

## **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-16TSSB** who qualified under Tier 1 and under the stated consultant category, security level, region, level of expertise for the following stream(s): [Stream 1: Human resources services](#) and [Stream 2: Business consulting/change management services](#).

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. CGI Information Systems and Management Consultants Inc.
2. Deloitte Inc.
3. Ernst & Young LLP
4. Gartner Canada Co.
5. IBM Canada Limited/IBM Canada Limitée
6. IT/Net - Ottawa Inc.
7. Kelly Sears Consulting Group
8. KORN FERRY (CA) LTD. KORN FERRY (CA) LTEE.
9. KPMG LLP
10. MGIS Inc., B D M K Consultants Inc IN JOINT VENTURE
11. Pricewaterhouse Coopers LLP
12. Raymond Chabot Grant Thornton Consulting Inc.
13. Samson & Associés CPA/Consultation Inc
14. Sierra Systems Group Inc.
15. The Institute on Governance

### **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. As a schedule II and V of the *Financial Administration Act* (FAA), POLAR has the authority to develop their own classification and compensation models which may differ from the core public administration. 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 consultants specializing in organizational design, classification/compensation models, costing and workforce strategies under the Task and Solutions Professional Services – Solutions Supply Arrangement E60ZT-16TSSB 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 proposed model will support Canada's knowledge of the Arctic, strengthening Canadian leadership in polar science and technology, and promote 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 for all resources combined.

File Number: 3Y004-240004/A

Contracting Authority: Katlin Fagan  
Telephone: 343-540-8473  
E-mail address: [katlin.fagan@polar-polaire.gc.ca](mailto:katlin.fagan@polar-polaire.gc.ca)

***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)***