



SIX NATIONS
P O L Y T E C H N I C

REQUEST FOR PROPOSAL

Indigenous Business Strategy and
Innovation Lead

1.0 Introduction

Six Nations Polytechnic (SNP) invites proposals from qualified individuals or firms to provide strategic advisory and implementation services in the area of Indigenous entrepreneurship, business education, and economic development.

This RFP seeks to engage an experienced Indigenous Business Strategy and Innovation Lead (the “Consultant”) to lead a time-limited, high-impact project focused on advancing SNP’s role in Indigenous business education, entrepreneurship development, and economic capacity-building.

The successful proponent will work under the direction of the Dean, Community, Health, Skilled Trades and Apprenticeships, and in alignment with SNP leadership, partners, and community stakeholders.

2.0 Background

SNP is a unique Indigenous Institute recognized as a Centre of Excellence for Indigenous Knowledge. It delivers postsecondary, secondary, and trades programming and maintains formal partnerships with multiple Ontario colleges, universities, and Indigenous Institutes.

SNP is currently positioned to significantly expand its leadership in Indigenous business and entrepreneurship education through several converging opportunities:

- The Mamawi initiative, a multi-year, multi-million-dollar national initiative focused on advancing Indigenous entrepreneurship, business, and accounting education.
- Provincial investments through MCURES to support enrolment growth and new program development.
- Emerging partnerships with institutions such as the DeGroote School of Business at McMaster University.
- Community-driven priorities aligned with economic sovereignty, financial literacy, and workforce development.

SNP is seeking to develop culturally grounded, community-responsive programming that supports:

- Indigenous entrepreneurship and business development,
- Financial management and accounting pathways,
- Applied research and innovation,
- Workforce capacity aligned with regional and national economic opportunities.

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Despite these opportunities, systemic gaps remain, including the underrepresentation of Indigenous professionals in business and finance sectors and limited access to culturally relevant programming.

This project is intended to address these gaps through a coordinated, strategic, and implementation-focused approach.

3.0 Project Objective

The objective of this engagement is to develop and operationalize a comprehensive, Indigenous-led business and entrepreneurship strategy for SNP that:

- Aligns with the Mamawi initiative and its national framework,
- Supports community-based economic priorities and self-determination,
- Identifies and advances program, partnership, and funding opportunities,
- Establishes scalable and sustainable models for entrepreneurship education and support,
- Strengthens pathways for Indigenous learners into business, finance, and entrepreneurship careers.

The Consultant will integrate Indigenous Knowledge Systems, governance approaches, and community engagement practices throughout all aspects of the work.

4.0 Project Deliverables

The successful proponent will be responsible for delivering, at minimum:

4.1 Strategic Framework

- Comprehensive Indigenous Business and Entrepreneurship Strategy for SNP,
- Alignment with Mamawi workstreams and institutional priorities.

4.2 Environmental Scan and Analysis

- Jurisdictional scan of Indigenous business and entrepreneurship programming,
- PEST and SWOT analysis specific to SNP and its operating environment.

4.3 Program and Pathway Development Plan

- Recommendations for new and expanded programming (e.g., entrepreneurship, business, accounting) with support from SNP Program Development Specialists,

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- Indigenous learner pathways and flexible delivery models, with support from SNP Program Development Specialists.

4.4 Partnership and Stakeholder Strategy

- Identification and prioritization of key partners (academic, industry, community, government),
- Engagement framework grounded in Indigenous protocols.

4.5 Implementation Roadmap

- Phased workplan with timelines, milestones, and resource requirements,
- Governance and advisory structure recommendations.

4.6 Funding and Sustainability Plan

- Identification of funding opportunities (federal, provincial, philanthropic),
- Revenue generation and long-term sustainability strategies.

4.7 Reporting and Knowledge Products

- Briefing notes, presentations, and summary reports as required,
- Documentation to support internal decision-making and external engagement.

The following represents the anticipated schedule of key activities, milestones, and deliverables for the Indigenous Entrepreneurship and Business Strategy engagement.

Project Phase	Key Dates
Project initiation, contract finalization, and onboarding (including confirmation of scope, governance, and reporting structure)	June 2026
Initial engagement and discovery phase (document review, stakeholder mapping, early consultations)	June – July 2026
Environmental scan and jurisdictional analysis (including PEST and SWOT analysis)	July – September 2026
Interim findings presentation (early insights, opportunity areas, validation with SNP leadership)	Late September 2026
Program and pathway development (entrepreneurship, business, accounting, may include SNP program development specialists)	October – November 2026
Partnership development and engagement (including academic, community, industry, and government stakeholders such as DeGroote School of Business at McMaster University)	September – November 2026
Draft Indigenous Business and Entrepreneurship Strategy (including implementation roadmap and funding strategy)	Late November 2026
Review and refinement with SNP leadership and Governance Circle (aligned with Mamawi structures)	December – January 2026

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Final Strategy submission (including implementation plan, governance model, and sustainability approach)	February 2027
Implementation planning support (priority actions, early-stage execution, funding alignment)	February - March 2027
Final reporting, knowledge products, and presentations to SNP leadership and stakeholders	March 2027
Project close-out and transition (handover of materials, final documentation, and next-phase recommendations)	March 31, 2027

The Consultant will be expected to align deliverables with key decision-making milestones, including internal SNP governance processes and Mamawi Governance Circle engagement points, to ensure timely review, validation, and implementation readiness.

5.0 Guidelines

5.1 Contact Information

All inquiries related to this RFP must be directed to:

Dr. Amy Gleiser, EdD

Dean, Community, Health, Skilled Trades and Apprenticeships

Six Nations Polytechnic

amy.gleiser@snpolytechnic.com

5.2 RFP Questions and Answers

- Proponents may submit questions in writing up to April 30, 2026.
- Responses will be shared with all proponents, where appropriate, to ensure fairness and transparency.

5.3 Acceptance of Proposal

- SNP reserves the right to accept or reject any or all proposals.
- SNP is not obligated to select the lowest-cost proposal.
- Submission of a proposal indicates acceptance of the terms outlined in this RFP.
- Proponents may submit a proposal by May 8, 2026.

6.0 Proposal Requirements

6.1 Declaration of No Conflict of Interest

Proponents must declare any actual or potential conflicts of interest and describe mitigation strategies, if applicable.

6.2 RFP Submissions

a) Executive Summary

- Overview of the proponent's understanding of the project,
- Summary of approach and key differentiators.

b) Approach and Methodology

- Detailed description of proposed approach,
- Methodologies for engagement, analysis, and strategy development,
- Integration of Indigenous Knowledge Systems and community-based approaches,
- Workplan and timelines.

c) Team and Experience

- Qualifications and experience of the individual or firm,
- Demonstrated experience in:
 - Indigenous economic development,
 - Entrepreneurship ecosystems,
 - Post-secondary or training environments,
 - Multi-partner initiatives.

d) Financial Proposal

- Detailed budget, including:
 - Professional fees,
 - Expenses,
 - Milestone-based payment schedule.

e) Mandatory Requirements Checklist

Proponents must clearly demonstrate:

- Experience working with Indigenous communities and organizations,
- Understanding of Indigenous governance and protocols,

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- Experience delivering strategic or program development projects of similar scope,
- Ability to operate in multi-partner, complex environments.

7.0 Evaluation Process and Criteria

Proposals will be evaluated by an internal SNP evaluation committee.

Evaluation Criteria may include:

Criteria	Weight
Understanding of Project and Objectives	20%
Approach and Methodology	25%
Experience and Qualifications	25%
Indigenous Engagement and Cultural Alignment	20%
Financial Proposal/Value for Cost	10%

SNP may, at its discretion:

- Invite proponents to interviews or presentations,
- Request clarification or additional information,
- Negotiate scope and terms with the preferred proponent.

Supplemental Information

Budget Range – The budget envelope for this RFP is \$150,000 plus some travel/meeting expenses for the lead consultant. (maximum 25k for travel/meetings). Additional expenses will not be covered by SNP.

Scope of Work (Strategy vs. Implementation) – The focus is strategic with some key partnerships established and engaged. The program development will be completed by curriculum consultants, outside the scope of this RFP.

Stakeholder Engagement Expectations – The expected scope and format of engagement will include more in-person sessions but can be a mix of in-person and virtual.

Honoraria – The proposal budget should include honoraria for participants and hospitality costs for in-person session.

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