



# REQUEST FOR PROPOSALS

Reference No. 2020-SAO-001

## Town of Inuvik Organizational and Service Delivery Review

The Town of Inuvik recognizes that there is an opportunity to improve its organizational and operational structure to increase the municipality's efficiency and effectiveness and ensuring the best use of staff and municipal resources. The Town of Inuvik identified that the position descriptions for employees are outdated and may not be reflective of the actual tasks being performed due to changes in processes, procedures, policy, technology and regulatory requirements and that some of the processes and procedures currently in place do not contribute to the overall efficiency and effectiveness of municipal operations and delivery of services. The Town of Inuvik wishes to implement a Hay Evaluation Method, or Hay System, whereby job performance will be evaluated using four (4) factors: know how, problem solving, accountability and working conditions which are further subdivided into dimensions which vary for each factor. Each dimension is scaled according to its application in a job and is assigned points according to an included point table.

**Proposal Packages may be obtained by emailing: [sao@inuvik.ca](mailto:sao@inuvik.ca)**

Proposal Closing Date: September 8, 2020 at 3:00 p.m. local time

Inquiries should be directed to:  
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