

Dr. Monique Dubé

RESUME

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Career Goal: To obtain an executive leadership position and contribute my extensive experience in environmental sciences and management to serve nationally and internationally toward an economically viable and sustainable future.

PROFESSIONAL SUMMARY

Proven Executive Leader

- ◆ *Over 20 years of leadership experience and scientific excellence in both the private and public sectors, with increasing accountability in leadership and governance roles;*
- ◆ *Proven leadership of multi-disciplinary teams at local to international scales, solving complex high-profile issues at the economic/environment/social sustainability nexus and integrating federal and provincial governments, academia, the consulting sector, Indigenous communities, environment non-government organizations, and industry;*
- ◆ *Sophisticated communication, negotiation, and relationship-building capabilities leading to the negotiation of landmark agreements between industry, Indigenous communities and governments;*
- ◆ *Strong “leading by influence” skills first developed in the federal government and the complex world of academia and honed over the past ten years working through the lenses of diverse multi-stakeholder environments, including industry, to advance solutions to complex problems;*
- ◆ *Recognized people leader and educator specializing in experiential training, intra- and inter-disciplinary development and use of novel techniques to form high-performance teams;*
- ◆ *Sincere dedication to the physical and psychological well-being of people of diverse backgrounds, cultures and social economic classes including Indigenous peoples;*
- ◆ *Experience working with Indigenous communities in Alberta and Canada including performance assessments of industry based on Community Benefit Agreements and Consultation Protocol Agreements;*
- ◆ *Administrative excellence including management of national and international programs, financial accountability exceeding \$70 million, innovative contractual solutions, memorandums of understanding, joint ventures, and acquisition of funding from diverse sources;*

Environmental Excellence & Technical Competency

- ◆ *Over a 10-year period, progressively advanced from a prestigious Canada Research Chair appointment and renewal, to a Director with industry, Chief Scientist at the Alberta Energy Regulator, and to Executive Director and Alberta Lead of the Canada/Alberta Oil Sands Monitoring Program;*
- ◆ *Award-winning research as an international expert in environmental science, cumulative effects, and analytical data systems with over 250 peer-reviewed contribution;*
- ◆ *Experienced in the translation and mobilization of fundamental and applied research in academic and government labs to achieve innovative solutions for industry, including development of clean technologies, government policy and regulation, and contribution to respectful dialogue with Indigenous communities in consideration of multiple ways of knowing (i.e., western science and Indigenous knowledge);*
- ◆ *Technical expertise across a range of industries including the energy, forestry, base metal and uranium mining and agricultural sectors, coupled with a vision for formalizing the linkage between strategy and the development of technological solutions to meet strategy targets and goals;*

- ◆ *Extensive experience in federal and provincial policy and regulatory including application to various industrial sectors during a project's life cycle (impact assessment, policy assurance, compliance verification and reporting, risk, benefit and liability assessment, adaptive mitigation and management).*

Strategic Thinker

- ◆ *Demonstrated effectiveness at translating a strategic vision for the organization into achievable and progressive outcomes towards the vision using deep technical ability, integrative processes, cross-disciplinary knowledge, adaptive management, and an ability to execute by aligning direct and non-direct reports to the articulated vision through passionate and experiential motivation.*
- ◆ *Ability to execute unique strategic approaches towards an organizational vision because of a career that has developed with intention to “walk in the shoes” of the diversity of stakeholders involved in complex problems and innovative solutions of the economic/environment/social sustainability nexus.*
- ◆ *Effective and sustaining collaborative networks with governments, non-profit organizations, international councils, Indigenous leaders and communities, municipalities, national and international Universities, and various industrial sectors including energy (oil sands, oil and gas), forestry, mining and agriculture.*
- ◆ *Experienced in providing executive direction, support, and advice to Board of Directors, Hearing Commissioners, and the highest levels of political offices. Served on various for profit and not-for-profit Board of Directors in the government, science, and stakeholder communities.*

PROFESSIONAL EXPERIENCE

President & CEO, Cumulative Effects Environmental Inc
Calgary, AB, 2012 to date

Executive Director & Alberta Lead, Canada-Alberta Oil Sands Monitoring Program and Integrated Environmental Analytics and Prediction Branch
Alberta Environment and Parks, Government of Alberta, Calgary, AB, 2017-2020

Chief Environmental Scientist
Alberta Energy Regulator, Calgary, AB, 2014 to 2017

Environmental Performance Improvement/COSIA (Canada's Oil Sands Innovation Alliance) Director
Shell Heavy Oil, Shell Canada, Calgary, AB, 2011 to 2014

Associate Professor / Canada Research Chair
Toxicology Centre, School of Environment & Sustainability
Veterinary Biomedical Sciences and Toxicology Centre
University of Saskatchewan, Saskatoon, SK, 2005 – 2010

Research Scientist
National Water Research Institute, Aquatic Ecosystem Impacts Branch
Environment Canada, Saskatoon, SK, 2000 - 2005

Senior Scientist
Environmental, Washburn & Gillis Associates Ltd., 1996 – 1999

Impact Assessment Biologist
Environmental Protection Division, BC Ministry of Environment, Lands and Parks, 1990 – 1995

ACADEMIC CREDENTIALS & CONTINUOUS LEARNING

Ph.D. (Biology/Environmental Science)

University of New Brunswick, Fredericton, NB, 2000 (Honors)

M.Sc. (Biology/Environmental Science)

University of Saskatchewan, Saskatoon, SK, 1995 (Honors)

B.Sc. (Biology)

University of British Columbia, Vancouver, BC, 1990

Leadership and Management

Media & communications, conflict resolution, negotiation, leadership and management training, influence in the absence of authority, change management, emotional intelligence, leading high-performance teams, diversity and inclusion, time management, expert witness.

Emergency Response

- Emergency Medical Responder Registration, Alberta College of Paramedics (current)
- Pediatric Emergency Assessment, Recognition and Stabilization (PEARS) Provider (current)
- Basic Life Support for Health Care Professionals (current)
- Standard First Aid with Level C CPR (current)
- Emergency Medical Responder SAIT Graduate, 2014 (Honors)
- Additional safety and emergency medicine training including the injured athlete, winter wilderness survival, helping babies breathe, mental health assessment and certification in I-100 and I-200 Incident Command.

Technical

Radiation Safety, Radio Telephone Operator's Certification, NFPA Awareness Hazardous Chemical Spill Response, WHMIS, Snowmobile Operator, Boating Certification, Defensive Driving, Smoke Opacity Evaluation, Environmental Law and Enforcement, Crew Supervisor Certification for electrofishing, Occupational Health and Safety Training for Supervisors and Managers, Bear Safety Training, Animal Care, Laboratory Safety, Biosafety.

APPOINTMENTS AND ASSOCIATE MEMBERSHIPS

2015 to date Emergency Medical Responder (EMR) by the Alberta College of Paramedics, Alberta Canada.

2010 to date Science Advisory Panel, National Council for Air and Stream Improvement, USA

2015 to 2018 Adjunct Professor, University of Waterloo, Department of Environment and Res. Studies.

2009 to 2014 Adjunct Professor, University of New Brunswick, Department of Biology.

2002 to 2014 Science Director, Canadian Rivers Institute (CRI).

Canada Research Chair, Tier II (renewal), Associate Professor, Tenure Track, School of Environment and Sustainability, May 30, 2010.

Canada Research Chair, Tier II, Associate Professor, Tenure Track, Department of Veterinary Biomedical Sciences, September 2005.

SELECTED AWARDS AND HONORS

- 2016 Outstanding Service Award, Wood Buffalo Wildfire 2016, Premier of Alberta (R. Notley), October 24, 2016.
- 2016 Alberta Energy Regulator Award of Excellence, Fort McMurray Fire Recovery Team
- 2016 US National Council for Air and Stream Improvement, 10 Year Award of Excellence in Science
- 2011 Scientist of the Year, Canadian Geographic.
- 2011 YWCA Woman of Distinction Award, Science, Research and Technology
- 2009 Scientist Award, Steering Committee for the Saskatchewan Science Network, Peer Nominated.
- 2006 Environmental Champion, Saskatchewan Centennial Environmental Champions Project, Saskatchewan Eco-Network, Department of Canadian Heritage through the Alberta-Saskatchewan Centennial Initiative and by Saskatchewan Environment and SaskPower. Student Nominated.
- 2005 Research Excellence Award, Canada Research Chair, Prime Minister of Canada (P. Martin), April 15, 2005.
- 2005 NSERC Synergy Award, University of New Brunswick and Irving Pulp & Paper, Ltd.

SELECTED PROFESSIONAL PRACTICE

- 2020 to present: Board of Directors, Ontario First Nations Technical Services Corporation.
- 202 to present: Member, The International Society of Female Professionals.
- 2007 to present: Appointed, Canadian Representative, Scientific Advisory Panel, Long-term Receiving Water Study, United States National Council for Air and Stream Improvement Inc.
- 2018: Invited Chair, Expert Review Panel, Assessment and Review of Environment and Climate Change Canada (ECCC) monitoring programs. G. Enei, Assistant Deputy Minister, Science & Technology Branch, Environment and Climate Change Canada, Government of Canada.
- 2010-2012: Invited Member, Board of Directors of the Canadian Water Network, Co-Lead, Watersheds and Ecosystems Program, Program Management Committee.
- 2011: Invited Expert, Environment Canada Oil Sands Monitoring Program Committee, Minister of the Environment, Government of Canada.
- 2000-2010: Invited Member, National Environmental Effects Monitoring Science Committee, Environment Canada (Pulp and Paper, Metal Mining).

2008-2010: Invited Member, Board of the Global Environmental Monitoring System/Water Foundation.

2006-2008: Invited Chair, Education and Capacity-Building Task Force on Ecohydrology, International Hydrological Programme Intergovernmental Council, United Nations Educational, Scientific and Cultural Organization.

2007 Invited, Scientific Advisory Committee and Task Forces on Ecohydrology, Deputy Assistant Director General Secretary, UNESCO-IHP, Maringa, Brazil, December 2-5, 2007.

2006: Invited Expert, Development of Indicators for the Canadian North (Labrador to Yukon), February 14-15, 2006, Yellowknife, NT.

2003/2004

Invited, Cumulative Effects Management Association, 5 year review of the Regional Aquatic Monitoring Program (RAMP) for the oil sands. Member of review team and invited member of a 3-person integration team (with Dr. B. Ayles and Dr. D Rosenberg).

SELECTED COMMUNITY AND VOLUNTEER ACTIVITIES

Volunteer activities have focused largely on development of skills and training related to emergency response as a licensed Emergency Medical Responder providing an opportunity to give back to the community through an area of interest. A selected list of volunteer activities is below:

- ◆ 2020: Board of Directors, Girl in the Wild Adventure Association is a non-profit organization that provides free confidence-building camps in wild spaces to struggling teenagers who self-identify as girls.
 - ◆ 2019: Support and participation in delivery of a SIM for life community research study. Led by Dr. A Cheng, (MD, FRCPC, FAAP, Professor, Department of Pediatrics & Emergency Medicine, University of Calgary; Attending Physician, Section of Emergency Medicine, Alberta Children's Hospital; Assistant Medical Director, KidSIM Pediatric Simulation Program), the University of Calgary partnered with Mbarara University of Science & Technology (MUST) in Mbarara, Uganda to undertake a 3-year community research study to improve knowledge, clinical skills and teamwork of community-based healthcare workers in Uganda. The SIM for Life curriculum used in this research project included the Helping Babies Breathe 2.0 and Essential Care for Every Baby. The final phase of the research was conducted at MUST University in February 2019. I supported the research project in Mbarara participating in simulation exercises directing members of various skill levels from rural communities in the region.
 - ◆ 2018-2019: Executive Lead, United Way Campaign, Government of Alberta
 - ◆ 2016-2019: Rotary Calgary South, Stampede Dream Home Ticket Sales
 - ◆ 2015-2020: EMR volunteer on the medical team at numerous outdoor adventure events including through Rocky Mountain Adventure Medicine, Bragg Creek, Alberta; an innovative company and recognized leader in first aid practices, remote medicine, rescue and outdoor safety.
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