

476782-2026 - Javni razpis

Norveška – Storitve svetovanja pri strojni opremi – Procurement of an SAP HR Talent Management Solution Expert

OJ S 131/2026 10/07/2026

Obvestilo o koncesiji ali naročilu – standardna ureditev

Storitve

1. Kupec

1.1. Kupec

Uradno ime: FORSVARSMATERIELL

E-naslov: arramic@mil.no

Pravna vrsta kupca: Javno podjetje

Dejavnost javnega naročnika: Obramba

2. Postopek

2.1. Postopek

Naslov: Procurement of an SAP HR Talent Management Solution Expert

Opis: 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.

Identifikator postopka: 06c6e8a5-ca17-4b49-824b-0e2b77ee1d82

Notranji identifikator: 2026023145

Vrsta postopka: Odprti postopek

Postopek je pospešen: ne

Glavne značilnosti postopka: 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. Namen

Vrsta javnega naročila: Storitve

Glavna klasifikacijska oznaka (cpv): 72100000 Storitve svetovanja pri strojni opremi

Dodatna klasifikacija (cpv): 72200000 Storitve programiranja programske opreme in svetovanja pri programski opremi, 72211000 Storitve programiranja systemske in uporabniške programske opreme, 72212000 Storitve programiranja aplikacijske programske opreme, 72220000 Storitve systemskega in tehničnega svetovanja, 72230000 Storitve razvoja programske opreme po naročilih uporabnikov, 72240000 Storitve systemske analize in programiranja, 72250000 Systemske in podporne storitve, 72260000 Storitve, povezane s programsko opremo, 72300000 Podatkovne storitve, 72500000 Z računalniki povezane storitve, 72600000 Storitve računalniške podpore in svetovanja

2.1.2. Kraj izvajanja

Podregija države (NUTS): Oslo (NO081)

Država: Norveška

2.1.2. Kraj izvajanja

Podregija države (NUTS): Akershus (NO084)

Država: Norveška

2.1.4. Splošne informacije

Pravna podlaga:

Direktiva 2014/24/EU

Anskaffelsesforskriften - Procurement Regulations

2.1.6. Razlogi za izključitev

Viri izključitvenih razlogov: Enotni evropski dokument v zvezi z oddajo javnega naročila, Obvestilo, Dokument v zvezi z oddajo naročila

Korupcija: 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.

Goljufije: 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).

Pranje denarja ali financiranje terorizma: 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).

Sodelovanje v hudodelski združbi: 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)

Teroristična kazniva dejanja ali kazniva dejanja, povezana s terorističnimi dejavnostmi: 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.

Delo otrok in druge oblike trgovine z ljudmi: 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).

Kršitev obveznosti na področju okoljskega prava: 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.

Kršitev obveznosti na področju delovnega prava: 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.

Kršitev obveznosti na področju socialnega prava: 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.

Dogovori z drugimi gospodarskimi subjekti z namenom izkrivljanja konkurence: Has the tenderer entered into agreement(s) with other tenderers with the intention of turning the competition?

Huda kršitev poklicnih pravil: Has the tenderer committed serious errors in professional practice? If relevant, see the definitions in national law, the relevant notice or procurement documents.

Napačno prikazovanje, prikrivanje informacij, nezmožnost predložitve zahtevane dokumentacije ali pridobivanje zaupnih informacij o tem postopku: 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?

Nasprotje interesov zaradi njegovega sodelovanja v postopku oddaje javnega naročila: Are tenderers aware of a conflict of interest as stated in national law, the relevant notice or procurement documents?

Neposredno ali posredno sodelovanje pri pripravi tega postopka oddaje javnega naročila: 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?

Predčasna odpoved pogodbe, odškodnina ali druge primerljive sankcije: 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?

Kršitev obveznosti, določenih na podlagi izključno nacionalnih razlogov za izključitev: 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?

Kršitev obveznosti v zvezi s plačilom prispevkov za socialno varnost: 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?

Kršitev obveznosti v zvezi s plačilom davkov: 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?

Poslovne dejavnosti so začasno ustavljene: 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.

Stečaj: 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.

Dogovor z upniki: 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.

Plačilna nesposobnost: 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.

Sredstva upravlja stečajni upravitelj: 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.

Položaj, ki je v skladu z nacionalno zakonodajo podoben stečaju: 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. Sklop

5.1. Sklop: LOT-0000

Naslov: Procurement of an SAP HR Talent Management Solution Expert

Opis: 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.

Notranji identifikator: 2026023145

5.1.1. Namen

Vrsta javnega naročila: Storitve

Glavna klasifikacijska oznaka (cpv): 72100000 Storitve svetovanja pri strojni opremi

Dodatna klasifikacija (cpv): 72200000 Storitve programiranja programske opreme in svetovanja pri programski opremi, 72211000 Storitve programiranja systemske in uporabniške programske opreme, 72212000 Storitve programiranja aplikacijske programske opreme, 72220000 Storitve systemskega in tehničnega svetovanja, 72230000 Storitve razvoja programske opreme po naročilih uporabnikov, 72240000 Storitve systemske analize in programiranja, 72250000 Systemske in podporne storitve, 72260000 Storitve, povezane s programsko opremo, 72300000 Podatkovne storitve, 72500000 Z računalniki povezane storitve, 72600000 Storitve računalniške podpore in svetovanja

Možnosti:

Opis možnosti: Option for an extension for 1+1+1 year.

5.1.2. Kraj izvajanja

Podregija države (NUTS): Oslo (NO081)

Država: Norveška

5.1.2. Kraj izvajanja

Podregija države (NUTS): Akershus (NO084)

Država: Norveška

5.1.3. Predvideno trajanje

Datum začetka: 31/12/2026

Datum zaključka trajanja: 31/12/2027

5.1.6. Splošne informacije

Pridržana udeležba:

Udeležba ni pridržana.

Projekt javnega naročanja se ne financira s sredstvi EU

Javno naročilo je zajeto v Sporazumu o javnih naročilih: da

5.1.9. Merila za izbor

Viri izbirnih kriterijev: Enotni evropski dokument v zvezi z oddajo javnega naročila, Obvestilo, Dokument v zvezi z oddajo naročila

Merilo: Vpis v trgovski register

Opis merila za izbor: 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.

Merilo: Druge ekonomske ali finančne zahteve

Opis merila za izbor: 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.

Merilo: Reference o določenih storitvah

Opis merila za izbor: 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.

Merilo: Certifikati neodvisnih organov o standardih zagotavljanja kakovosti

Opis merila za izbor: 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.

Merilo: Certifikati neodvisnih organov o sistemih ali standardih za upravljanje okolja

Opis merila za izbor: 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. Dokumenti v zvezi z oddajo javnega naročila

Jeziki, v katerih so uradno na voljo dokumenti v zvezi z oddajo javnega naročila: norveščina
Rok za zahtevanje dodatnih informacij: 17/08/2026 10:00:00 (UTC+00:00) Zahodnoevropski čas, GMT

Naslov dokumentov v zvezi z oddajo javnega naročila: <https://permalink.mercell.com/287683552.aspx>

5.1.12. Pogoji javnega naročila

Pogoji za predložitev:

Elektronska predložitev: Obvezno

Naslov za predložitev: <https://permalink.mercell.com/287683552.aspx>

Jeziki, v katerih se lahko oddajo ponudbe ali prijave za sodelovanje: norveščina

Elektronski katalog: Ni dovoljeno

Potreben je napredni ali kvalificirani elektronski podpis ali žig (v skladu z Uredbo (EU) št. 910 /2014)

Variantne ponudbe: Ni dovoljeno

Ponudniki lahko predložijo več kot eno ponudbo: Dovoljeno

Rok za prejem ponudb: 01/09/2026 10:00:00 (UTC+00:00) Zahodnoevropski čas, GMT

Obdobje, v katerem mora ponudba ostati veljavna: 84 Dnevi

Informacije o javnem odpiranju:

Datum odprtja: 01/09/2026 10:00:00 (UTC+00:00) Zahodnoevropski čas, GMT

Pogoji javnega naročila:

Izvajanje javnega naročila je treba zagotoviti v okviru programov zaščitenega zaposlovanja: Ne

Elektronsko izdajanje računov: Obvezno

Uporabljeno bo elektronsko naročanje: da

Uporabljeno bo elektronsko plačevanje: da

5.1.15. Tehnike

Okvirni sporazum:

Ni okvirnega sporazuma

Informacije o dinamičnem nabavnem sistemu:

Ni dinamičnega nabavnega sistema

5.1.16. Dodatne informacije, mediacija in revizija

Organizacija za revizijo: Oslo Tingrett

Informacije o rokih za revizijo: See the appeals board for public procurements §§ 6 and 13a.

Organizacija, ki daje dodatne informacije o revizijskih postopkih: Oslo Tingrett

8. Organizacije

8.1. ORG-0001

Uradno ime: FORSVARSMATERIELL

Registrska številka: 916075855

Poštni naslov: Grev Wedels plass 1

Mesto: OSLO

Poštna številka: 0151

Podregija države (NUTS): Oslo (NO081)

Država: Norveška

Kontaktna točka: Armin Ramic

E-naslov: arramic@mil.no

Tel.: 41273898

Spletni naslov: <https://FMA.NO>

Vloge te organizacije:

Kupec

8.1. ORG-0002

Uradno ime: Oslo Tingrett

Registrska številka: 974714647

Poštni naslov: C. J. Hambros plass 4

Mesto: Oslo

Poštna številka: 0164

Podregija države (NUTS): Oslo (NO081)

Država: Norveška

Vloge te organizacije:

Organizacija za revizijo

Organizacija, ki daje dodatne informacije o revizijskih postopkih

Informacije o obvestilu

Identifikator/različica obvestila: c5ff7101-651a-4d97-a953-72076c56d1e6 - 01

Vrsta obrazca: Javni razpis

Vrsta obvestila: Obvestilo o koncesiji ali naročilu – standardna ureditev

Podvrsta obvestila: 16

Datum pošiljanja obvestila: 09/07/2026 11:03:29 (UTC+00:00) Zahodnoevropski čas, GMT

Datum pošiljanja obvestila (ePošiljatelj): 09/07/2026 11:47:50 (UTC+00:00) Zahodnoevropski čas, GMT

Jeziki, v katerih je uradno dostopno to obvestilo: angleščina

Številka objave obvestila: 476782-2026

Številka izdaje UL S: 131/2026

Datum objave: 10/07/2026