

Canadian Evaluation Society's Candidates for Vice President For the 2023-2025 Term

Candidats de la Société canadienne d'évaluation à la vice-présidence pour le Mandat 2023-2025

May 10, 2023

For inquiries, please use the form at this web address:

Pour toute demande de renseignements, veuillez utiliser le formulaire à cette adresse Web :

<https://evaluationcanada.ca/about/contact-us.html>

Candidates (Candidats):

M. Elizabeth Snow, PhD, MBA, CE

- Statement of Interest and Curriculum Vitae (English only)

Melissa Lemaire

- Motivation Letter and Resume (English only)

Statement of Interest in the Role of Vice President of CES

Beth Snow, PhD, MBA, CE

My Interest in the Role

I have been serving as the Vice President of CES since August 2021 and I would be honoured to serve another term in this role. During my time as Vice President, I have been actively involved in the transition to the new association management system, which is the basis of our new website and member database. This includes the new system for Credentialed Evaluator (CE) applications and review and CE maintenance requirements. I have also restarted quarterly Credentialing Board (CB) meetings to foster connection and collaboration across the CB members and chaired the CB Selection Committee to recruit new CB members. I have been the liaison for CES to the Consortium of Universities for Evaluation Education. I have also worked with the CES national board and members of the former Evaluation Ethics Task Force to formally include ethics in the terms of reference for the Vice President and created the Ethical Guidance Working Group whose role it is to implement CES's Guidance for Ethical Evaluation Practice. I am interested in continuing in the role of Vice President to allow me to see through the work I have started, including working with the EGWG to develop tools for the implementation of the Guidance for Ethical Evaluation Practice and orienting and supporting the new Credentialing Board members. CES has been integral to my development as an evaluator and I have been honoured to serve the evaluation community at the national level. I would love to be able to continue to do so.

Relevant Skills and Abilities

As a professional evaluator in the healthcare system in British Columbia for more than a decade, I have extensive experience using mixed methods approaches to evaluate programs across the healthcare system, including public health, acute care, and long-term care, with a focus on providing timely, usable findings. I also have an interest in improving ways of engaging patients, residents, and families in decision-making at the level of planning healthcare programs and services, with a special focus on supporting the meaningful engagement of those who have traditionally been excluded from these spaces.

I have been a member of CES since 2010, starting when I volunteered at the national CES conference in Victoria, BC. I have continued to volunteer with CES as a program chair for the CESBC provincial conferences in 2015 and 2020, and as a program co-chair of the 2017 CES national conference in Vancouver, BC. I earned my Credentialed Evaluator designation in December 2011. I have served on the CESBC board as a member at large (Dec 2015-April 2017), vice president (April-Nov 2017), and president (Dec 2017-present). I have also been the Vice President of CES since August 2021.

In addition to my work as an evaluator, I am passionate about supporting the next generation of evaluators. I teach Master's level program planning and evaluation courses at the University of British Columbia. As well, I have coached multiple teams in the Student Evaluation Case Competition in the past four years, many of which have made it to the national finals, three of which won the final round, and one that won the world championship.

M. ELIZABETH SNOW, PHD, MBA, CE

SUMMARY

Dr. Snow has been a professional evaluator in the healthcare system in British Columbia for over a decade. She has extensive experience using mixed methods approaches to evaluate programs across the healthcare system, including public health, acute care, and long-term care, with a focus on providing timely, usable findings.

EXPERIENCE

SCIENTIST & HEAD OF EVALUATION

Centre For Health Evaluation & Outcome Sciences (CHÉOS)
August 2014-present

EVALUATION SPECIALIST

Population & Public Health
Fraser Health
May 2009-August 2014

PROGRAM COORDINATOR

Intersections of Mental Health & Addictions Perspectives in
Research Training (IMPART)
BC Centre of Excellence for Women's Health
May 2007-May 2009

CREDENTIAL

CREDENTIALLED EVALUATOR

Canadian Evaluation Society
2011-present

TEACHING EXPERIENCE

CLINICAL ASSISTANT PROFESSOR

School of Population & Public Health/Sauder School of Business
University of British Columbia
June 2021-present

Courses taught: SPPH 540 (Program Planning & Evaluation in MPH program); SPHA 553 (Program Planning & Evaluation in MHA program); MEDD 419/429/449 (Foundations of Scholarship, Undergraduate Medical Program)

ADJUNCT PROFESSOR

Faculty of Health Sciences
Simon Fraser University
August 2013-2022

Courses taught: HSCI 826 (Program Planning & Evaluation in MPH program)

CONTACT

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www.cheos.ubc.ca

Vancouver, BC



EDUCATION

UNIVERSITY OF BRITISH COLUMBIA

PhD MBA
2006 2014

UNIVERSITY OF GUELPH

MSc
2000

MCMASTER UNIVERSITY

BSc(Hons)
1999

INSTRUCTOR

Justice Institute of British Columbia

January 2011-present

Courses taught: STAT 1100 (Introduction to Statistics), BUSN-3115 (Research & Data Management)

ADJUNCT PROFESSOR/SESSIONAL INSTRUCTOR

School of Population & Public Health/Sauder School of Business/Food, Nutrition & Health

University of British Columbia

September 2000-June 2021

Courses *taught include*: SPPH 540 (Program Planning & Evaluation in MPH program); SPHA 553 (Program Planning & Evaluation in MHA program);

SERVICE

BOARDS

- Vice President, Canadian Evaluation Society. Aug 2021-June 2023
- Past President, Canadian Evaluation Society BC Chapter. Dec 2021-present
- President, Canadian Evaluation Society BC Chapter. Dec 2017-Nov 2021
- Vice President, Canadian Evaluation Society BC & Yukon Chapter. April-Nov 2017
- Board Member at Large, Canadian Evaluation Society BC & Yukon Chapter. Dec 2015-April 2017
- Board Member and Secretary. Arts Council of New Westminster. Jan 2017-Nov 2017
- Board Member at Large. Arts Council of New Westminster. June 2014-Dec 2016

CONFERENCE ORGANIZING

- Program Chair. Canadian Evaluation Society BC Chapter 2020 Conference. Vancouver, BC. March 2019-Jan 2020.
- Program Co-Chair. Canadian Evaluation Society 2017 National Conference, Vancouver, BC. May 2015-May 2017.
- Program Chair. Canadian Evaluation Society BC & Yukon Chapter 2015 Conference. Vancouver, BC. May 2015-Nov 2015.

MEMBERSHIPS

- Canadian Evaluation Society, 2010 – present
- Canadian Evaluation Society Educational Fund, Dec 2022-present
- Consortium of Universities for Evaluation Education, Sept 2021-present
- International Society for Evaluation Education, June 2020-present
- American Evaluation Association, 2017 – 2018, 2022-present
- Australasian Evaluation Society, 2016 – 2017

COMMITTEES

- CES Evaluation Society Ethical Guidance Working Group, chair, Dec 2022-present
- CHÉOS Awards Committee, Feb 2022 - present
- CES Credentialing Board, chair, August 2021-present
- CES Professional Learning Committee, August 2021-present
- CES Association Management System Working Group, Sept 2021-present
- CESBC Chapter Diversity, Equity, and Inclusion Committee, committee member, April 2020-present
- UBC Masters of Health Administration Admissions Committee, Feb 2021-present

- UBC Masters of Public Health Admissions Committee, spring 2021-present
- SFU Masters of Public Health Admissions Committee, Feb 2021
- Canadian Evaluation Society BC Chapter, Diversity, Equity, & Inclusion Committee, April 2020-present
- Centre For Health Evaluation & Outcome Sciences (CHÉOS) Education Steering Committee, Aug 2019-present
- Providence Health Care Knowledge Translation Challenge Advisory Committee, Feb 2016 - present
- Clinical & Systems Transformation (CST) Project Research Working Group, 2016-present

JOURNAL REVIEWER

- Journal Reviewer. Canadian Journal of Program Evaluation. May 2014-present
- Journal Reviewer. BMC Public Health. March 2019-present.
- Journal Reviewer. International Journal of Health Policy and Management. Jan 2019-present.
- Journal Reviewer. Canadian Journal on Aging. April 2021-present

SELECTED PUBLICATIONS

BOOKS

Zimmerman, M. and Snow, M.E. 2018. *Nutrition Basics: An Active Approach, 2nd edition*. Flat World Knowledge: Washington, DC.

Zimmerman, M. and Snow, B. 2012. *Essentials of Nutrition: A Functional Approach*. Flat World Knowledge: Washington, DC.

BOOK CHAPTERS

Salmon, A., Berger, M., Fernando, S., Snow, M.E. Stepped care, a closer look: Reviewing evidence and evaluating outcomes. *The Power of Conundrums: Stepped Care 2.0*. (Editors: Peter Cornish and Gillian Berry). Submitted February 14, 2023.

Boyle, E., Snow, M.E., Vittoz, N. 2015. Fostering transdisciplinarity in research training. In Greaves, L., Poole, N., & Boyle E. *Transforming Addiction*. Routledge International: New York, NY.

PEER-REVIEWED PUBLICATIONS

Snow, M.E., Berger, M., Jaouich, A., Hood, M., Salmon, A. The Integration of the Program Evaluation Standards into an Evaluation Toolkit for a Transformative Model of Care for Mental Health Service Delivery. *Journal of MultiDisciplinary Evaluation*. In press.

Iyamu, I., Snow, M.E., Easterbrook, A., Fernando, S., Salmon, A. Workplace culture as a barrier to culture change in a publicly-funded long-term care home in Western Canada: A qualitative inquiry. Submitted to *Research on Aging* on 12 Jan 2022.

Snow, M.E. Patient engagement in healthcare planning and evaluation: a call for social justice. *International Journal of Health Planning and Management*. 2022. <https://doi.org/10.1002/hpm.3509>.

Snow, M.E. Book Review: *30 Essential Skills for the Qualitative Researcher*. *Canadian Journal of Program Evaluation*. 2022. 37(2). <https://doi.org/10.3138/cjpe.75739>

Iyamu, I., Snow, M.E., Berger, M., Fernando, S., Salmon, A. Developmental evaluation during the COVID-19 pandemic: Practice-based learnings from projects in British Columbia, Canada. *Evaluation Journal of Australasia*. 2022. <https://doi.org/10.1177/1035719X221119841>

Iyamu, I., Plottel, L., Snow, M.E., Zhang, W., Havaei, F., Puyat, J., Sawatzky, R., Salmon, A. Culture-change in long term care post COVID-19: adapting to a new reality using established ideas and systems. *Canadian Journal on Aging*. 2022 Nov 9:1-8. doi: 10.1017/S0714980822000344

Hamilton, C.B., Dehnadi, M., Snow, M.E., Clark, N., Lui, M., McLean, J., Mamdani, H., Kooijman, A., Bubber, V., Hoeffler, T., Patients as Partners Team, Li, LC. Themes for evaluating the quality of patient and family caregiver engagement in decision-making in healthcare systems: a scoping review. *BMJ Open*. 2021. 11(10):e050208. doi: 10.1136/bmjopen-2021-050208

Black, A., Steinberg, M., Chisholm, A., Coldwell, K., Hoens, A., Koh, J.C., LeBlanc, A., MacKay, M., Salmon, A.,

- Snow, M.E. Building Capacity for Implementation – The KT Challenge. *Implementation Science Communications*. 2021. 2:84. <https://doi.org/10.1186/s43058-021-00186-x>
- Snow, M.E. Book review of *Qualitative Inquiry: Thematic, Narrative and Arts-Based Perspectives* (2nd edition). *Evaluation Journal of Australasia*. 2020. (available Online First at: <https://doi.org/10.1177/1035719X20982087>).
- Hamilton, C. Snow, M.E., Clark, N., Gibson, S., Dehnadi, M., Lui, M., Koster, A., McLean, J., Li, L. Quality of patient, family, caregiver, and public engagement in decision-making in healthcare systems: a scoping review protocol. *BMJ Open*. 9:e032788. doi: 10.1136/bmjopen-2019-032788
- Snow, M.E., Tweedie, K., Pederson, A. Heard and Valued: The Development of a Model through a Qualitative Inquiry to Improve Health Services Providers' Capacity to Meaningfully Engage Marginalized Populations in Health Services Planning. 2018. *BMC Health Services Research*. 2018. 18:181.
- Snow, M.E., Snow, N.L. 2017. Interactive logic models: Using design and technology to explore the effects of dynamic situations on program logic. *Evaluation Journal of Australasia*. 17(2):20-28.
- Snow, M.E., Urbina-Beggs, M., Van Tent, T. 2015. *Challenges in Evaluating a Prototype Project in a Large Health Authority: Lessons Learned*. *Canadian Journal of Program Evaluation*. 30(2):177-194.
- Gahunia, J., Bigham, M., Konrad, S., Snow, M.E. 2013. *Adverse Events Following Immunization: Evaluating an Enhanced Nursing Role for PHNs*. *Canadian Nurse*. 109(2): 16-20.
- Abdulwadud, O.A., Snow, M.E. 2012. *Interventions in the workplace to support breastfeeding for women in employment*. *Cochrane Database of Systematic Reviews*. 10: online.
- Snow, M.E., Salmon, A., Young, R. 2010. Teaching Transdisciplinarity in a Discipline-Centred World. *Collected Essays on Learning and Teaching*. 3: 159-165.

NON-REFEREED PUBLICATIONS

Conference Proceedings

- Snow, M.E., Snow, N.L. 2016. Interactive logic models: Using design and technology to explore the effects of dynamic situations on program logic. Australasian Evaluation Society conference, Perth, Australia.

Reports

- Snow, M.E., Berger, M. 2022. Stepped Care 2.0 Evaluation Toolkit. Stepped Care Solutions.
- Berger, M., Salmon, A., Snow, M.E. 2020. Impact's Nation of Wellness: Learning Journeys Pilot Project Developmental Evaluation Interim Report. Matsqui-Abbotsford Impact Society.
- Snow, M.E. 2020. *Clinical & Systems Transformation Project - 90-Day Post-Implementation Evaluation Report*. Vancouver Coastal Health, Provincial Health Services Authority, and Providence Health Care.
- Snow, M.E. 2019. *Clinical & Systems Transformation Evaluation: Baseline Findings for Coastal, BC Cancer, Providence Health Care, and Burnaby Centre for Mental Health and Addictions*. Vancouver Coastal Health, Provincial Health Services Authority, and Providence Health Care.
- Snow, M.E. 2019. *Clinical & Systems Transformation Evaluation: 90-Day Post-Implementation Quantitative Findings for Whistler Health Care Centre and Pemberton Health Centre*. Vancouver Coastal Health, Provincial Health Services Authority, and Providence Health Care.
- Snow, M.E. 2019. *Clinical & Systems Transformation Evaluation: 90-Day Post-Implementation Findings for Lions Gate Hospital & Squamish General Hospital*. Vancouver Coastal Health, Provincial Health Services Authority, and Providence Health Care.
- Snow, M.E. 2018. *Clinical & Systems Transformation Evaluation: Baseline Findings for Coastal*. Vancouver Coastal Health, Provincial Health Services Authority, and Providence Health Care.
- Snow, M.E. 2016. *Report to the Ministry of Health on Canadian Cerner clients*. Vancouver Coastal Health, Provincial Health Services Authority, and Providence Health Care.
- Snow, M.E., Cheng, J. 2016. *Clinical and Systems Transformation Logic Model*. Vancouver Coastal Health, Provincial Health Services Authority and Providence Health Care.
- Snow, M.E., Henrich, N., Cheng, J. 2014. *Clinical and Systems Transformation Evaluation Strategy*. Vancouver Coastal Health, Provincial Health Services Authority and Providence Health Care.
- Snow, M.E. 2014. *Journey Towards Seamless Care: Evaluation of the Seamless Perinatal Prototype Project*. Fraser Health Authority.
- Snow, M.E. 2013. *Evaluation of the Expanded HIV Testing Project*. Fraser Health Authority.
- Snow, M.E. 2012. Evaluation report for the evaluation of the integration of Licensed Practical Nurses into Health Promotion & Prevention. Fraser Health Authority.
- Snow, M.E., Gahunia, J., Bigham, M., Konrad, S. 2012. Evaluation Report for an Expanded Role of Public Health Nursing in Assessing and Providing Recommendation for Adverse Events Following Immunization. Fraser

Health Authority.

Snow, M.E. 2012. "Getting Human Milk to Human Babies": An Evaluation of a Breastmilk Dispensory Prototype Project at Chilliwack General Hospital. Fraser Health Authority.

Bachmann, L., Shrestha, H., Tweedie, K., Snow, M.E. 2011. *Fraser Health Women's Health Strategy*. Fraser Health Authority.

Chhokar, R., Snow, M.E., Mussenden, J. 2011. *Prenatal Registration – Report on Vulnerable Populations*. Fraser Health Authority.

Snow, M.E. 2011. *Evaluation Report for Point-of-Care (POC) HIV Testing Pilot Project*. Fraser Health Authority.

Snow, M.E. 2011. *Fraser Health Women's Health Profile*. Fraser Health Authority.

Snow, M.E. 2010. *Vaccine Errors Project – Focus Group Summary*. Fraser Health Authority.

Snow, M.E. 2010. *Evaluation report for the Aboriginal Health Program with a focus on relationship building*. Fraser Health Authority.

Snow, M.E. 2010. *Evaluation report for the Nursing Support Services*. Fraser Health Authority

Snow, M.E. 2010. *Evaluation report for the Fraser Health Assessment Network (FHAN)*. Fraser Health Authority.

Chhokar, R., Snow, M.E. 2009. *Health Promotion & Prevention Annual Report*. Fraser Health Authority.

Snow, M.E. 2009. *Evaluation framework for the New Canadian Clinics*. Fraser Health Authority.

Other Works

Snow, M.E., Stats in Excel 1: Tidy Data Sets & Descriptive Statistics for the Canadian Evaluation Society's eInstitute.

Snow, M.E., Stats in Excel 2: Inferential Statistics for the Canadian Evaluation Society's eInstitute. In review.

Snow, M.E., Snow, N.L., Kramp, J. 2016. Dylomo (Logic Modeling Software). <http://dylomo.com>

Snow, M.E., Tweedie, K., Pederson, A. 2013. *Patient Engagement - Heard and Valued: A handbook for meaningful engagement of patients that have not traditionally been heard in healthcare planning*. http://www.cfhi-fcass.ca/sf-docs/default-source/patient-engagement/awesome_handbook-fraserhealth.pdf?sfvrsn=2

Snow, M.E., Tweedie, K., Pederson, A. 2013. *Patient Engagement - Heard and Valued: A workbook for meaningful engagement of patients that have not traditionally been heard in healthcare planning*. http://www.cfhi-fcass.ca/sf-docs/default-source/patient-engagement/awesome_workbook-fraserhealth.pdf?sfvrsn=2

Subject: Application for the Vice-President Position on the Board of the Canadian Evaluation Society

Dear Canadian Evaluation Society Members,

I am thrilled to announce my candidacy for the Vice-President position on the board of the Canadian Evaluation Society. As an experienced professional with over 15 years in the field of competency assessment, teaching, training, and consulting, I am eager to bring my expertise and passion for evaluation to this esteemed organization.

Currently, I am working towards a Ph.D. in Measurement and Evaluation from the University of Montreal, in partnership with HEC Montreal. My research aims to highlight gaps in professional skills and explore ways in which training programs can enhance these skills. I am also dedicated to improving the evaluation of existing programs to better measure their impacts on employees and organizations.

In my past role as Vice-President for a non-profit organization, I led the program evaluation for the 2014-2015 period, gaining deep insight into effective governance, strategic planning, and team management over my three-year tenure. With experience across various industries including education, healthcare, and corporate sectors, I am confident in my ability to bring a unique and diverse perspective to the board of the Canadian Evaluation Society.

As a fully bilingual professional, I am comfortable and proficient in communicating in both English and French. This skill will allow me to engage with various members of our community and foster a sense of inclusivity within our organization.

My qualifications in quantitative and qualitative analysis, combined with my extensive experience in program evaluation and governance, will provide the Canadian Evaluation Society with valuable insights. I am known for my interpersonal communication skills, team management abilities, and results-oriented approach which have consistently led to surpassing client expectations and building lasting relationships.

I am excited about the prospect of joining the Canadian Evaluation Society's board as Vice-President and contributing to the evaluation field across Canada. I am ready to discuss my qualifications in detail and explore how my expertise can serve our organization's goals.

Thank you for your consideration. I am eager to engage in further discussions and hope to have the chance to meet many of you soon.

Sincerely,

Melissa Lemaire

A handwritten signature in black ink, appearing to be 'ML' or similar initials, written in a cursive style.

Melissa Lemaire

Melissa Lemaire

Skilled leader with over 15 years of experience in competency assessment, teaching, training and consulting. She brings expertise in training, leadership workshops, competency assessment, training evaluation, program evaluation and impact studies. Has excellent interpersonal communication, relationship building and team leadership skills. Results-oriented and proactive, she has a proven track record of meeting and exceeding client objectives.



Work History

2018 – present

Evaluation and competencies consultant

[FARD CONSULTANTS](#) is a company that helps organizations with their competencies and training evaluation.

- Quantitative and qualitative analysis
- Research (literature reviews, needs assessments)
- Program evaluation (including supporting organizations and their staff to develop evaluation skills) to determine results and outcomes and to develop/revise programs,
- Designing training initiatives and Training evaluation.
- Impact studies
- Conferences

Achievements

- Worked with different organizations such as L'école du Barreau du Québec (ÉBQ), Ordre des conseillers en ressources humaines agréées (CRHA), Conseil Interprofessionnel du Québec (CIQ), Ordre des infirmiers et infirmières auxiliaires du Québec (OIIAQ).

2022 - present

Admission Advisor

Ordre des conseillers en ressources humaines agréés du Québec ([OCRHA](#))

- Act as a consultant in evaluation and access to the profession.
 - Conduct research on issues related to access to the profession and prepare



Contact

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Phone

514 247 3774

E-mail

Melissa.lemaire.1@umontreal.ca

LinkedIn

www.linkedin.com/in/melissalemaire



Skills

Customer service



Project Management



Teamwork



Adaptability



Competencies evaluation



Training evaluation



Statistical Analysis – SPSS



the necessary documents for the work. Conduct analysis and draw findings. Present to policy makers and make recommendations.

- Provide internal and external training and coaching. Create training and training or decision support tools as needed.
- Carry out a strategic watch in its field, among other things through the recommendations of the Admission Commissioner to the professions.
- Take charge of more complex admission files.
- Supervise, coordinate and participate in the work of various committees and working groups, including CHRP and CIRC professionals and various stakeholders from the university community.
- Create and maintain updated CHRP competency assessment tools
- Develop and maintain relationships with university professors.
- Analyze admission files. Advise the equivalency committee.

Quantitative &
Qualitative analysis

CRM – Salesforce

English | French

International business

Leadership

Problem-solving

Workshop facilitation

2020-11 -
2021-10

Senior account manager

[Wello](#) is a startup company that empowers the employees with fast, easy access to virtual healthcare.

- Managing strategic national clients across Canada
- Indigo, Staples, goeasy, LifeWorks, and many others.
- Developing business with upsell opportunities (Mental health and Return to Work)

Achievements

- Participating in multiple projects within the company (building better reporting with PowerBI, improving benefits coordination of care, building a project management plan for launching new enterprise accounts)

- Renewed all major clients in 2020-2021
- Successfully launched major clients with the LifeWorks partnership.

2016-05 -
2020-09

Business Development Manager

[Steelcase Inc.](#) *The leading manufacturer of furniture for offices, hospitals, and classrooms., Ottawa, Qc.*

- Developing new business for effective work environments in corporate, healthcare and education industries.
- Managing strategic clients with combined revenue of \$32M (2019).
- Shopify, General Dynamics, CMHC, EDC, Nav Canada and many others.
- Guiding dealers through strategic customer planning.
- Coordinating dealer training, support mock-ups, showroom branding and new product launch.
- Facilitating leadership workshops with major clients.
- Responsible for writing national and international Request for proposals.

Achievements.

- Achieved 13% growth in 2019 for Ottawa and Montreal regions.
- Moved to Ottawa after significant market growth.
- Led international business growth in Lithuania, Germany, multiple cities in Asia and multiple cities in Canada with one of the biggest Canadian accounts, Shopify.
- Maximized the individual performance bonus every year.

2014-07 -
2016-05

National Account Manager, Occupational Health Specialist

[Medisys Health Group](#), *Telus Health, Greater Montreal, QC*

- Developing new business for executive health, occupational health and wellness.
- Managing close to 160 clients with combined revenue of \$1.9M (2015-2016).

- Leading occupational health biggest clients (Metro, RCMP, Hydro-Quebec).
- Responsible for writing Request for proposal (RFPs)

Achievements.

- Renewed major contracts such as Loto-Quebec (270k), Ville de Montreal (200k), RCMP (350k).
- Achieved 25% growth from 2014 to 2016 for Medisys accounts.

2012-01 -
2016-01

Private Teacher

[Succès Scolaire Inc.](#), Montreal, QC

- Chemistry, physics, biology, mathematics and sciences.
- Collegial and High school.
- Accumulated over 300 hours.
- Assisted struggling students to maintain progress levels by designing individualized lesson plans focused on areas for improvement.

2013-06 -
2014-07

Medical Representative

[La Roche-Posay](#), Div. de L'Oréal, Montreal, QC

- Organizing appointments and meetings with doctors (Dermatologists, Pediatricians and GPs) and hospital-based and clinical-based healthcare staff.
- Developing new leads and new businesses.
- Generated revenue by liaising between doctors and companies to sell products.

2013-01 -
2013-12

Teaching Internship - Science Education

[Cégep de l'Outaouais](#), Gatineau, QC

- Multiple classes in immunology, biology and virology.

2010-01 -
2012-01

Medical Sales Rep. and Business Development Manager

ME Executive Consulting, Dubai, UAE

- Responsible for the promotion of the brand [Hematrix](#): an innovative blood patch to stop arterial bleeding in only a few minutes.

- Contacted potential customers in the Middle East region (mainly Dubai, Qatar, Saudi Arabia and Oman)
- Built SWOT analysis to create and execute business plan supporting achievement of established quotas.
- Researched and identified opportunities for account growth, account penetration and market expansion.

2004-07 -
2011-12

Musician and Band leader – International Music Tour

Soldout Band, International

- Asia, Middle East, Africa and the USA, in five-star hotels.
- Band leader, bass player, lead singer and pianist.



Education

2016-01 -
Current

Ph.D.: Measurement and Evaluation

University of Montreal - Montreal

Date of completion: Summer 2022

Research topic: Within corporations across all industries, we recognize skills gaps and the difficulty to find and keep employees with the right skills sets. The question is how the learning environment, the learning process, and learning experience within training programs can help keeping people engaged, and how we can best evaluate existing programs so that we measure the impact on the employees and organizations.

2014-01 -
2016-07

M.Ed.: Program Evaluation

University of Montreal – Montreal, QC.

The [study](#) aimed to assess the long-term impact of the Les [Scientifines](#) program on the career choice, personal development and skills development of participants, those related to experimentation, but also social and cognitive skills. The study also aimed to assess the relevance of the organization, to identify winning practices and avenues to be taken

to improve the program in order to increase its impact. GPA: 4.07/4.3

2010-01 -
2012-01

MBA: Business and Organizational Administration

Laval University – Quebec, QC. GPA: 4.12/4.33

2000-08 -
2004-06

Bachelor of Science: Biotechnology

University of Sherbrooke – Sherbrooke, QC.



Volunteer Work

Les Scientifines (2014 – present)

Les Scientifines' mission is to promote science, technology, engineering and mathematics (STEM) to girls aged 8 to 17 from underprivileged urban areas to enable the development of various competencies, thus countering school drop-out and poverty among women.

Roles: Active board member (current role : vice-present), involved in the communication and marketing committee, leading the funding committee and project manager for the Impact Assessment that was done in 2014-2015.