

476782-2026 - Procedură concurențială

Norvegia – Servicii de consultanță pentru hardware – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Anunț de participare sau de concesiune - regim standard

Servicii

1. Cumpărător

1.1. Cumpărător

Denumire oficială: FORSVARSMATERIELL

E-mail: arramic@mil.no

Forma juridică a achizitorului: Întreprindere de stat

Activitatea autorității contractante: Apărare

2. Procedură

2.1. Procedură

Titlu: Procurement of an SAP HR Talent Management Solution Expert

Descriere: 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.

Identificatorul procedurii: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Identificator intern: 2026023145

Tip de procedură: Deschisă

Procedura este accelerată: nu

Principalele caracteristici ale procedurii: 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. Scop

Natura contractului: Servicii

Clasificarea principală (cpv): 72100000 Servicii de consultanță pentru hardware

Clasificare suplimentară (cpv): 72200000 Servicii de programare și de consultanță software, 72211000 Servicii de programare de sisteme informatice și software utilitare, 72212000 Servicii de programare de software de aplicație, 72220000 Servicii de consultanță privind sistemele informatice și servicii de consultanță tehnică, 72230000 Servicii de dezvoltare de software personalizat, 72240000 Servicii de analiză și de programare de sisteme, 72250000 Servicii pentru sisteme și asistență, 72260000 Servicii de software, 72300000 Servicii de înlocuire de date, 72500000 Servicii informatice, 72600000 Servicii de asistență și de consultanță informatică

2.1.2. Locul de executare

Subdiviziunea țării (NUTS): Oslo (NO081)

Țara: Norvegia

2.1.2. Locul de executare

Subdiviziunea țării (NUTS): Akershus (NO084)

Țara: Norvegia

2.1.4. Informații generale

Temei juridic:

Directiva 2014/24/UE

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Motive de excludere

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

Corupție: 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.

Frauda: 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).

Combaterea spălării banilor sau a finanțării terorismului: 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).

Participarea la o organizație criminală: 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)

Infracțiuni teroriste sau infracțiuni legate de activități teroriste: 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.

Munca copiilor și alte forme de trafic de persoane: 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).

Încălcarea obligațiilor în domeniile legislației de mediu: 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.

Încălcarea obligațiilor în domeniile legislației muncii: 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.

Încălcarea obligațiilor în domeniile legislației sociale: 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.

Acorduri cu alți operatori economici care vizează denaturarea concurenței: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

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

Interpretare eronată, nedivulgare de informații, incapacitate de a furniza documentele necesare sau obținere de informații confidențiale referitoare la această procedură: 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?

Conflict de interese care decurge din participarea la procedura de achiziții publice: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Implicare directă sau indirectă în pregătirea acestei proceduri de achiziții publice: 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?

Încetare anticipată, daune-interese sau alte sancțiuni comparabile: 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?

Încălcarea obligațiilor stabilite în temeiul unor motive de excludere pur naționale: 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?

Încălcarea obligației de plată a contribuțiilor la asigurările sociale: 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?

Încălcarea obligației de plată a impozitelor: 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?

Activitățile economice sunt suspendate: 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.

Faliment: 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.

Concordat: 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.

Insolență: 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.

Active administrate de lichidator: 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.

Situații similare, în temeiul legislației naționale, cum ar fi falimentul: 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. Lot

5.1. Lot: LOT-0000

Titlu: Procurement of an SAP HR Talent Management Solution Expert

Descriere: 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.

Identificator intern: 2026023145

5.1.1. Scop

Natura contractului: Servicii

Clasificarea principală (cpv): 72100000 Servicii de consultanță pentru hardware

Clasificare suplimentară (cpv): 72200000 Servicii de programare și de consultanță software, 72211000 Servicii de programare de sisteme informatice și software utilitare, 72212000 Servicii de programare de software de aplicație, 72220000 Servicii de consultanță privind sistemele informatice și servicii de consultanță tehnică, 72230000 Servicii de dezvoltare de software personalizat, 72240000 Servicii de analiză și de programare de sisteme, 72250000 Servicii pentru sisteme și asistență, 72260000 Servicii de software, 72300000 Servicii de înlocuire de date, 72500000 Servicii informatice, 72600000 Servicii de asistență și de consultanță informatică

Opțiuni:

Descrierea opțiunilor: Option for an extension for 1+1+1 year.

5.1.2. Locul de executare

Subdiviziunea țării (NUTS): Oslo (NO081)

Țara: Norvegia

5.1.2. Locul de executare

Subdiviziunea țării (NUTS): Akershus (NO084)

Țara: Norvegia

5.1.3. Durata estimată

Data începerii: 31/12/2026

Data de sfârșit a duratei: 31/12/2027

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: Documentul european de achiziție unic (DEAU), Anunț,

Document de achiziție

Criteriu: Înregistrare într-un registru comercial

Descrierea criteriului de selecție: 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.

Criteriu: Alte cerințe economice sau financiare

Descrierea criteriului de selecție: 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.

Criteriu: Referințe despre servicii specificate

Descrierea criteriului de selecție: 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.

Criteriu: Certificate emise de organisme independente despre standarde de asigurare a calității
Descrierea criteriului de selecție: 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.

Criteriu: Certificate emise de organisme independente despre sisteme sau standarde de management al mediului

Descrierea criteriului de selecție: 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. Documentele achiziției

Limbile în care documentele achiziției sunt disponibile oficial: norvegiană

Termenul-limită pentru solicitarea de informații suplimentare: 17/08/2026 10:00:00 (UTC+00:00) ora Europei Occidentale, GMT

Unde se găsesc documentele achiziției: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Condițiile achiziției publice

Condiții de depunere:

Depunere electronică: Obligatorie

Adresa de depunere: <https://permalink.mercell.com/287683552.aspx>

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

Catalog electronic: Nu este permisă

Este nevoie de semnătura sau sigiliul electronic(ă) avansat(ă) sau calificat(ă) [conform definiției din Regulamentul (UE) nr. 910/2014]

Variante: Nu este permisă

Ofertanții pot depune mai multe oferte: Autorizată

Termenul-limită pentru primirea ofertelor: 01/09/2026 10:00:00 (UTC+00:00) ora Europei Occidentale, GMT

Durata în care oferta trebuie să rămână valabilă: 84 Zile

Informații privind deschiderea publică:

Data deschiderii: 01/09/2026 10:00:00 (UTC+00:00) ora Europei Occidentale, GMT

Clauzele contractuale:

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

Facturare electronică: Obligatorie

Se va utiliza comanda electronică: da
Se va utiliza plata electronică: da

5.1.15. Aspecte tehnice

Acord-cadru:

Niciun acord-cadru

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

Informații privind termenele-limită pentru reexaminare: See the appeals board for public procurements §§ 6 and 13a.

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

8. Organizații

8.1. ORG-0001

Denumire oficială: FORSVARSMATERIELL

Număr de înregistrare: 916075855

Adresă poștală: Grev Wedels plass 1

Localitate: OSLO

Cod poștal: 0151

Subdiviziunea țării (NUTS): Oslo (NO081)

Țara: Norvegia

Punct de contact: Armin Ramic

E-mail: arramic@mil.no

Telefon: 41273898

Adresa de internet: <https://FMA.NO>

Rolurile acestei organizații:

Cumpărător

8.1. ORG-0002

Denumire oficială: Oslo Tingrett

Număr de înregistrare: 974714647

Adresă poștală: C. J. Hambros plass 4

Localitate: Oslo

Cod poștal: 0164

Subdiviziunea țării (NUTS): Oslo (NO081)

Țara: Norvegia

Rolurile acestei organizații:

Organizația responsabilă cu căile de atac

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

Informații privind anunțul

Identificatorul/versiunea anunțului: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Tip de formular: Procedură concurențială

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

Subtipul anunțului: 16

Data notificării expedierii: 09/07/2026 11:03:29 (UTC+00:00) ora Europei Occidentale, GMT

Data de expediere a anunțului eSender: 09/07/2026 11:47:50 (UTC+00:00) ora Europei Occidentale, GMT
Limbile în care acest anunț este disponibil oficial: engleză
Numărul de publicare al anunțului: 476782-2026
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