



## **Request for Proposals - Comprehensive Compensation Analysis**

### **Who We Are**

Sicangu Co is an [ecosystem](#) of companies that includes: Sicangu CDC—a community-based 501(c)3 nonprofit that reimagines the systems of food, health, education, and housing, REDCO—the Rosebud Economic Development Corporation, a tribally chartered economic development entity that drives sustainable economic growth on the Rosebud Reservation, and Tatanka Funds—a Native Community Development Financial Institution (CDFI) that increases access to capital for tribal entrepreneurs and families. Located on the Rosebud Reservation in Mission, South Dakota, Sicangu Co works to create systems that are community-driven and grounded in Lakota values—building holistic health, economic self-sufficiency, cultural revitalization, sustainable housing, food sovereignty, climate resilience, and shared, lasting prosperity.

### **Equal Opportunity Statement**

Sicangu Co is an equal opportunity employer. We particularly encourage applications from tribal members and those with experience working in Native American communities.

### **What We're Looking for in a Consultant**

Sicangu Co seeks a Human Resources Consultant to lead a comprehensive compensation analysis that ensures internal equity, external competitiveness, and alignment with our shared mission and values. We seek an expert partner to assess our current compensation structures, develop data-driven salary bands, conduct an equity analysis, and provide strategic recommendations for long-term compensation management.

Sicangu Co is committed to developing policies that honor and reflect Sicangu Lakota values. We prioritize approaches that balance Western frameworks with indigenous knowledge systems and practices. The HR consultant should plan to develop a set of recommendations that align with both Lakota values and Human Resources best practices.

### **Scope of Work**

The scope of work below will be utilized by the three entities that make up Sicangu Co: Sicangu CDC—a 501(c)3 with approximately 30 staff members, REDCO—a for-profit entity with approximately 60 staff members, and Tatanka Funds—a CDFI with approximately 4 staff

members. All entities share a Human Resources department, housed within the “Central Services” provided by REDCO. While we seek as much consistency as possible in the salary structure that is developed for these three entities, we also understand that a slightly different framework for each organization may be required.

The areas outlined below represent suggested starting points for consideration. The selected consultant will conduct an initial assessment and provide recommendations on a roadmap for this work. The selected consultant may also have different methodologies or approaches to their work than is outlined below; Sičanjgu Co is open to hearing all ideas.

The below phases of work may require travel to Rosebud, South Dakota. Please indicate within the scope of work when travel might be required. Expenses related to consultant travel to Rosebud do not need to be accounted for within the proposed budget.

1. **Compensation Philosophy Development.** Collaborate with leadership to define an organizational compensation philosophy that is aligned with Sičanjgu Lakōṭa values and each organization’s mission and operational needs.
2. **Benchmarking & Total Compensation Analysis.** Conduct a comprehensive salary benchmarking study using multiple reputable salary dataset(s) (e.g., NonprofitHR, Economic Research Institute, PEO/payroll provider data). Assess non-salary compensation elements and total rewards (e.g., bonuses, health benefits, retirement contributions, and paid leave). Develop salary bands based on organizational structure (including an existing *draft* leveled [competency model](#)), industry standards, and regional/national market trends. Compare salaries to peer organizations (including other Native American and non-indigenous nonprofits and corporations, as relevant). Provide a set of recommendations on potentially mis-leveled employees.
3. **Equity Analysis.** Conduct an equity analysis to assess pay gaps by gender, race/ethnicity, job classification, and tenure. Provide recommendations to address unintended pay disparities and promote pay equity across roles.
4. **Implementation Guidance.** Propose a phased roadmap for implementing salary adjustments in a fiscally responsible manner. Offer training for leadership and HR on compensation principles and pay equity. Provide guidance on internal communication to support transparency and change management. Recommend sustainable processes for annual compensation review and long-term strategy.

#### **Required Deliverables**

- **Roadmap** for the work outlined below.
- **Compensation philosophy** document.
- **Salary benchmarking report** with market comparison data.

- **Equity analysis** findings and corrective recommendations.
- **Implementation plan** and recommendations for HR and leadership.

### **Proposal Requirements**

Please submit the following as a part of your RFP response:

1. **Approach and methodology** for completing this work.
2. **Artifact(s)**: Relevant information from a similar project or initiative you led, including relevant artifact(s) (redacted if necessary)
3. **Team overview** including team member bios, qualifications, and relevant experience.
4. Estimated project **timeline** and key milestones.
5. **Budget** overview.
6. Contact information for two **references**.

### **Key Details and Information**

- **Question deadline**: April 9, 2025
- **Proposal submission deadline**: April 16, 2025
- **Interview period**: April 21-25, 2025
- **Proposed project start date**: May 1, 2025

### **Contact**

Lauren Slater Siegmund  
Chief of Staff, Siċanġu CDC  
[lauren@sicangu.co](mailto:lauren@sicangu.co)