



● EXECUTIVE OVERVIEW

Premier, federally incorporated boutique IT advisory operating with active extra-provincial registration in Ontario and technical talent provider delivering secure, scalable, and fully compliant digital transformation solutions. Anchored by over 15+ years of principal delivery leadership and enterprise systems architecture across Canadian institutional landscapes, SpareMinds seamlessly bridges cutting-edge technology integration with rigorous regulatory standards to drive meaningful business and civic outcomes.

CORPORATE IDENTIFIERS

Verified Active

PRIMARY NAICS CODES:

541512

541513

518210

541330

SECONDARY NAICS CODES:

541511

541611

541618

541910

611420

511210

CORE COMPETENCIES & TECHNICAL SCOPE

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Digitalization & Business Transformation

PUBLIC DIGITAL

End-to-End Service Digitization:

Citizen-facing web portals and digital workflow consolidation.

Business Process Automation:

Eliminating paper legacy bottlenecks with high-throughput pipelines.

ServiceOntario & User-Centric Design:

Rigorous user experience and service design fidelity.

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Enterprise Modernization & Cloud-Native Stack

CLOUD NATIVE

Microservices & Containers:

Production Docker, Kubernetes orchestration, and resilient service meshes.

Infrastructure as Code (IaC):

Deterministic deployment automation using Terraform and Ansible.

Legacy Refactoring:

Low-risk straggler application modernization for critical state systems.

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Artificial Intelligence & Data Solutions

AI & DATA

Generative AI & LLM Deployment:

Domain-specific language models with strict sandboxing.

Secure AI Guardrails:

Prompt engineering, mitigating hallucination, data leakage, and injections.

Data Engineering & Analytics:

Scalable lakehouses, dbt, Snowflake, and operational BI dashboards.

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Quality, Security & Compliance

AODA & NIST

AODA & WCAG 2.1 AA Methodology:

Rigorous compliance delivery framework guaranteeing statutory accessibility remediation and adherence to Ontario public sector standards.

Cybersecurity Baselines:

Aligned to NIST & CIS baseline assessments, SOC 2 control frameworks, and strict vulnerability posture management.

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Workforce & Delivery Systems

AGILE DELIVERY

IT Staffing & Pod Augmentation:

Cleared, high-velocity resources for ministerial projects.

Systems Analysis & PMO:

Formal requirements elicitation, user stories, and institutional governance.

Agile / Scrum Mastery:

SAFe and Kanban delivery rituals mapped to public sector procurement gates.

100% Logical & Digital Scope:

Full architectural coverage across all digital touchpoints and delivery channels. Strict logical, non-physical custom coding and architecture streams.

INSTITUTIONAL DIFFERENTIATORS

Leadership Heritage

15+ Years

Founding leadership core driving 15+ years of enterprise architecture, legacy modernization, and digital public sector initiatives across Canadian institutional landscapes.

Direct GO-ITS & AODA Alignment

Compliant

Proven expertise operationalizing Ontario GO-ITS infrastructure standards and WCAG 2.1 AA accessibility regulations from project day one.

Hyper-Local Data Sovereignty

100% CA

100% Canadian-owned infrastructure and operations adhering unconditionally to federal and provincial privacy and Canada-first residency acts.

Rapid Workforce Mobilization

48 - 72 Hours

Security-cleared, pre-vetted Ontario-based talent pods deployable within 48 to 72 hours, drastically curtailing traditional procurement cycle lag.

Zero-Risk Vendor Compliance

Fully Bonded

Active WSIB clearance, clean CRA standing, and comprehensive \$2M+ commercial liability insurance (\$5M On-Demand per project requirements).

Agile Engagement Architecture

Flexible Terms

Modular hourly, fixed-cap, milestone, or contract-to-hire frameworks engineered specifically for Broader Public Sector (BPS) accountability.



100% ONTARIO BILL 190 & 149 COMPLIANT

STATUTORY RECRUITMENT STANDARDS

Pay Transparency

All job postings include verified, binding expected salary ranges and compensation transparency in full compliance with ESA and Ontario Bill 149 regulations.

BILL 149 • ESA ADHERENT

AI & Ghost Job Disclosures

Transparent candidate screening disclosures, ethical AI deployment in recruitment workflows, and verified active vacancy tagging with zero ghost postings.

ZERO GHOST POSTS • ETHICAL AI

Secure Recordkeeping

3-year audit protection for all recruitment records, statutory documentation retention, and the strict removal of Canadian work experience geographic barriers.

BILL 190 • 3-YR AUDIT TRAIL

CORE TEAM EXPERIENCE & DELIVERY MODEL

Proven Execution Architecture

PROVINCIAL & CORPORATE DELIVERY HISTORY

Our principal delivery leadership has successfully guided complex cloud architectures, legacy migrations, and digital service transformations across Ontario's Broader Public Sector (BPS) and multi-stakeholder enterprise environments.

TECHNICAL TALENT ORCHESTRATION

Our founders have historically managed, vetted, and deployed hundreds of specialized IT professionals across complex project streams, ensuring seamless team integration and zero operational friction.

100+

COMBINED PROJECTS

< 72h

AVG RAPID MOBILIZATION

KEY PRODUCTS & SERVICES

Contingent IT Staffing

Rapid deployment of thoroughly screened technical professionals for short and long-term project needs across the full technology stack.

CONTRACT • DIRECT • PODS

IT Solutions Consulting

End-to-end consulting support to architect, develop, and scale modern digital infrastructure fully aligned with provincial GO-ITS standards.

GO-ITS • CLOUD-NATIVE

Talent Intelligence

Outcome-based candidate scoring matching vetted professionals to exact requirements including stack depth, clearance, and availability.

DEEP TECHNICAL VETTING

Procurement Support

Federally incorporated entity with complete compliance packages for municipal, provincial, and federal RFPs, RFQs, and VOR rosters.

RFP / RFQ • VOR READY

CERTIFICATIONS & STATUTORY COMPLIANCE

ENTITY STATUS

Federally Incorporated Entity

Active Extra-Provincial Ontario Standing

WORKPLACE SAFETY

WSIB Compliant

100% In Good Standing

FEDERAL REGISTRATION

CRA Business No.

755701570

INSURANCE COVERAGE

\$2M+ Liability

\$5M On-Demand

GLOBAL IDENTIFIER

D-U-N-S® Number

243519802

DIRECT PROCUREMENT & INQUIRIES

CanadaBuys / Ariba Registered

CANADABUYS & FEDERAL PORTALS

Ariba Network

ARIBA ANID

AN11492757302

BNO IDENTIFIER

BNO-100000182001643

Active standing for federal & Broader Public Sector tenders

CORPORATE HEADQUARTERS

Ontario, Canada

OFFICIAL EMAIL

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WEB PORTAL

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DIRECT PHONE

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JURISDICTION

Mississauga, ON (Fed. Inc.)