

## **TASK Based Professional Services (TSPS) Requirement**

This requirement is for: **Polar Knowledge Canada**

This requirement is open only to those **Supply Arrangement Holders under E60ZT-18TSPS** who qualified under Tier 1 and under the stated consultant category, security level, region, level of expertise for the following category(ies): 1.2 Organizational Design and Classification Consultant - Senior

The requirement is intended to result in the award of one (1) contract.

### **The following SA Holders have been invited to submit a proposal.**

1. ADRM Technology Consulting Group Corp. and Randstad Interim Inc
2. Dalian Enterprises and Coradix Technology Consulting, in Joint Venture
3. Deloitte Inc.
4. Ernst & Young LLP
5. Gallagher Benefit Services (Canada) Group Inc.
6. KPMG LLP
7. Malarsoft Technology Corporation and Cistel Technology Inc. Joint Venture
8. MaxSys Staffing & Consulting Inc.
9. Mobile Resource Group Inc
10. OLAV CONSULTING CORP., MOSHWA ABORIGINAL INFORMATION TECHNOLOGY CORPORATION, IN JOINT VENTURE
11. Pricewaterhouse Coopers LLP
12. Raymond Chabot Grant Thornton Consulting Inc.
13. Samson & Associés CPA/Consultation Inc
14. Tato Recruiting Inc., S.I. SYSTEMS ULC, in Joint Venture
15. Thomas&Schmidt Inc.

### **Description of the Requirement:**

POLAR operates the Canadian High Arctic Research Station (CHARS) campus and conducts world-class cutting edge Arctic research out of this facility. POLAR is preparing to further advance its operational maturity and requires assistance in developing an organizational structure and workforce strategy that will support the acceleration of POLAR's strategic priorities, while respecting the cultural and geographical factors of the region in which the organization operates.

This requirement is seeking the services of HR consultants specialized in organizational design and classification under the Task and Solutions Professional Services – Tasked Based Supply Arrangement E60ZT-18TSPS with the overall objectives of reviewing Polar Knowledge Canada (POLAR)'s HR Strategy and Operating principles in order to design an organizational HR structure that will help to attract and retain talent in the northern context. The new classification model will be supporting Canada's knowledge of the Arctic, strengthening Canadian leadership in polar science and technology, and promoting the development and distribution of knowledge of other circumpolar regions, including Antarctica. Proposals should demonstrate how stakeholder and community consultation will be integrated as a core element of the approach and provide a Full Life Cycle cost estimate of implementing and operating such model. The initial contract period will be from contract award to May 31st, 2024.

### **Level of Security Requirement:**

**Company Minimum Security Level Required**

<b>Canada</b>	<b>NATO</b>	<b>Foreign</b>
<input type="checkbox"/> Protected A	<input type="checkbox"/> NATO Unclassified	<input type="checkbox"/> Protected A
X Protected B	<input type="checkbox"/> NATO Restricted	<input type="checkbox"/> Protected B
<input type="checkbox"/> Protected C	<input type="checkbox"/> NATO Confidential	<input type="checkbox"/> Protected C
<input type="checkbox"/> Confidential	<input type="checkbox"/> NATO Secret	<input type="checkbox"/> Confidential
<input type="checkbox"/> Secret	<input type="checkbox"/> Cosmic Top Secret	<input type="checkbox"/> Secret
<input type="checkbox"/> Top Secret		<input type="checkbox"/> Top Secret
<input type="checkbox"/> Top Secret (SIGINT)		<input type="checkbox"/> Top Secret (SIGINT)

Special comments: \_\_\_\_\_

**Resource Minimum Security Level Required**

<b>Canada</b>	<b>NATO</b>	<b>Foreign</b>
<input type="checkbox"/> Protected A	<input type="checkbox"/> NATO Unclassified	<input type="checkbox"/> Protected A
X Protected B	<input type="checkbox"/> NATO Restricted	<input type="checkbox"/> Protected B
<input type="checkbox"/> Protected C	<input type="checkbox"/> NATO Confidential	<input type="checkbox"/> Protected C
<input type="checkbox"/> Confidential	<input type="checkbox"/> NATO Secret	<input type="checkbox"/> Confidential
<input type="checkbox"/> Secret	<input type="checkbox"/> Cosmic Top Secret	<input type="checkbox"/> Secret
<input type="checkbox"/> Top Secret		<input type="checkbox"/> Top Secret
<input type="checkbox"/> Top Secret (SIGINT)		<input type="checkbox"/> Top Secret (SIGINT)

Special comments: \_\_\_\_\_

**Document Safeguarding Security Level Required**

<b>Canada</b>
<input type="checkbox"/> Protected A - DOS
X Protected B – DOS
<input type="checkbox"/> Protected C – DOS
<input type="checkbox"/> Confidential – FSC
<input type="checkbox"/> Secret - FSC
<input type="checkbox"/> Top Secret - FSC
<input type="checkbox"/> NATO Confidential - FSC
<input type="checkbox"/> NATO Secret - FSC
<input type="checkbox"/> Cosmic Top Secret - FSC

Special comments: \_\_\_\_\_

**Applicable Trade Agreements:**

The requirement is subject to the provisions of the Canadian Free Trade Agreement, Canada-Chile Free Trade Agreement, Canada-Colombia Free Trade Agreement, Comprehensive Economic Free Trade Agreement, World Trade Organization – Agreement on Government Procurement, Canada-Honduras Free Trade Agreement, Canada-Korea Free Trade Agreement, North American Free Trade Agreement, Canada-Panama Free Trade Agreement, Canada-Peru Free Trade Agreement, Comprehensive and Progressive Agreement for Trans-Pacific Partnership, Canada-Ukraine Free Trade Agreement, Canada-United Kingdom Trade Continuity Agreement.

**Proposed period of contract:**

The proposed period of contract shall be from Contract Award to May 31, 2024 with one (1) one (1) year option.

**Estimated Level of Effort:**

The estimated level of effort of the contract will be for up to 165 days initially

File Number: 3Y004-240004

Contracting Authority: Katlin Fagan

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***NOTE: The Task and Solutions Professional Services (TSPS) Method of Supply is subject to quarterly refresh cycles. If you wish to find out how you can be a "Qualified SA Holder", please contact [SPTS.TSPS@TPSGC-PWGSC.GC.CA](mailto:SPTS.TSPS@TPSGC-PWGSC.GC.CA)***