: 2-1

#### **5.1.1. Scop**

Natura contractului: Servicii

Clasificarea principală (cpv): 79600000 Servicii de recrutare

Clasificare suplimentară (cpv): 79611000 Servicii de căutare de locuri de muncă, 79635000 Servicii de centre de evaluare pentru recrutare

##### **Opțiuni:**

Descrierea opțiunilor: 1+1 year.

#### **5.1.2. Locul de executare**

Țara: Norvegia

Oriunde în țara respectivă

#### **5.1.3. Durata estimată**

Durată: 4 Ani

#### **5.1.5. Valoare**

Valoarea estimată fără TVA: 11 000 000,00 NOK

#### **5.1.6. Informații generale**

##### **Participare rezervată:**

Participarea nu este rezervată.

Proiect de achiziții publice nefinanțat din fonduri UE

Achiziția face obiectul Acordului privind achizițiile publice (AAP): da

#### **5.1.9. Criterii de selecție**

Sursele criteriilor de selecție: Anunț

Criteriu: Alte cerințe economice sau financiare

Descrierea criteriului de selecție: 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.

Criteriu: Calificări educaționale și profesionale relevante

Descrierea criteriului de selecție: 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.

**Criteriu:** Alte cerințe economice sau financiare

**Descrierea criteriului de selecție:** 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. Criterii de atribuire**

**Criteriu:**

Tip: Preț

Denumire: Price

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

Categorie a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 30

**Criteriu:**

Tip: Calitate

Denumire: The offered personnel' relevant formal competence and experience

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 40

**Criteriu:**

Tip: Calitate

Denumire: Assignment comprehension

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 30

**Criteriu:**

Tip: Calitate

Denumire: Climate and environment

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 0

**5.1.11. Documentele achiziției**

Termenul-limită pentru solicitarea de informații suplimentare: 14/08/2026 10:10:00 (UTC+00:00) ora Europei Occidentale, GMT

Unde se găsesc documentele achiziției: [https://eu.eu-supply.com/app/rfq/rwentrance\\_s.asp?PID=457445&TID=200418029&B=](https://eu.eu-supply.com/app/rfq/rwentrance_s.asp?PID=457445&TID=200418029&B=)

**5.1.12. Condițiile achiziției publice**

**Condiții de depunere:**

Depunere electronică: Obligatorie

Adresa de depunere: [https://eu.eu-supply.com/app/rfq/rwentrance\\_s.asp?PID=457445&TID=200418029&B=](https://eu.eu-supply.com/app/rfq/rwentrance_s.asp?PID=457445&TID=200418029&B=)

Limbile în care pot fi depuse ofertele sau cererile de participare: norvegiană

Catalog electronic: Nu este permisă

Termenul-limită pentru primirea ofertelor: 21/08/2026 10:00:00 (UTC+00:00) ora Europei Occidentale, GMT

Durata în care oferta trebuie să rămână valabilă: 154 Zile

**Clauzele contractuale:**

Executarea contractului trebuie efectuată în cadrul unor programe de angajare protejată: Nu

Facturare electronică: Obligatorie

Se va utiliza comanda electronică: nu

Se va utiliza plata electronică: da

**5.1.15. Aspecte tehnice**

**Acord-cadru:**



Acord-cadru, fără reluarea procedurii concurențiale

Numărul maxim de participanți: 6

**Informații despre sistemul dinamic de achiziții:**

Nu există un sistem dinamic de achiziție

**5.1.16. Informații suplimentare, mediere și căi de atac**

Organizația responsabilă cu căile de atac: Oslo tingrett

Organizația care furnizează mai multe informații cu privire la căile de atac: Statens vegvesen

**5.1. Lot: LOT-0003**

Titlu: Sub-contract 3. Candidate Testing

Descriere: 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)

Identificator intern: 3-2

**5.1.1. Scop**

Natura contractului: Servicii

Clasificarea principală (cpv): 79600000 Servicii de recrutare

Clasificare suplimentară (cpv): 79611000 Servicii de căutare de locuri de muncă, 79635000

Servicii de centre de evaluare pentru recrutare

**Opțiuni:**

Descrierea opțiunilor: 1+1 year.

**5.1.2. Locul de executare**

Țara: Norvegia

Oriunde în țara respectivă

**5.1.3. Durata estimată**

Durată: 4 Ani

**5.1.5. Valoare**

Valoarea estimată fără TVA: 11 000 000,00 NOK

**5.1.6. Informații generale**

**Participare rezervată:**

Participarea nu este rezervată.

#### **5.1.9. Criterii de selecție**

Sursele criteriilor de selecție: Anunț

Criteriu: Alte cerințe economice sau financiare

Descrierea criteriului de selecție: 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.

Criteriu: Calificări educaționale și profesionale relevante

Descrierea criteriului de selecție: 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.

Criteriu: Alte cerințe economice sau financiare

Descrierea criteriului de selecție: 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. Criterii de atribuire**

**Criteriu:**

Tip: Preț

Denumire: Price

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

Categorie a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)

Număr legat de criteriul de atribuire: 30

**Criteriu:**

Tip: Calitate

Denumire: The offered personnel's relevant formal competence and experience  
Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)  
Număr legat de criteriul de atribuire: 40

**Criteriu:**

Tip: Calitate

Denumire: Assignment comprehension

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)  
Număr legat de criteriul de atribuire: 30

**Criteriu:**

Tip: Calitate

Denumire: Climate and environment

Descriere: 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 a criteriului de atribuire greutate: Ponderare (procentaj, valoare exactă)  
Număr legat de criteriul de atribuire: 0

#### **5.1.11. Documentele achiziției**

Termenul-limită pentru solicitarea de informații suplimentare: 14/08/2026 10:10:00 (UTC+00:00) ora Europei Occidentale, GMT

Unde se găsesc documentele achiziției: [https://eu.eu-supply.com/app/rfq/rwlenrance\\_s.asp?PID=457445&TID=200418029&B=](https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=)

#### 5.1.12. Condițiile achiziției publice

##### Condiții de depunere:

Depunere electronică: Obligatorie

Adresa de depunere: [https://eu.eu-supply.com/app/rfq/rwlenrance\\_s.asp?PID=457445&TID=200418029&B=](https://eu.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=457445&TID=200418029&B=)

Limbile în care pot fi depuse ofertele sau cererile de participare: norvegiană

Catalog electronic: Nu este permisă

Termenul-limită pentru primirea ofertelor: 21/08/2026 10:00:00 (UTC+00:00) ora Europei Occidentale, GMT

Durata în care oferta trebuie să rămână valabilă: 154 Zile

##### Clauzele contractuale:

Executarea contractului trebuie efectuată în cadrul unor programe de angajare protejată: Nu

Facturare electronică: Obligatorie

Se va utiliza comanda electronică: nu

Se va utiliza plata electronică: da

#### 5.1.15. Aspecte tehnice

##### Acord-cadru:

Acord-cadru, fără reluarea procedurii concurențiale

Numărul maxim de participanți: 6

##### Informații despre sistemul dinamic de achiziții:

Nu există un sistem dinamic de achiziție

#### 5.1.16. Informații suplimentare, mediere și căi de atac

Organizația responsabilă cu căile de atac: Oslo tingrett

Organizația care furnizează mai multe informații cu privire la căile de atac: Statens vegvesen

## 8. Organizații

---

### 8.1. ORG-0001

Denumire oficială: Statens vegvesen

Număr de înregistrare: 971032081

Departament: Fellesfunksjoner

Adresă poștală: Skoggata 19

Localitate: Moss

Cod poștal: 1500

Subdiviziunea țării (NUTS): Akershus (NO084)

Țara: Norvegia

Punct de contact: Debra Gunnerød

E-mail: [debra.gunnerod@vegvesen.no](mailto:debra.gunnerod@vegvesen.no)

Telefon: +4722073000

Adresa de internet: <https://www.vegvesen.no>

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

##### Rolurile acestei organizații:

Cumpărător

Organizația care furnizează mai multe informații cu privire la căile de atac

### 8.1. ORG-0002

Denumire oficială: Oslo tingrett

Număr de înregistrare: 926 725 939

Adresă poștală: C.J. Hambros plass 4

Localitate: Oslo  
Cod poștal: 0125  
Subdiviziunea țării (NUTS): Oslo (NO081)  
Țara: Norvegia  
E-mail: [oslo.tingrett@domstol.no](mailto:oslo.tingrett@domstol.no)  
Telefon: +47 22035200

**Rolurile acestei organizații:**

Organizația responsabilă cu căile de atac

## **Informații privind anunțul**

---

Identificatorul/versiunea anunțului: b7cc36ae-c6b8-4db1-bc9b-d5e2608178c5 - 01

Tip de formular: Procedură concurențială

Tip de anunț: Anunț de participare sau de concesionare - regim standard

Subtipul anunțului: 16

Data notificării expedierii: 19/06/2026 08:28:12 (UTC+00:00) ora Europei Occidentale, GMT

Data de expediere a anunțului eSender: 19/06/2026 13:01:32 (UTC+00:00) ora Europei Occidentale, GMT

Limbile în care acest anunț este disponibil oficial: engleză

Numărul de publicare al anunțului: 431350-2026

Numărul ediției JO S: 119/2026

Data publicării: 24/06/2026