



JOINT WARFARE CENTRE

Engineering Support for modernization and maintenance of the NEC CCIS application Contract- Bidder's Conference

IFIB-ACT-JWC-26-08

30 June 2026

The briefing slide pack is only for use for the Engineering Support for modernization and maintenance of the NEC CCIS application Contract Bidding Process and may not be further copied or shared without the express permission of JWC.

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Agenda

- Welcome
- Key dates
- Engineering Support for modernization and maintenance of the NEC CCIS application Contract
- Functional and Capability Support
- Pricing
- Evaluated Cost of Award
- Ordering Process
- POC
- Security Clearances
- Questions

Welcome

- Introduction
 - CRP Timothee Maillefer, Contracting Officer
 - Msgt Ann Marie Bierman, Contracting Officer
 - Ms. Vivian Evensen, Contracting Administrator
- All Questions and pertinent information will be recorded and posted on the JWC Contracting Website

Welcome

Companies Attending Today

- **Bouvet-** Lars Kirkhus & Sondre Wabakken Engell
- **Brevco-** Hristo Petkov
- **Capgemini AS** – Ragnild Hauge & Stig-Arne Hestetun
- **Deloitte** – Marc Gaunt & Justin Siglow
- **Vector**– Anna Borowska & Monika Szeniak

Key dates

IFIP released	Tuesday, 09 June 2026
Bidder's Conference	Tuesday, 30 June 2026 — Microsoft Teams
Last day for questions	Thursday, 06 August 2026 — 13:00 CET
BID SUBMISSION DEADLINE	Thursday, 03 September 2026 — 13:00 CET (hard deadline)
Contract Award opening	Friday, 04 September 2026 (estimated)
Contracts signed	Wednesday, 07 October 2026 (estimated)
Contract base year	1 January 2027 – 31 December 2027
Option years 1–4	2028 / 2029 / 2030 / 2031 (at JWC's discretion)
Maximum contract end	31 December 2031

⊖ Deadline is firm

Bids received after 13:00 CET on 03 September 2026 are disqualified. A delay caused by email server issues is NOT considered NATO's fault. Allow plenty of time — do not submit on the day of the deadline.

Who can bid?

To be eligible, a company must meet ALL of the following:

- Be incorporated or chartered in a NATO member nation
- Have an active office or facility in a NATO member nation
- Be legally authorised to operate this type of business in a NATO country
- Propose only candidates who are citizens of NATO member nations
- Hold, or be able to obtain, a NATO Secret (NS) facility security clearance

⊖ Security clearances are mandatory

All personnel working on-site must hold a valid NATO Secret (NS) personnel security clearance before the start date. If clearances are not in place by that date, the contract terminated immediately. This is a hard requirement with no exceptions. The company itself must also hold a NATO Secret Facility Security Clearance (FSC).

What services are being procured?

JWC is seeking software engineering support to modernise and maintain the NEC CCIS application. Work is split into two lots. Bidders may bid on one lot, or both.

Lot 1 — Core development (3 positions)

All three positions must be bid together. Failing any one position = non-compliant for the entire Lot 1.

Pos.	Role	Max candidates	Min compliant	Pass ratio	Key skills
1.1	Full-stack developer	5	3 ✓	60 %	Java / JEE / HTML5 / JavaScript
1.2	DevOps / cloud application engineer	4	2 ✓	50 %	Kubernetes / Podman / Linux / CI-CD
1.3	User Experience (UX) expert	4	2 ✓	50 %	Military C2 UI / HTML5 clients

Lot 2 — Specialist support (8 positions)

All eight positions must be bid. Failing any position = non-compliant for Lot 2 (see flag in Section 7 for the discretionary exception clause).

Pos.	Role	Max candidates	Min compliant	Pass ratio	Key skills
2.1	Front-end analyst / developer	2	1 ✓	50 %	HTML5 / JavaScript
2.2	Maintainer — installer, test, documentation	2	1 ✓	50 %	Integration testing
2.3	Database / replication developer	2	1 ✓	50 %	Oracle 19c
2.4	Cloud software factory lead	2	1 ✓	50 %	DevSecOps
2.5	Cloud platform engineer	2	1 ✓	50 %	Kubernetes / Podman
2.6	Senior systems engineer	2	1 ✓	50 %	Systems architecture
2.7	Networking engineer (federated networking)	2	1 ✓	50 %	NATO network protocols
2.8	Strategic planning	2	1 ✓	50 %	Programme management

i Technical environment

Oracle 19c database · WildFly / JEE application server · Java desktop clients + HTML5/JavaScript web clients · Windows 10 workstations · Linux servers · Podman containers evolving toward Kubernetes. Development is on an isolated, air-gapped internal network at Kolsås — NO remote access to this network. All candidates must be physically present on-site.



How to submit a bid — three separate bid packages

Proposals must be submitted as three separate email packages (PDF files only), each sent to the correct email addresses. All proposals must be in English.

Envelope A — Administrative documents

Send to: timothee.maillefer@nato.int AND jwc.budfinpctechnicalproposal@nato.int

A-0	Bid Submission Form — signed and dated
A-1	Compliance Statement — list ALL deviations from the IFIP. Missing = disqualification
A-2	Certificate of Legal Name of Bidder
A-3	Certificate of Independent Determination — confirms no collusion in bid preparation
A-4	Certificate of Bid Validity — confirms bid stays valid 180 days from closing
A-5	Certificate of Exclusion of Taxes and Charges — confirms prices exclude VAT
A-6	Certificate of Authorisation to Perform — confirms legal right to operate in NATO country
A-7	Conflict of Interest declaration
A-8	List of Subcontractors — include all companies and self-employed individuals
A-9	Certification of Security Clearances — company + all proposed personnel
A-10	Bidders Conference Form — required even if not attending



Envelope B — Technical proposal

Send to: timothee.maillefer@nato.int AND jwc.budfinpctechncalproposal@nato.int

B-1	Company Compliance Evaluation Form — every question is graded Pass/Fail individually; all must pass
B-2	Past Performance Form — must demonstrate relevant prior work
B-3	Candidate Application Resume Forms (one per candidate) — use the JWC template only, if needed add an extra resume 2 pages max
Lot 1 count	5 candidates for pos 1.1 · 4 for pos 1.2 · 4 for pos 1.3 (minimum 3/2/2 compliant)
Lot 2 count	2 candidates for each of the 8 positions (minimum 1 compliant each)
Signature	Technical proposal must be signed by an authorised company representative

Envelope C — Price proposal

Send to: timothee.maillefer@nato.int AND jwc.budfinpcpriceproposal@nato.int

C-1	Financial Proposal (Annex C-1) — do not alter the template
Pricing	Work Unit Rate + Extended Work Unit costs for all 5 years, per position
Currency	All prices in Norwegian Krone (NOK), excluding VAT
Signature	Financial proposal signed and dated by authorised personnel

🚫 Email subject line format is mandatory

IFIP-ACT-JWC-26-08_[Type]_[CompanyName] e.g.: IFIP-ACT-JWC-26-08_Administrative Proposal_AcmeCorp. Send all 3 envelopes as separate emails. Envelope C goes to a different address than A and B.

How bids are evaluated

Evaluation happens in three sequential stages. A bid can be eliminated at each stage.

Stage 1 — Administrative check (Pass / Fail)

JWC verifies all documents are present, correctly signed, and submitted on time. Any failure = disqualification.

Stage 2 — Technical compliance (Pass / Fail)

- **Annex B-1 (Company):** every individual question must pass
- **Annex B-2 (Past Performance):** must be compliant overall
- **Annex B-3 (Candidates):** minimum number of compliant candidates must be met for each position

Stage 3 — Final scoring (Best Value: 70% Technical + 30% Price)

Lot 1 is evaluated with the following formula

$$\text{FINANCIAL RATING LOT 1(FRL1)} = 3 \times \text{FRL1.1} + 2 \times \text{FRL1.2} + 2 \times \text{FRL1.3}$$

With positions FRL1.1, FRL1.2, FRL1.3 being: five times the sum of the Work Unit Rates for the five years, plus the sum of the Extended Work Units for the five years.

Lot 2 is evaluated with the following formula

$$\text{FINANCIAL RATING LOT 2(FRL2)} = \text{FRL2.1} + \text{FRL2.2} + \text{FRL2.3} + \text{FRL2.4} + \text{FRL2.5} + \text{FRL2.6} + \text{FRL2.7} + \text{FRL2.8}$$

With positions FRL2.1 to FRL2.8 being: five times the sum of the Work Unit Rates for the five years, plus the sum of the Extended Work Units for the five years.



Pricing

Functional & Capability Support C-1 Bidding Form	Company Name											
	Work Unit Rate	Extended Work Unit	Work Unit Rate	Extended Work Unit	Work Unit Rate	Extended Work Unit	Work Unit Rate	Extended Work Unit	Work Unit Rate	Extended Work Unit	Evaluated Cost for Award	
	for Base Year	for Base Year	for Option Year 1	for Option Year 1	for Option Year 2	for Option Year 2	for Option Year 3	for Option Year 3	for Option Year 4	for Option Year 4		
1.1 Full-stack developer	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL1.1
1.2 User Experience (UX) experts	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL1.2
1.3 User Experience (UX) experts DevOps/cloud application engineer	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL1.3
											kr 0.00	FRL1
2.1 Front-end analyst/developers	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL2.1
2.2 Maintainer for application installer, integration test, documentation	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL2.2
2.3 Database/replication developer	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL2.3
2.4 Cloud Software Factory Lead	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL2.4
2.5 Cloud Platform Engineer	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL2.5
2.6 Senior Systems Engineer	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL2.6
2.7 Networking Engineer (Federated Networking)	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL2.7
2.8 Strategic Planning	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	kr 0.00	FRL2.8
											kr 0.00	FRL2

Key contract terms — plain language

Max contract value	150 million NOK per contract over 5 years (30M NOK/year)
Currency	All payments in Norwegian Krone (NOK)
Payment terms	30 days after service completion and invoice receipt
Work Unit (WU)	8-hour workday — the basic billing unit (07:30–15:30 incl. 30 min lunch)
Extended Work Unit	Additional 4 hours on top of WU (extends day to 12 hours); must be ordered in advance
Travel Work Unit	Used when tasked travel requires a contractor to travel at a weekend — Travel Work Units will be calculated at 60% of a normal Working Unit.



Key contract terms — plain language

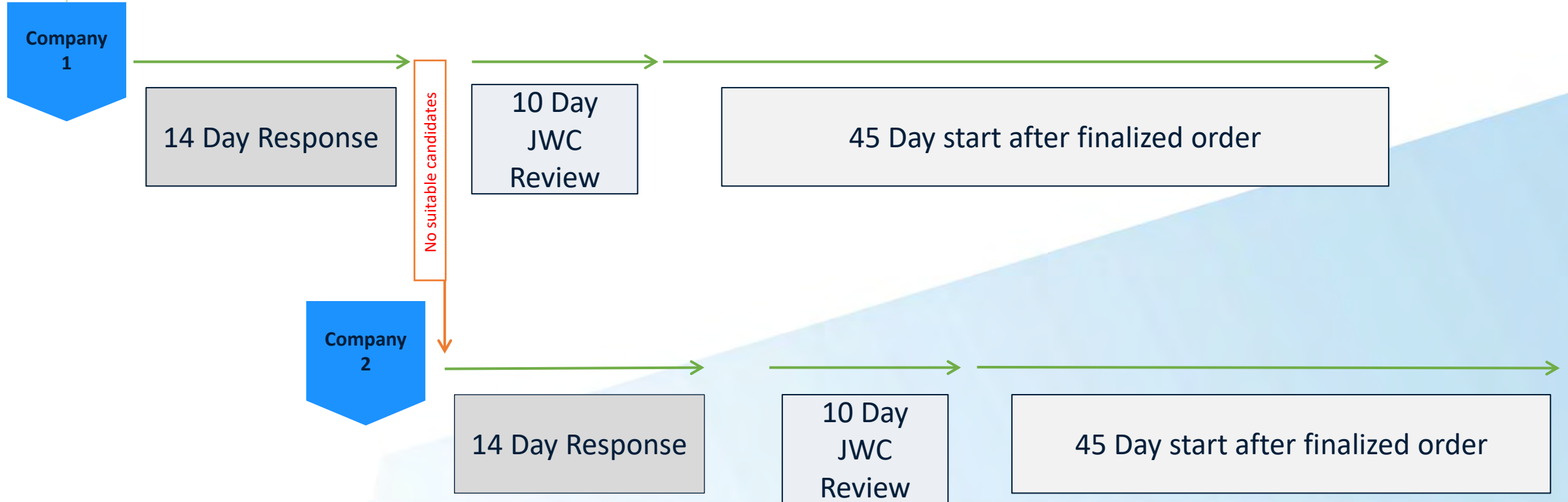
Working conditions

- Primary location: NEC CCIS SSC, Kolsås, Norway —
- Work hours: 07:30–15:30 (includes 30-minute lunch break) **on-site, no remote working**
- NEC CCIS has 2 weeks winter block leave — no work expected during this periods
- Each contractor must serve a minimum of 180 calendar days per task order
- If a contractor leaves before completing 50% of an order period, JWC can cancel the PO concerns in whole or part
- Replacement candidates must go through the full compliance review process before starting

Intellectual property & confidentiality

- All work products created under this contract become the property of NEC CCIS / JWC
- Contractors must keep all contract information confidential — even after the contract ends
- NEC CCIS gets unlimited rights to all software, source code, and technical data produced

Ordering Process



Security Clearances

- **FSC - Facility Security Clearance**

- FSC should be confirmed before contract award
- Subcontracting companies (2+ personnel) will need their own FSC
- The awarded company using a Subcontracting company (1 personnel) / self employed personnel will take full security responsibility and oversight for the individual's classified access
- All Subcontractors used by the awarded company will need to be declared and approved at contract award

Security Clearances

- **PSC – Personal Security Clearance**

- All Contractors will need a PSC
- Suppliers' responsibility to obtain PSC
- Only clearances received directly from National Security Authorities (NSA) to JWC will be accepted

- **RFV – Request to Visit**

- Supplier submits RFV to company NSA
- RFV forwarded from company's NSA to the NSA of the individual contractor
- Final document sent direct to JWC Security



Points of contact

Contracting Officer	CRP Timothee Maillefer — timothee.maillefer@nato.int
Senior Buyer	Vivian Evensen — vivian.evensen@nato.int
Admin & Technical Proposals	jwc.budfinpcttechnicalproposal@nato.int
Price Proposals	jwc.budfinpcpriceproposal@nato.int
JWC Contracting Website	https://www.jwc.nato.int/opportunities/contracting
Supplier Registration Form	www.jwc.nato.int/wp-content/uploads/2024/08/Company-Registration-Form.pdf
Clarifications Q&A	Published anonymously at the JWC contracting website after submission

Questions

1. Documentation of requirements

How should the following requirements be documented?:

- Required SFIA experience levels (Skills Framework for the Information Age)
 - + SFIA Skill & Competency Certification
 - + e-CF (European e-Competence Framework)
- Required SLP level (Standardized Language Profile) Language proficiency
 - + CEFR (Europe, civilian) — A1 to C2
 - + TOEIC score

TOEIC L&R

945+

785–944

CEFR

C1

B2

Approx. STANAG/SLP

3

2 / 2+

Questions

2. NATO Security clearance:

Is there a requirement for NATO security clearance prior to bid delivery/contract award, or can the security clearance process start after the contract is awarded?

REF: IFIB-ACT-JWC-26-08/Para 5. Eligibility:

Supplier personnel deployed on site must be in possession of NATO Secret (NS) security clearances. Such security clearances must be in place at the time of Contract commencement date.

IFIB-ACT-JWC-26-08/Para 6. Classification:

For bidding purposes, candidates must currently have an Active NATO SECRET security clearance or equivalent national level at the time of bid proposal.

For the performance of task orders for the contract, the Companies' personnel who will deliver the services at JWC, must obtain a NATO SECRET security clearance or equivalent national level, not later than, 60 days prior to task order start date.

Facility Security Clearances (FSC) should be confirmed before contract award.

Personal Security Clearances (PSC) can be requested once contract is awarded.

Awarded company should be notified by 07 October 2026 (estimated) to ensure sufficient time to receive confirmation of personal security clearance before contract start date 01 Jan 2027.

Questions

3. Do you have guidance/instructions on how to obtain NATO security clearance? (i.e. Norwegian authorities does not start the security process unless you have a firm contract – companies cannot request security clearances-based bidding for contracts)

Only clearances received directly from National Security Authorities (NSA) to JWC will be accepted.

In order to maintain fairness between bidders and given that the Norwegian authorities only initiate the security procedure if you have a firm contract, this is not a question of compliance or non-compliance.

4. In the description of Envelope B, it is stated that each résumé/CV must be no more than two pages. However, the provided résumé templates are five pages long before they are completed. How should bidders interpret the requirement for a maximum of two pages?

If you need to add a personal resume to the templated CV, it must be no more than 2 pages.



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Any More Questions