RFP-MCC-2423
Addendum #2

To All Bidders of RFP-MCC-2423:

Please note: the following addendum applies to RFP-MCC-2423 and shall be taken into consideration when preparing bid documents.

Are you able to provide us with details on the competencies required for each supervisory level? Additionally, would it be possible to share the competency framework that you have in place for these levels? We do not have a competency framework. We have position descriptions that we can share when the contract is awarded.

We would appreciate it if you could share a copy of your organizational chart. If that is not feasible, could you specify the number of leaders involved in the development plan and outline the different levels of leadership within your organization?
Please see attached

Could you provide insight into the 2022 organizational review? Specifically, we are interested in understanding the process and methodology used to identify the four key areas of focus.
The organizational review identified the need for a management education and training framework. The key areas that are identified in the RFP are common competency areas based on reviewing what other municipalities and organizations have done.

Are you able to provide the current and past training programs offered within your organization?
Our current and past training programs are reactionary, primarily, and consist of what you would find in most municipalities in NS; a combination of mandatory training (ie safety), with employee-to-employee education and training opportunities identified during the performance review process (certifications, conferences, training etc).

A signed copy of each Addendum must also be included with the bid submission. Failure to include this Addendum may be cause for rejection. If you have any questions, please contact Shelby Hum at shelbyhum@cumberlandcounty.ns.ca

ALL OTHER SPECIFICATIONS, TERMS AND CONDITIONS REMAIN UNCHANGED.

Acknowledgement by Bidder:

Company Name: _____

Print Name: _____

Signed: _____

Date: _____

End of Addendum #2

municipality of cumberland

