



21-014 – Consultant for HR Systems & Solution Roadmap

Title	Consultant for HR Systems & Solution Roadmap
Description	<p>General Dynamics Mission Systems is seeking a consultant-led enterprise HR Solutions evaluation and strategy facilitation that results in the development of an HR systems/solution roadmap. The selected vendor will be responsible for producing a General Dynamics Mission Systems HR-specific capability roadmap with a multi-year view of cloud, suite, and/or best of breed solutions.</p> <p>This effort would help align our solutions to the business' strategic priorities. We seek to utilize industry expertise, best practices, as well as creative and innovative ideas to develop a set of clear solutions tailored to company business needs.</p> <p>Consultants should be experienced in working with large Federal Government Contractors and must understand the need for solutions to be usable in a GCC High environment. Given this, recommendations should map to like technology capabilities with preferred vendors being FedRAMP compliant, and/or able to restrict access to U.S. persons and ensure that data is hosted in the US.</p> <p>The current HRIS application (workforce management and payroll) is NOT in scope for this effort as it is a shared corporate tool. The functionalities and solutions that are in scope for this effort include: Talent Acquisition, Onboarding, Training and Development, Compensation and Incentive Planning, Performance Management, and Talent Management.</p> <p><u>Interested parties should email a response including:</u></p> <ul style="list-style-type: none"> • Synopsis of company capabilities • Relevant experience with large scale enterprises and summary of approaches taken • Detailed delivery outputs of proposed engagement • Contact for a Non-Disclosure Agreement • DUNS Number and/or CAGE Code • Answers to the below questions <p>1. Is your company located <u>outside</u> of the United States?</p> <p>2. Does your company intend to utilize non-U.S. facilities to perform any activity required by this TechScout?</p> <p>3. Does your company expect to utilize foreign nationals in any capacity in support of this TechScout?</p> <p><i>If you answered "YES" to any of the questions above, then:</i></p> <p>4. Are you registered with the Directorate of Defense Trade Controls at the U.S. Department of State as a manufacturer or exporter of defense articles and services?</p> <p>5. Do you have an Export Control Program and resources that address U.S. export control regulations (i.e. EAR and ITAR) that may affect your business?</p> <p><u>Selected</u> companies will receive detailed requirements and specifications. There will be a dialogue of ROM pricing and cost target.</p>
Keyword(s)	Human Resources, Roadmap, Align Strategic Priorities, FedRAMP Compliant
Response Instructions & Date	<p>Responses will be accepted thru 8/13/2021</p> <p>General Dynamics Mission Systems Innovation Sourcing Network (ISN)™ is seeking respondents to the following TechScout request. This TechScout request does not contain U.S. export controlled technical data or proprietary</p>

information and is approved by General Dynamics Mission Systems for public release and is in the public domain.

Send email response to techscout@gd-ms.com

TechScout responses should not contain any export controlled technical data or proprietary information.

Response should include the following information:

- **Synopsis of company capabilities**
- **Relevant experience with large scale enterprises and summary of approaches taken**
- **Detailed delivery outputs of proposed engagement**
- **Contact for a Non-Disclosure Agreement**
- **DUNS Number and/or CAGE Code**
- **Answers to the above questions**

In your response, please identify whether you or your company are located outside the U.S. If located outside the U.S., please identify any home country export controls that will apply to your response. If located in the U.S., please identify whether your company employs non-U.S. manufacturing or design facilities, or foreign nationals in your response.

Any subsequent interaction between General Dynamics Mission Systems and a non-U.S. based TechScout respondent, or a U.S. based TechScout Respondent with non-U.S. manufacturing, design or foreign national employees must be reviewed and approved in advance for U.S. Export Compliance requirements by the General Dynamics Mission Systems International Trade & ATF Compliance prior to any such interaction.

General Dynamics Mission Systems will not be responsible for, nor will it pay for any expense which may be incurred by the supplier in preparation of its TechScout response. Supplier acknowledges and agrees that this TechScout request does not commit General Dynamics Mission Systems to any course of action, including but not limited to, any purchase of supplier's products or services or any future involvement with supplier. The issuance of this request does not bind General Dynamics Mission Systems to accept or review any response, in whole or in part. Subsequent pursuit or action on the part of General Dynamics Mission Systems or the TechScout respondent may require the respondent to comply with aspects of the U.S. International Traffic in Arms Regulations (ITAR) or the U.S. Export Administration Regulations (EAR) including a need to register, or apply for or execute licenses or other authorizations.

Firms or individuals from countries subject to U.S. sanctions are not eligible to participate in this TechScout request. (U.S. Sanctions information may be found at: <https://home.treasury.gov/policy-issues/financial-sanctions/sanctions-programs-and-country-information>). These sanctions apply comprehensively to Iran, Syria, Sudan, Cuba, and North Korea. In addition, Firms or individuals that appear on the U.S. Government's Consolidated Screening List (available at http://export.gov/ecr/eg_main_023148.asp) are not eligible to participate in this TechScout request.

Questions

Email the Innovation Sourcing Network with any questions or required clarification at techscout@gd-ms.com.