



# MScSM

Master of Science in Sustainability Management UofT



## **STUDENT VIEWBOOK**

### **Graduating Class of 2018**



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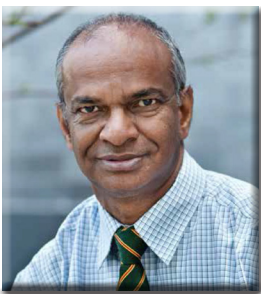
# Message from Program Director

We launched the Master of Science in Sustainability Management (MScSM) program in September 2014. The program is unique; it includes economic, environmental, and social sustainability - we believe that any one of these three is not possible without the other two. Accordingly, the curriculum is designed to integrate business management, natural science, and social science, and always through the lens of sustainability. Each core course provides the knowledge, skills, and perspectives that many forward-thinking leaders believe are essential to their organizations' sustainability goals.

Graduates of the program will be well situated to provide leadership in many fields that exist and are emerging in the area of sustainability. We expect our future graduates to be key leaders guiding the world towards global sustainability – sustainable businesses, sustainable communities, and sustainable environments.

The Class of 2018 is comprised of 26 students – 19 domestic and 7 international, from 7 different countries. The academic backgrounds include engineering, business, chemistry, biology, environmental science, global issues, sustainable development, and more. They are high achievers, and each has a commitment and dedication to sustainability.

We hope that you will consider engaging with the Program, and bringing on a summer intern/co-op student from the Class of 2018 this May!



*Professor and MScSM Director  
Shashi Kant*

# Outline of Program

The MScSM program provides the training for our graduates to act outside the traditional disciplinary black boxes; integrate knowledge from management, social, and natural sciences to address sustainability issues; and make leading contributions and lasting advances in sustainability management.

The program is unique among science and management graduate programs as it provides a strong foundation in sustainability management while offering an opportunity to specialize in a management or science concentration.

The program is designed for students from diverse backgrounds such as management science, social science, natural science and engineering.

Students take a range of courses, and participate in a 10-16 week work-term (co-op/internship) designed to provide real-world experience in sustainability management.

## **Courses Include:**

- Principles of Sustainability Management
- **Decision Making for Sustainability Management**
- **Environmental Science**
- **Managerial Economics for Sustainability Management**
- **Ecosystem Science**
- **Managing Sustainable Organizations**
- **Sustainability Law and Policy**
- **Strategies for Sustainability Management**
- **Capstone Course - The Sustainable Enterprise**
- **Research Paper**

## **Science Electives include:**

- Science Electives
- Efficient Use of Energy
- Carbon Free Energy
- Remediation Methods
- Climate Change and Impact Assessment
- Contaminated Site Remediation
- Environmental Policy
- Environmental Risk Analysis and Management

## **Management, Economics, and Social Electives:**

- Marketing in Sustainability Management
- **Sustainability Ethics**
- **Environmental Finance and Sustainable Investing**
- **Environmental Project Management**
- **Environmental and Resource Economics**
- **Special Topics in Accounting**
- **Applied Sustainability Management (can also be a science elective)**
- **Advanced Sustainability Management (can also be a science elective)**

## Program Philosophy: Integration

The MScSM Program focuses on the integration of science and business through the lens of sustainability. Our students come to your organization equipped with a strong foundation in both science and technical concepts, and in business and management concepts – enabling them to understand a wide range of operations at any organization. They understand, and can articulate, how science and business concepts intersect for environmental, social, and economic sustainability.

The Program focuses not only on academic and current research findings and theory – but also on professional development, so the MScSM placement students will be very well equipped to take complex technical information and distill it to forms suitable for colleagues and the public alike, and are prepared to draft documents, reports and create presentations suitable for executives and colleagues – all while focusing on data-driven outcomes.

## Hiring a Placement Student: Class of 2018 and Your Organization

Bringing an MScSM graduate student on board for a summer placement is an excellent way to connect with emerging professionals, and bring new thinking and strategy to your organization. The students outlined in this Viewbook are well-prepared to bring the following key sustainability competencies and knowledge expertise to your workplace:

**MANAGEMENT CONTROLS**    **EVALUATION**    **MANAGERIAL ECONOMICS**  
**STRATEGY**    **ASSESSMENT**    **COMMUNICATIONS**    **RECOMMENDATIONS**  
**PRESENTATIONS**    **SWOT/PEST ANALYSIS**    **GHG INVENTORY**    **REPORTING**  
**TARGET SETTING**    **TRIPLE BOTTOM LINE**    **ENVIRONMENTAL RISK**  
**CHANGE MANAGEMENT**    **RESPONSIBLE INVESTMENT**    **CLIMATE CHANGE**  
**ENVIRONMENTAL REGULATIONS**    **COMPLIANCE**    **CARBON TRADING**

# Sample Past Co-Op/Internship Placements

- City of Mississauga, Environment Division - Waste Management Intern
- Ecosource - Peel Environmental Youth Alliance Coordinator
- Ecolibrium Strategies - Intern Research Associate
- RBC - Associate, Corporate Sustainability Group
- R3Volved - Marketing Intern
- Cennatek - Business Development and Marketing Intern
- Parks Canada - National Ecological Restoration Student
- Conservation Halton - Sustainability Planning Intern
- Purolator - Corporate Strategy and Market Intelligence Intern
- WSP Canada Inc. - Co-Op Student
- Bayer CropScience - Sustainability Summer Associate
- Urban Climate Resilience in Southeast Asia Partnership - Research Intern
- City of Toronto - Tower and Revitalization Intern
- Gamesa Wind Turbines - Summer Intern
- Corporate Knights - Research Intern
- Asia Clean Innovations - Sustainability Intern
- National Outdoor Leadership School - Rations & Sustainability Coordinator
- QUEST - Project Analyst, Research & Strategic Initiatives
- Reclay StewardEdge - Research Associate
- Global Compact Network Canada - Sustainability Assistant
- Fielding Chemical Technologies Inc - R&D Industrial Intern
- The Works Design Communications - Sustainability Analyst Intern
- Ivanhoe Cambridge - Operational Sustainability Intern
- Lake Ontario Waterkeeper - Swimmable Water Policy Intern
- Government of Ontario - Program & Policy Assistant
- The Delphi Group - Project Intern
- Green Chair Recycling - INtern
- CDP - Intern
- Green Meeting Ninjas - Sustainability Ninja
- SiMPACT - SROI Impact Measurement Intern
- Skypower - Intern
- Our Horizon - Intern & Campaign Coordinator
- Credit Valley Conservation - Sustainability Planning Intern
- Blackstone Energy - Summer Intern
- Fertilizer Canada - Sustainability Contractor
- Cole-Munro Foods - Summer Intern

# Sample Project & Placement Ideas

An MScSM Student is uniquely prepared to contribute to your workplace in a variety of ways, including:

- Contribution to new or ongoing projects relating to sustainability management – including the triple (environmental, social and economic) bottom line and stakeholders involvement and value creation
- Research and preparation of reports and presentations relating to sustainability management
- Incorporation of strategies, organizing principles, processes, and practices, and management control systems to your organization's managerial framework
- Scientific field work and other research projects relevant to sustainability goals of your organization
- Managerial projects in the areas of planning, managerial economics, managerial accounting, marketing, organizational behavior and human resources, supply chain management, and other management divisions

Sample projects might include:

- Analyzing the current state of sustainability practices at an organization and creating a report and set of recommendations on future directions
- Identifying best practices in sustainability and assessing performance against industry benchmarks
- Producing research findings and creating client-facing presentations on trends, best practices and directives in sustainability and corporate performance
- Analyzing waste management strategies and practices and suggesting new strategic directions to enhance efficiency and effectiveness
- Conducting an audit of energy and resource consumption and suggesting new strategies and practices to reduce its ecological footprint
- Creating marketing or public relations campaigns around an organization's sustainability practices and policies
- Assessing organizational sustainability strategies, policies, technologies, and other practices
- Assessing employee or community engagement strategies and practices and suggesting steps to improve engagement
- Assessing current organizational structures and processes around sustainability with a view to enhancing efficiency and effectiveness
- Creating employee engagement strategies and training staff on topics of sustainability and encouraging sustainable business practices



# Criteria for Placements

Each 10-16 week placement is classified as a required course for the MScSM Program. As such, students receive academic credit for a successfully completed placement. Specific criteria must be satisfied to ensure students receive appropriate credit. Placements must:

- Be full-time for a minimum of 10 weeks (min. 35 hrs/week);
- have a designated qualified person responsible for evaluating the student's progress;
- provide the student with in-depth exposure to the organization;
- be developed and/or approved as a suitable setting for higher learning;
- be comprised of work suitable for a graduate-level student;
- be monitored by the MScSM Program Office.

# Compensation and Tax Credits

The work term for MScSM Students is generally paid, with an average salary range between \$12 - \$25 per hour. Salary packages generally do not need to include extended benefit plans. Employers may be eligible for the Cooperative Education Tax Credit incentive program.

*Cooperative Education Tax Credit (CETC):*

The CETC is a refundable tax credit. The credit is available to employers who hire students enrolled in a co-operative education program at an Ontario university or college. The Canada Revenue Agency administers the program on behalf of Ontario through the federal income tax system.

The CETC is based on salaries and wages paid to a student in a co-operative education work placement. The maximum credit for each work placement is \$3,000. Most work placements are for a minimum employment period of 10 weeks (full time) up to a maximum of 4 months.

For full details, please visit the Ontario Ministry of Finance website at: [www.fin.gov.on.ca/en/credit/cetc](http://www.fin.gov.on.ca/en/credit/cetc).

# Employer Testimonials

- “Certainly one of the best interns I have hired in any of my businesses over the last twenty years. Extremely trustworthy, diligent and responsible. Takes on all tasks with enthusiasm and commitment. Highly responsive and quick to pick up all new skills.”  
– R3Volved
- “[The student] brings her enthusiasm and positive attitude to work every day, which makes working with her a pleasure. She is willing to take on new tasks that are requested of her, even if they are outside of her comfort zone.”  
– WSP Canada
- “I can state unequivocally that it has been a pleasure to have [the student] in her role. She has done an excellent job reviewing and summarizing a wealth of historic information and summarized this into a succinct, meaningful document with recommendations for improvement”  
– Bayer CropScience
- “[The student] has done an exceptional job of developing an above-average level of understanding with the subject matter. His work is professional, well thought-out, thorough and proactive. He has shown excellent ability to work independently, is inquisitive, and has shown a genuine interest for the work we are doing”  
– Ivanhoe Cambridge
- “I could not be happier with [the student’s] contribution to our start up firm. She made herself very valuable to our team and contributed a series of tangible outputs to advance our company’s mandate...her role was instrumental in bringing our proposals to fruition”  
– Asia Clean Innovations
- “[The student] is a very dedicated and hard working person. We know the amount of effort he has put into his job and his efforts and positive outlook were deeply appreciated. [the student’s] efforts and loyalty to the Environment Team were very much needed to achieve our goals and he never failed to step up to the plate to assist!”  
– City of Mississauga

# Other Ways to Get Involved

The MScSM Program values industry partners involvement beyond just the summer internship/co-op placement.

Other ways to get involved in the Program include:

- Attending our annual Sustainability Leaders' Series Evening
- Giving a Guest Lecture
- Participating in our annual Sustainability Careers Networking Day
- Speaking on our annual Careers Panel
- Supporting an in-course, for-credit Project
- Working with a group of 2-3 students for their final Capstone Course (for-credit)
- Hosting a Company Tour or Field Trip
- Mentoring a Student
- Providing an Informational Interview
- Hosting an on-campus Company Information Session
- Hiring a recent-graduate

# MScSM CLASS of 2018 PROFILE

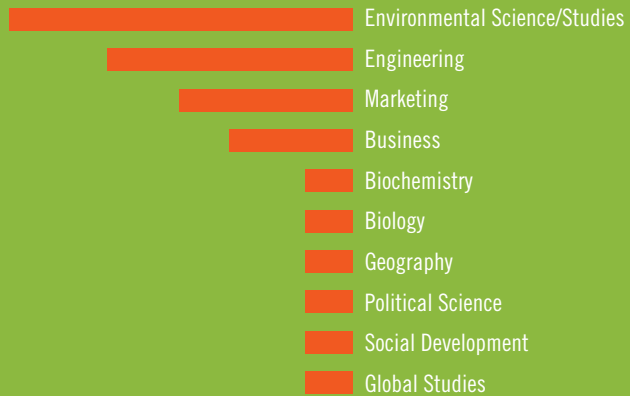
## TOP DEGREES ALREADY HELD



**Canada**

- Ecuador
- India
- Malaysia
- Mexico
- Peru
- PR China
- UK
- Taiwan

## TOP UNDERGRADUATE DEGREE MAJORS



## STUDENT DEMOGRAPHIC



1/3 International (9 students)  
2/3 Domestic (20 students)

## TOP UNIVERSITIES REPRESENTED



- Carleton
- McMaster
- University of Toronto
- Western
- Wilfred Laurier

# Program Contact Information

**For more information on hiring an MScSM Student:**

Claire Westgate, M.Ed.  
Placement & Employer Relations Officer  
Master of Science in Sustainability Management  
University of Toronto Mississauga

Institute for Management & Innovation  
Innovation Complex, Room 2250  
3359 Mississauga Road | Mississauga ON L5L 1C6 | Canada

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[claire.westgate@utoronto.ca](mailto:claire.westgate@utoronto.ca)



Institute for Management & Innovation  
**UNIVERSITY OF TORONTO**  
MISSISSAUGA



## Nadia Alick

*Bachelor of Science (Hons.), Environmental Science  
Minor in Geography*

### SPECIAL SKILLS & ACHIEVEMENTS

- Excellent communication, knowledge translation and interpersonal skills acquired through various professional development activities
- Strong analytical and critical thinking skills gained through research positions at McMaster University and environmental organizations
- Assisted in the creation and facilitation of environmental education workshops with an environmental non-profit
- Planned and coordinated community events for public programming to promote environmental stewardship and sustainability
- Advanced knowledge and experience in ESRI ArcGIS suite (ArcMap, Arc Catalog, Arc Scene) and Microsoft Office Suite (Word, Access, PowerPoint, Excel)
- Awarded MScSM Program Entrance Scholarship for incoming high academic standing

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Science (Hons.), Environmental Science, Minor in Geography, McMaster University, Class of 2015

### RELEVANT EXPERIENCE

- Certification Assessor, Ontario EcoSchools: Evaluated applications and conducted site visits for schools to be certified as an EcoSchool and provided detailed feedback on their environmental program. In addition, synthesized information on

statistics and best practices to enhance the quality of the application process

- Education Assistant, The Riverwood Conservancy: Assisted the secondary school instructor in the facilitation of a series of workshops on 'Water Quality and Microplastics' in the environment for schools in the Peel District School Board
- Undergraduate Research Assistant, McMaster University: Completed a technical review evaluating the effectiveness of streamlined sectoral regulations on the environmental assessment process in Ontario. Created a teaching resource to allow students to examine the challenges facing environmental protection strategies
- Forestry and Planning Intern, Regional Municipality of Halton: Designed and managed an environmental education program for Ministry of Natural Resources and Forests: Stewardship Youth Ranger Crew

### PLACEMENT EXPERIENCE

- Research Assistant, Ontario EcoSchools: During this work term, she conducted independent and original research examining the key relationships between Ontario EcoSchools and partners in the public and private sector in promoting environmental education within school boards across the province. She produced a report and presentation summarizing her findings and recommendations to enhance program delivery and expansion for the future

## Cristian Altobelli

*Bachelor of Arts (Hons.), Environmental Management & Criminology and Socio-Legal Studies, Minor in Anthropology*



### SPECIAL SKILLS & ACHIEVEMENTS

- Awarded MScSM Program Entrance Scholarship for incoming high academic standing
- Collaborated with Professors to develop literature that was accepted to the “Research on Teaching and Learning Conference” at McMaster University.
- Featured in the University of Toronto Mississauga Newspaper “The Medium”, focusing on Fossil Fuel divestment paper in collaboration with fellow MScSM students.
- Superior research and analytical skills acquired through research position consolidating and inputting qualitative and quantitative data.
- Proven critical thinking skills and innovative mentality developed through establishing the mission statement, values and vision for the City of Mississauga Environment Division
- Managerial and corporate engagement experience developed through training volunteers at over 15 events ensuring performance measures were achieved.

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Arts (Hons.) with High Distinction, Double Major in Environmental Management and, Criminology and Socio-Legal Studies, Minor in Anthropology, University of Toronto, Class of 2016

### RELEVANT EXPERIENCE

- Sustainability Outreach Assistant, Town of Halton Hills: Championed initiatives related to the Community Sustainability Strategy which emphasizes economic prosperity, environmental health, cultural vibrancy and social wellbeing. Assisted in the coordination of the Halton Hills Earth Day and Sustainability Fair which involved 100+ community attendees and 30+ vendors. Supervised Halton Children’s Water Festival and Halton Forest Festival providing leadership to high-school students responsible for giving presentations
- Research Assistant, University of Toronto: Research focused on increasing student critical thinking and engagement through alternative testing methods. Leveraged Nvivo qualitative data analysis software to heighten technical proficiency and comprehension of data. Consolidated qualitative data with scholarly research to develop the foundation for an academic paper

### PLACEMENT EXPERIENCE

- Environmental Outreach Intern, City of Mississauga: Initiated and coordinated the Greenfest event focusing on environmental initiatives with approximately 300 attendees. Engaged over 1500 residents, colleagues and supervisors with tailored conversations to effectively communicate complex environmental themes to increase their environmental knowledge. Assisted in leading waste audits for City of Mississauga employees resulting in improvement in corporate waste diversion rate



## Carlyle Apps

*Bachelor of Science (Hons.), Biology*

### SPECIAL SKILLS & ACHIEVEMENTS

- Strong Communication and Interpersonal Skills: Ability to listen well, and able to thoughtfully develop ideas to present to others
- Highly proficient with QuickBooks accounting software, Microsoft office suite, google apps and web design on multiple platforms
- An efficient and thorough worker, with an ability to meet deadlines and ensure work is of a high quality
- Research Skills: Carried out several research papers, scientific experiments and reports throughout academic career
- Business Development: Helped establish and now manage family business, gaining experience in all areas of operations from bookkeeping and cost management to customer service marketing and event execution

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Certified Sustainability (CSR) Reporting Practitioner, Sustainability Academy, 2017
- Bachelor of Science (Hons.), Biology, Western University, Class of 2016
- Exchange Semester: Victoria University of Wellington in New Zealand, 2016

### RELEVANT EXPERIENCE

- General Manager, South Pond Farms: Administration and property planning, energy usage and waste management project lead.

Responsible for inventory control, ordering, preparing sales reports, system design, staff training and scheduling

- CSR Analysis Project: Analyzed and compared the top Canadian financial institutions within the banking industry to determine current reporting standards and frameworks. Evaluated stakeholder engagement, credibility mechanisms and critically assessed the usefulness of disclosed information for all stakeholders
- Integrative Case Competition: Received first place with a team in a case competition that involved developing a solution to be implemented over a 30-year period to address nutrient loading in the great lakes basin that results in harmful algal blooms
- International Experience: Studied marine mammal conservation in Hong Kong and Taiwan through a University field course. Completed one semester of my undergraduate degree in New Zealand

### PLACEMENT EXPERIENCE

- Sustainability Associate, UN Global Compact Network Canada: Performed research on industry standards, reporting trends and global challenges. Carried out surveys and generated reports used to create training curriculums and sustainability guides. Coordinated events from planning phase to execution. Project, content management and moderation for webinars for Bell Canada's spotlight series. Worked in a team and independently to help advance the UN sustainable development goals in the Canadian private sector



## Ashley Arora

*Bachelor of Science (Hons.)  
Biochemistry and Environmental Science*



### SPECIAL SKILLS & ACHIEVEMENTS

- Academic knowledge in CSR reporting and analysis of ESG KPI using Sustainalytics software for quantitative and qualitative data
- Selected to participate in EXPLORE, a fully funded (value: \$2,200) nation-wide intensive 5-week French Immersion program
- Outstanding communication and leadership skills developed as a Teaching Assistant for 2 consecutive years in Organic and Analytical Chemistry Labs, University of Toronto
- Strong analytical and problem solving skills from previous work and voluntary experiences
- Experience in bringing together a multitude of stakeholders as President of Chemistry Society during event planning and strategy development, leading to triple the growth of student organization

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Science, University of Toronto, Class of 2016

### RELEVANT EXPERIENCE

- Key Note Speaker for Show Me The Green, GTA: Led interactive presentation on Sustainability, followed by a facilitation and judging of business case activity incorporating the 3 pillars in new business model to allow for critical thinking on moving beyond the bottom line and being a true Business Leader

- Research Assistant, UofT: Supported a comparative research study on the effect of organic contaminant and stable water isotope analysis in the diverse environments of the rural and urbanized watersheds within the GTA
- Technical Writer Intern, Sanofi Pasteur: Utilization of extensive project management skills in support various personnel in generating high quality technical documentations while ensuring consistency in the methodologies, structuring, and information management

### PLACEMENT EXPERIENCE

- Associate Consultant, Impact Change Management Consultants (CMC): Ashley was able to provide valuable experience working with clients on consulting services, while her contributing hersustainability knowledge to support the company's business strategy and development model to drive social and organizational impact. Ashley was responsible for compiling industry research on performance metrics as well as gathering and compiling data from client assessment to create a performance scorecard to align with their sustainable strategy, Vision 20/20. She was also responsible for developing and presenting professional development training material to client's senior leadership team in supporting internal stakeholder management



## Anastasia Boutziouvis

*Bachelor of International Business (Hons.),  
Concentration in International Marketing and Trade*

### SPECIAL SKILLS & ACHIEVEMENTS

- A proven ability to think strategically as I helped startups incorporate sustainability into their business strategy and operations;
- Created new investment screening checklists that included environmental, social and governance questions for a private equity fund;
- Experience measuring, benchmarking, and tracking the social and environmental impact of SMEs;
- Exemplary organization and time management skills developed through working in a fast paced deadline environment of private equity;
- Experience in federal government policy analysis, program assessment and improvement;
- Proven communication skills shown through volunteering at an environmental non-profit where I used social media platforms to build awareness about local environmental issues;
- Strong track record in sales and customer service as I exceeded my personal sales targets by more than 130% each quarter as a bank teller;
- Fluent in written and verbal French; basic comprehension of Greek

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of International Business (Hons.), Concentration in International Marketing and Trade, Class of 2014
- Exchange Program, Université Paris Dauphine, 2012-2013

### RELEVANT EXPERIENCE

- Program Assistant, Correctional Service Canada: Reviewed offender social programs and made policy recommendations to enhance program efficiency, effectiveness and security
- Foreign Commercial Service Intern, U.S. Embassy: Helped American companies expand to Canada by providing trade advice, market intelligence and business matchmaking with potential Canadian partners; managed trade shows that showcase American products to Canadian buyers; and produced reports on Canadian markets
- Customer Service Representative, CIBC: Analyzed customer financial portfolios in order to identify financial problems, create personal budgets and sell financial products

### PLACEMENT EXPERIENCE

- Summer Associate, MaRS Catalyst Fund: Anastasia gained a tremendous amount of experience in finance and sustainability while working on the first impact investing venture capital fund in Canada. Specifically, she created investor quarterly reports that showcased the financial performance and social impact of the Fund. This involved benchmarking, tracking and measuring the environmental and social performance of the Fund's portfolio companies. She also conducted due diligence on potential investments, which required adept resourcefulness and analytical skills. Anastasia was involved with developing impact goals for the lifetime of the fund, and creating new due diligence screening lists that incorporated social, environmental and governance questions

# Rodrigo Bustamante

*Bachelor of Industrial Engineering*



## SPECIAL SKILLS & ACHIEVEMENTS

- Project Management skills. 3+ years of experience managing delivery project at IBM
- Procurement and Logistics skills. 2 years of experience as chief of logistics at a construction company
- Bilingual: native Spanish and fluent English
- Ability to approach problems with an engineering and design thinking mindset to propose a range of possible solutions.
- Proficient in technology applications: MS Excel, MS Word, MS Power Point, MS Project, Jira Software Adobe Illustrator, Adobe Photoshop
- Experience in entrepreneurial vision by running a natural nutrition products business
- Akhila Yoga University Teacher Training - Certificate of Proficiency 2016. Member of Yoga Alliance.
- Corporative Citizenship Award 2013 - IBM Peru

## EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelors Degree in Industrial Engineer from Universidad de Lima, Peru, Class of 2010
- International exchange semester at Universidad de Salamanca, Spain – 2008

## RELEVANT EXPERIENCE

- ZenQ Bar, Founder - Founded an enterprising company which produces and commercializes natural energy bars, made mainly using local ingredients. This projects seeks to contribute on changing alimentation habits on Peruvian society

- as well as supporting athletes while performing
- National Beach Cleanup Campaigns, Logistics and Sponsorships Manager: “HAZla Por Tu Playa” which gathers volunteers from all around the country with the same objective of cleaning natural spaces as beaches, rivers and lakes. While contributing on rising consciousness on society members about the importance of proper disposal of waste
- International Volunteer: travelled around 5 different countries in South America working as a volunteer in diverse agricultural and non-profit organizations while discovering different realities and exchanging experience with travelers from all around the world

## PLACEMENT EXPERIENCE

- Advance Analytics Intern, IBM Canada: Worked as part of the project management team along with software engineers, visual designers, and computer engineers to build a software platform for a major Canadian investment company. The platform provides a single hub for live-time news feed and deep investment insights for decision makers within the company by analyzing vast amount of publicly available data and social media. Thus, the contribution in the project would help the investment team towards a sustainable future by making more informed and positive impactful decisions. Responsibilities included development and control of project plans, tasks backlog, financial analysis, risk management and agile project meetings



## Clara Carrière

*Bachelor of Arts (Hons.)  
Environmental Governance*

### SPECIAL SKILLS & ACHIEVEMENTS

- Excellent project management and leadership skills demonstrated as project lead on various environmental initiatives
- Strong integrative thinking ability developed through highly inter-disciplinary educational background
- Awarded MScSM Program Entrance Scholarship for incoming high academic standing
- Skilled in business analysis, research, and strategic management
- Conducted comprehensive waste audit of Cambridge Mill restaurant, and suggested viable ways to reduce waste
- Sustainability marketing skills gained through unique retail marketing focus at HP Canada
- Verbal and written fluency in French

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018.
- Bachelor of Arts (Hons.) Environmental Governance, University of Guelph, Class of 2016. Graduated on Dean's Honour List
- Exchange at Koç University in Istanbul, Turkey. 5 International Relations courses.

### RELEVANT EXPERIENCE

- Renewable Energy Analyst, AllSys Biogenics: Produced a Renewable Energy Approval guide for a biomass facility in Port Dover to aid commercialization of biofuel technology. Performed in-depth research on providing energy to off-grid First Nations communities in

Canada to reduce their reliance on diesel power. Composed business proposals and due diligence reports for solar facility acquisitions. Gained valuable knowledge of renewable energy sector, and Government approvals process for projects

- Environmental Project Assistant, Novometrix Research: Performed outreach with organizations regarding environmental health projects, facilitating network integration. Conducted review of neonicotinoid use in agriculture and links to pollinator health, identifying gaps in knowledge and proposing future avenues of research. Developed skills in project management, stakeholder engagement, and network integration frameworks

### PLACEMENT EXPERIENCE

- Sustainability Marketing Specialist, HP Canada: Lead development of marketing projects at HP retailers, promoting HP products and services through environmental marketing. Redesigned HP Canada's Sustainability website ([www.hp.ca/sustainability](http://www.hp.ca/sustainability)). Helped organize various employee volunteer events, and increased awareness of HP's sustainability programs internally and externally through presentations and promotional materials. Involved in development and delivery of HP & World Wildlife Fund's post-secondary sustainability education program

# Chetna Chaudhary

*Bachelor of Technology  
Information Technology*



## SPECIAL SKILLS & ACHIEVEMENTS

- A problem solver with a self starter attitude – Initiated various campaigns in college and at job to improve the experience of my peers
- Excellent ownership and stakeholder management skills, evident from fast track promotion from Analyst to Associate in two years at RBS
- Creative thinker with multiple talents – used dance skills to organize a flash mob in RBS to raise money for charity
- Received multiple recognition awards at RBS for excellent analytical and coding (Java and c#) skills
- Strong logical thinking skills – ranked 62 in the Indian Sudoku Championship

## EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Technology, Information Technology, GGSIPU (Delhi), Class of 2013

## RELEVANT EXPERIENCE

- Software Designer, Royal Bank of Scotland: Improved the existing data store by reducing the market data access time for multiple teams within the bank. Assisted the hiring committee in hiring and on boarding new graduates in the bank
- Volunteer, Disha (CSR arm of RBS): Created course curriculum and taught computer and English to underprivileged students. Spearheaded

plantation drives and waste reduction campaign to reduce company's footprint

- Founder, Rag Pickers: Formed a group to spread awareness of waste management and litter prevention. Organized cleanliness drives in home city and en route trekking trips
- Coordinator, GGSIPU: Organized quiz for the tech society and 'Battle of Bands' for the music society of college

## PLACEMENT EXPERIENCE

- Business System Analyst, TD Bank : Managing the implementation of MiFID, a European regulation in financial markets. The regulation will encourage transparency leading to improved investor protection. It will also emphasize the importance of market participants compliance, audit and risk management functions. The underlying goal of these regulations is to ensure that the market does not crash such as during the financial meltdown in 2008. Hence, regulations are an important aspect of ensuring sustainability of financial markets. The role involves translating business requirements to functional requirements which will be implemented to ensure that TD stays compliant with the regulation. In this role, she is getting the opportunity to work on stakeholder engagement, communication management, systems thinking and time management skills



## Swinzie Chauhan

*Bachelor of Science*

*Environmental Sciences & Human Geography*

### **SPECIAL SKILLS & ACHIEVEMENTS**

- Able to adapt to different work environments, having worked in the academic, public and private sectors, both independently and in teams
- In-depth knowledge and work experience in water distribution, policy implementation, waste diversion and corporate sustainability
- Strong research and analytical skills gained through a blend of science and arts majors
- Excellent communication and problem solving skills with experience in bringing together diverse stakeholders in order to reach a consensus on issues in sustainable policy-making
- Extensive leadership experience gained as Assistant Director of UBC's largest sustainability organisation, Common Energy
- Highly driven to learn and work in the sustainability field and passionate about working for the community, having focused her area of study on urban sustainability
- Awarded MScSM Program Entrance Scholarship and recipient of the UBC International Scholars Award (top ~1% of international students; \$127,000, 2011–2015)

### **EDUCATION**

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Science in Environmental Sciences and Human Geography, Class of 2015

### **RELEVANT EXPERIENCE**

- Water Conservationist, Sunshine Coast Regional District: Worked on projects related to water

distribution and drought management. Liaised with various levels of government to increase reservoir access in a protected park for the severe 2015 drought. Implemented a plan to inform and educate residents about water meter installations

- Zero Waste Coordinator, UBC Campus & Community Planning: Led initiatives related to multi-stream recycling through educational outreach and behavioral studies, resulting in a substantial increase in waste diversion. Conducted one of Canada's largest waste audits at UBC, resulting in increased awareness of food waste
- Research Analyst, UBC Department of Earth & Ocean Sciences: Conducted an environmental and social impact assessment of a stormwater catchment feature using Sustainable Sites™, and made suggestions for improvements, many of which have been adopted by UBC's planning department

### **PLACEMENT EXPERIENCE**

- CSR Coordinator, Co-op, Scotiabank: Supported Scotiabank's submissions to the Dow Jones Sustainability Index (DJSI) survey and Carbon Disclosure Project (CDP) survey
- Conducted a waste management pilot by designing multi-stream bin signs to improve Scotiabank's waste diversion rates, and worked to replicate the project across more offices
- Liaised with branch managers to determine best-practices that could be implemented to improve branch sustainability
- Formulated the business case to make the Bank's Environmental Policy publicly available



## Madeline Collins

*Bachelor of Engineering and Society  
Civil Engineering (Co-op)*



### SPECIAL SKILLS & ACHIEVEMENTS

- Technical analysis, report preparation and problem solving skills gained through working with manufacturers on energy and waste reduction projects
- Won first place in Canada's first Great Water's Challenge run by Waterlution
- Coordinate networking events for U of T's Water Environment Association of Ontario (WEAO) student chapter
- Planned and hosted community beach clean-up and consistently volunteer for organizations such as Waterlution and Lake Ontario Waterkeepers
- Awarded MScSM Program Entrance Scholarship for incoming high academic standing

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Engineering and Society, Civil Engineering, Co-Op, Class of 2016

### RELEVANT EXPERIENCE

- Great Water's Challenge Participant, Waterlution: Published blog posts about local water bodies and engaged with youth across Canada to develop a more holistic understanding of Canada's diverse, and often overlooked, water issues
- Co-lead, WEAO Student Chapter: Plan speaker nights, career development workshops, and social events for engineering and science students interested in networking within the water and environment sector
- Teaching Assistant, University of Toronto: Calculus for Life Science. Facilitated weekly tutorial sessions as well as exam review sessions with 50+ students. Enhanced student learning through email correspondence and office hours

### PLACEMENT EXPERIENCE

- Summer Student, Enviro-Stewards: During this work term, she gained experience working with manufacturing companies, mainly in the food and beverage industry, to reduce their energy consumption and waste by optimizing their processes. She was responsible for quantifying financial savings and preparing consulting reports for these projects. She also developed an online training resource for aspiring entrepreneurs in developing countries to construct and sell biofilters in their communities based on the model of the Safe Water Project (<http://www.thesafewaterproject.org/>)



## Rayan Dali

*Bachelor of Arts (Hons.), Political Science*

### SPECIAL SKILLS & ACHIEVEMENTS

- Identified by the Golden Key International Honour Society as a high-achieving student in the top 15% of the Honours Political Science program at McMaster University.
- Elected as the Executive Director of Student Affairs at McMaster's Pre-Law Society, Hamilton, Ontario
- Experience in engineering consulting firms, law firms and health-based communication companies
- 2017 Finalist for the Graduate Management Consulting Association Inaugural Strategy in Action Case Competition
- Successfully trained for Advocacy and Implementation of the United Nations Sustainable Development Goals
- Successfully completed the Refocus: Inspiring Environmental Sustainable Organizations Workshop
- Excellent communication skills – written and spoken (English, French, and Arabic)
- Excellent time management, project management, leadership and problem solving skills

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Honors, Bachelor of Arts, Political Science (International Relations and Human Rights), McMaster University, Class of 2015

### RELEVANT EXPERIENCE

- Health Coach at Patient Care Solutions: Provided health services to patients. Acquired the knowledge and tools required in consulting to pharmaceutical and healthcare industries. Wrote reports on patient and program data. Conducted phone audits in French and English. Applied a variety of communication skills when working with doctors, pharmacists and patients

### PLACEMENT EXPERIENCE

- Environmental Services Group Intern at Hatch (seven summers): Researched best practices for sustainability reporting and pitched the ideas to the CEO and Global ESG Director. Developed and created the Hatch 2016 Sustainability Report with the ESG group and marketing team. Developed a sample Hatch materiality matrix. Experience with completing EMMP's for clients. Organized National Aboriginal Day at the main Hatch office. Researched environmental assessment regulations and best practices for community engagement relevant to national and international projects. . Provided assistance with translating reports and proposal. Became familiar with ISO certification. Researched environmental laws and regulations for international countries where projects were occurring. Researched and became familiar with cap and trade legislation, and its impact on the core business



# Irune Echevarria

*Bachelor of Arts, International Studies  
Graduate Diploma, Economics for Social Development*



## **SPECIAL SKILLS & ACHIEVEMENTS**

- Demonstrated ability to design, implement and evaluate sustainability policies and practices in social and environmental impact and policy management
- Proven critical thinking and problem-solving skills with the ability to innovate and collaborate
- Assisted in editing and research for the Urban Transport chapter in Cambridge University Publication, Climate Change and Cities. Mehrotra et al (2011).
- Participated in the UN-General Assembly 20th Anniversary of the World Programme of Action for Youth to highlight the priorities in the Post-2015 Development Agenda.
- Working knowledge in statistical computing language (Stata) and data visualization tools (Tableau)
- Awarded MScSM Program Entrance Scholarship for incoming high academic standing
- Recipient of the CONACyT-Ministry of Energy Sustainability Scholarship, Government of Mexico
- Awarded Innovators Leaders of Tomorrow Fellowship USA-Mexico, Stanford University, California
- Vice-President, Science for Peace, University of Toronto Campus Group 2017-2018
- Fluent in English, French and Spanish

## **EDUCATION**

- Graduate Diploma, Economics for Social Development, National Autonomous University of Mexico, class of 2012
- Bachelor of Arts, International Studies, The Monterrey Institute of Technology and Higher Education, class 2010
- Asian Studies Program (exchange program), Kansai Gaidai University, 2010

## **RELEVANT EXPERIENCE**

- Mexican National Institute for Ecology and Climate Change: Identified best practices to contribute to the National Green Growth Strategy. Developed US \$2 million initiative for “Green University Campuses”, funded by Global Environmental Facility
- Mexican National Institute for Social Economy: Created a digital platform to link young entrepreneurs with public and private funds and mentorship. Designed measurable KPI’s based on unique government data for different geographical regions.

## **PLACEMENT EXPERIENCE**

- Social Impact Evaluation Intern, SiMPACT Strategy Group: Fully responsible to conduct an SROI evaluation of the \$4 million Social Enterprise Demonstration Fund (SEDF), an initiative from Ontario’s Ministry of Economic Development and Growth to accelerate the growth of Ontario’s social enterprise sector while having a social or environmental impact



## Sandra Espinosa

*Master of Marketing and Sales  
Bachelor of Arts in Marketing*

### SPECIAL SKILLS & ACHIEVEMENTS

- Extensive knowledge in Extended Producer Responsibility programs gained through working in consulting project.
- Highly experienced in market research and consumer behavior analysis
- Statistical and quantitative models knowledge
- Broad management skills developed in past work experience
- Active learner, planner, tenacious and great interpersonal skills
- Sports Scholarship during entire undergraduate studies
- French proficiency with DELF B2 Diploma
- Computer skills in Adobe Photoshop, Adobe Illustrator, MS Project and Google Adwords
- Awarded MScSM Program Entrance Scholarship

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Master in Marketing and Sales, Universidad San Francisco de Quito, Class of 2017
- Bachelor of Arts in Marketing (Magna Cum Laude), Universidad San Francisco de Quito, Class of 2013

### RELEVANT EXPERIENCE

- Sales and Import Coordinator, Imertec Cía. Ltda.: complete coordination of imports process

beginning with quotation, customs and suppliers obligations. Developed leadership and people management skills

- Marketing and Sales Analyst, Actuaría Consultores Cía. Ltda.: developing market research campaign for new products and customer satisfaction analysis. Managing internal communication for the entire organization
- Administrative Assistant, Imertec Cía. Ltda.: complete understanding of core activities of an organization due to multitasking requirements such as inventory, suppliers and clients
- Marketing Assistant (Internship), Siati Cía. Ltda.: creating and managing Google Adwords campaign, working with Photoshop and Illustrator for emailing ads and improving knowledge of marketing and advertising

### PLACEMENT EXPERIENCE

- Assistant Project Coordinator, Reclay StewardEdge: During this work term, she gained extensive knowledge in Extended Producer Responsibility initiatives across Canada and Europe. She performed an in-depth secondary research of EPR policy and legislation in the mentioned jurisdictions in order to find best practices for materials definition, accessibility, and promotion and education of such initiatives. She was also responsible for the development of the company's new website as it transitions to a broader scope in sustainability consulting

## Amy Geisberger

*Bachelor of Commerce, Marketing  
Minor in International Business*



### SPECIAL SKILLS & ACHIEVEMENTS

- Effective research and analytical skills gained through 5+ years of post-secondary education and market research
- Management and leadership expertise acquired through experience as Operations Manager and Event Coordinator
- Promoted from Course Coordinator to Operations Manager in less than one year, which gave me the opportunity to manage a national business
- Independently raised and donated over \$1,000 to the World Wildlife Fund for the protection of sloth habitat in Brazil
- MScSM Program Student Executive Council – VP Internal
- Placed 1st in MScSM's Sustainability Management Integrative Case Competition

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Commerce, Marketing Major, International Business Minor, Ryerson University, Class of 2011

### RELEVANT EXPERIENCE

- Operations Manager, Wilderness Medical Associates International (WMAI): As the Canadian Operations Manager, I was responsible for national operations and the overall success of the Canadian chapter of WMAI. Managed and fostered relationships with over 75 clients

including government, consulting firms, schools and outdoor education organizations to run over 100 wilderness medical courses in Canada each year. Managed part-time office staff and over 50 medical instructors while assisting in instructor development and hiring

- Stewards of Cootes Watershed Volunteer: Managed monthly stewardship program, helped with weekly watershed cleanups and was an active member on the board of directors. Gained a greater understanding of grass roots environmental protection

### PLACEMENT EXPERIENCE

- Sustainability Associate, United Nations Global Compact Network Canada: As a summer Sustainability Associate she gained a deeper understanding of the corporate sustainability landscape in Canada and was involved in various projects and research to help promote the UN Sustainable Development Goals and the 10 Principles of the UNGC. Conducted research to understand the corporate sustainability landscape within Canadian businesses. Developed surveys and prepared summary reports for participant feedback and market research, in collaboration with national ministries. Project management, content design and moderation of GCNC's Regional Anti-Corruption webinars and Sustainability Spotlight series. Assisted in the coordination of events and training sessions. Prepared website content, press releases and social media packages



## Mathew Judyn

*Bachelor of Arts (Hons.), Business Law*

### SPECIAL SKILLS & ACHIEVEMENTS

- Fluent in English and Polish
- Newcomer Orientation Program Peer Leader
- Dean's List at Carleton University from 2012 – 2016 (Graduated cum laude)
- Awarded the MScSM Program Entrance Scholarship for incoming high academic standing
- Recipient of Government of Ontario's Summer Company Entrepreneurship Grant
- Strong Computer Skills: advanced knowledge of Microsoft Office Suite (including Excel, Word, PowerPoint, Publisher, Outlook, and Access); Adobe Photoshop; Website Builder; WordPress; Google Analytics
- Highly motivated, and an enthusiastic team player
- Multidisciplinary and cross-cultural professional experience working as an entrepreneur, painter, carpenter, busser, bartender, barista, researcher, team leader and public servant.
- Strong business acumen and aptitude for project management
- Excellent literature and field research skills
- Lifeguarding, Standard First Aid Certificate, AED Certified

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018

### RELEVANT EXPERIENCE

- Team Leader, People Power Challenge, Partners in Project Green: managed and coordinated sustainability initiatives across the University of Toronto

- (Mississauga) Campus. Created awareness and engagement among students and staff. Worked closely with various organizations in the GTA (The Beer Store, Toronto Zoo, GTAA etc.) on joint sustainability projects such as: tree planting, invasive species removal or campus clean-up.
- Entrepreneur, Urban-Pro Painters: has been operating a painting business for over two years with several staff and dozens of projects under management. This experience greatly enhanced organization, project management, customer service and problem solving skills. Most importantly, while operating the business, incorporated eco-friendly products and paints all the while educating customers about sustainable home renovations.
- Parliament of Canada, Ministry of Employment and Social Development: accepted various foreign dignitaries, processed, categorized and responded to mail and email communication. Additionally, aided with social media publications and public outreach.

### PLACEMENT EXPERIENCE

- Communications and Outreach Intern, United Nations, Bonn: worked on implementing the technology sub-programme's communication and outreach activities and reported on the impact of these activities. Additionally, supported a meeting of the Technology Executive Committee and the 23rd Conference Of the Parties, Sustainable Innovation Forum.

## Kelsey Koebel

*Bachelor of Business Administration  
Business & Sustainability, Minor in Environmental Sustainability*



### SPECIAL SKILLS & ACHIEVEMENTS

- Ability to look at problems and solutions from a systems approach to amplify positive outcomes
- Significant knowledge in strategy, customer relationship management, data analysis, project management, business development, communications, and leadership
- Naturally inclined to collaborate and share resources with others to develop sound outcomes
- Ability to work well independently as well as in a team environment
- Keen interest in executing challenging tasks that allow use of critical thinking skills
- Genuine curiosity in continuous learning and personal development
- Awarded MScSM Program Entrance Scholarship for incoming high academic standing
- Ontario Graduate Scholarship Recipient (2017-2018)

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Business Administration, Concentration in Business & Sustainability with Minor in Environmental Sustainability, Wilfrid Laurier University, Class of 2016

### RELEVANT EXPERIENCE

- Research Assistant – NatureWatch/RinkWatch, Department of Geography & Environmental Studies, Wilfrid Laurier University: Researched the effects of Climate Change through a citizen science project, gained skills in data collection and analysis, communication and stakeholder engagement
- Regional Sustainability Initiative Resource Coordinator, Sustainable Waterloo Region: Supported the development and delivery of RSI program through completion of client resources gaining experience in business development, project management, and communications
- Independent Study: Corporate Sustainability Reporting, Wilfrid Laurier University: Researched the triple bottom line approach to decision making, environmental standards & regulations, cost-benefit analysis, and corporate case studies

### PLACEMENT EXPERIENCE

- Sustainability Assistant, Greater Toronto Airports Authority (GTAA): assisted with the creation of a sustainability strategy for Toronto Pearson; completed the review of Airport sustainability reports to assess best practices within the sector, tasked with developing and executing an employee engagement strategy; identified and presented potential sustainability projects for the Airport; developed industry partnerships, developed a GRI reporting data collection process and assisted with reporting; completed GRI training on Climate Change and the Sustainable Development Goals



## Brendan McGovern

*Bachelor of Arts (Hons.)*

*Environmental Studies & Geography*

### SPECIAL SKILLS & ACHIEVEMENTS

- Bilingual in french and english
- Experienced in market research and analysis
- Proficient in Microsoft Word, PowerPoint, Excel
- Professional marketing and social media experience across all platforms
- Dean's Honour List at Queen's University 2014
- Ontario University Athletics Academic All-Star

### EDUCATION

- Master of Science, Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Arts, Environmental Studies and Geography, Queen's University, Class of 2014

### RELEVANT EXPERIENCE

- Special Assistant, City of Ottawa Mayor's Office: Responded to, and acted upon daily inquiries, complaints, and requests from constituents and businesses on topics regarding municipal issues on behalf of the Mayor of Ottawa. Accompanied the Mayor to upwards of 20 city-wide, public events per week as the Mayor's personal assistant for strategic and logistic support. Regularly updated the Mayor's official Twitter, Instagram, and Facebook profiles – reaching over 100,000 followers

- Rehabilitation Project Officer, National Capital Commission Worked as a project officer for minor environmental rehabilitation and lifecycle projects. Ensured proper working and environmental conditions were maintained on multiple project sites at a time. Assessed, completed, and monitored over 10 rehabilitation projects throughout the summer. Engaged and coordinated regularly with contractors and clients on job sites to ensure projects were met on time, and on budget
- Program Specialist, Parks Canada: Maintained a variety of reporting tools as well as the Species At Risk intranet site and database. Provided support for specific projects undertaken by the Species at Risk team and other sections of the Ecological Integrity branch

### PLACEMENT EXPERIENCE

- Project Coordinator, Efficiency Capital Corp.: Provided project management support and financial analysis on energy efficiency retrofit projects. Throughout his work placement, Brendan also completed market research reports on various building sectors and emerging energy efficiency technologies. (<http://efficiencycapitalcorp.com>)

## Kristina Mlakar

*Bachelor of Science  
Earth & Environmental Sciences*



### SPECIAL SKILLS & ACHIEVEMENTS

- Exceptional time management skills demonstrated by maintaining a high academic standing while holding multiple jobs throughout university, being a varsity athlete, doing volunteer work, and actively attending a range of networking and social events
- Strong research and writing skills in both scientific writing developed through academic training and business writing developed through professional experience
- Excellent oral communication skills with a genuine and infectious enthusiasm and passion toward sustainable energy and transportation
- Awarded athletic scholarship with the McMaster Women's Varsity Soccer Team
- Awarded McMaster Senate Scholarship for achieving a GPA within the top 15% of the Faculty of Science
- Awarded MScSM Program Entrance Scholarship for incoming high academic standing
- Winner of MScSM Case Competition for proposed management solution of Cladophora overgrowth and the phosphate balance of Lake Ontario
- Recipient of the WiRE Student Bursary to attend the 2016 Association of Power Producers of Ontario (APPPrO) Conference
- Awarded OEN Sustainable Development Scholarship for high academic standing, leadership abilities, and a commitment to community service

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelors of Science, Earth & Environmental Sciences, McMaster University, Class of 2016

### RELEVANT EXPERIENCE

- Undergraduate Thesis and Research Assistant, McMaster Research Group for Stable Isotopologues: Completed a thesis project in stable isotope paleoclimatology studying the oxygen isotope composition of synthetically precipitated calcium carbonates. This research aids to reconstruct the past climate of our earth and predict future climate trends
- Exchange semester on Haida Gwaii, University of British Columbia: Created species specific management plans under the guidance of a professional biologist, and worked alongside local logging companies to map out economically feasible land plots that adhered to endangered species ecological considerations

### PLACEMENT EXPERIENCE

- Researcher, Canadian Urban Transit Research and Innovation Consortium (CUTRIC): Conducted a range of research and report writing for low-carbon smart mobility demonstration and integration trials. Research efforts included review of academic literature, industry reports, government white papers and interviews with relevant stakeholders in group consultation or one-on-one formats





## Joseph Palladino

*Bachelor of Arts (Hons.)  
Geography & Political Science*

### SPECIAL SKILLS & ACHIEVEMENTS

- Certified Corporate Social Responsibility (CSR) Practitioner through the Centre for Sustainability & Excellence (2017)
- Skilled communicator with professional experience in facilitation and presentation principles
- Strong sense of initiative and leadership skills
- Proven time management skills developed through leading various projects
- Proficient in Microsoft and Google applications, social media platforms, and ArcGIS software
- Winner of the 2016 Philomathia Undergraduate Water Research Award

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Arts (Hons.), Geography and Political Science, McMaster University, Class of 2016
- Certificate, Not-For-Profit Governance, Mohawk College, Class of 2016

### RELEVANT EXPERIENCE

- Assistant Programming Coordinator, ICUBE: Joseph researched and prepared a manual for entrepreneurs while assisting with ICUBE operations
- University Director, Ontario Online Learning Consortium: Joseph sat on the Board for the OOLC, representing the provincially-funded organization through numerous speeches and

events. He also contributed to the organization's strategic plan creation and Advisory Council

- Land Use Intern, Toronto Distillery Historic District: Joseph engaged with various stakeholders concerning social, environmental, and economic topics, and prepared a site assessment prior to the 2015 Pam/Am Games in Toronto
- Water and Wastewater Student, Town of Richmond Hill: At Richmond Hill, Joseph conducted field testing for suspended soils and contaminants in municipal water systems, while also gaining experience in community engagement, project management, and strengthening his understanding of the ISO 14001 Standard

### PLACEMENT EXPERIENCE

- Sustainability Coordinator & Research Analyst, Tepperman's: Joseph was tasked with creating and implementing sustainability policy, producing a comprehensive CSR strategy, and leading sustainability projects at the corporate level. He facilitated the development of 'Sustainability Committees' at each of Tepperman's five locations, and gained valuable project management experience while leading the development of a 'Living Wall'. Joseph also developed applications for provincial funding towards sustainability retrofits, and gained extensive knowledge of how a firm might promote sustainability in day-to-day operations



## Kristen Schaper

*Bachelor of Science (Hons.)  
Environmental Science*



### SPECIAL SKILLS & ACHIEVEMENTS

- 2017 Principals Involvement Award winner
- A good working knowledge of engagement, outreach, environmental issues and sustainability
- ASIST and SafeTALK Trained: Applied Suicide Intervention Skills Training and Suicide Awareness training
- Experienced cultural and ecological diversity on her volunteer trips abroad to Ecuador and Guatemala
- Strong communication and interpersonal skills
- Proficient manager of schedules, organization and people

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Honours Bachelor of Science, Environmental Science, University of Toronto, Class of 2016

### RELEVANT EXPERIENCE

- Student Engagement Program Assistant, Community & Civic Engagement, University of Toronto: Developed and created new long term programs within the Centre for Student Engagement. This included establishing new connections with community partners that the Centre had not previously had. Oversaw the Community Innovation Project and Community Action Project portfolios. This included completing administrative work as well as the hands on creation and recruitment of projects and new community partners for the next coming school year

- Researcher, University of Toronto Department of Geography: Worked closely with a Geography Professor to create a guidebook for future research students who wish to delve further into the concept Fair Trade. Conducted surveys and interviews to gain knowledge about Fair Trade as well as gauge how much the UTM population knew about Fair Trade on campus. Interviewed members of the Fair Trade community to determine next steps in UTM's progress on becoming a Fair Trade certified campus. These interviews included executive director of The Canadian Fair Trade Network: Sean McHugh, Ten Thousand Villages and several others

### PLACEMENT EXPERIENCE

- Peel Environmental Youth Alliance Program Assistant, Ecosource: Provided support for PEYA events in the community and assisted in various planning, event management & outreach activities. Implemented and created the first Green Drinks Brampton event as well as the first Peel Green Guide outlining 150+ green organizations in Peel Region. Completed detailed research on expanding outreach to develop opportunities for more partnerships with youth and community-based organizations. Worked alongside the Travelling the Credit River Project team to implement workshops for indigenous and non-indigenous youth



## Joni Su

*Bachelor of Arts & Business (Co-Op), Political Science  
Minor in Economics, Specialization in Global Engagement*

### SPECIAL SKILLS & ACHIEVEMENTS

- Strong leadership and teamwork skills gained through over three years of experience in tourism project management
- Experience in tourism market research, survey design, data collection, and result analysis
- Proficiency in MS Excel, MS Word, MS PowerPoint and Google applications; experience in Tableau and Bloomberg Terminal
- Capacity to utilize analytical and integrative thinking to solve real life problems
- Cross-cultural and international perspectives obtained through dual Bachelor of Arts degree from National Taiwan University and Waseda University, Japan
- Fluent trilingualist (English, Japanese, Chinese)

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Arts in Global Political Economy, School of Political Science and Economics, Waseda University, Japan, Class of 2011
- Bachelor of Arts in Political Science, Department of Political Science, International Relations, National Taiwan University, Class of 2011

### RELEVANT EXPERIENCE

- Project Manager, Taiwan Visitors Association: initiated cross-organizational cooperation; designed market surveys and performed market research; managed travel and culinary exhibitions, international conferences, and tourism promotions, meetings and trade shows in Taiwan, Japan, Canada, and U.S.A.
- Executive Secretary, Science for Peace at University of Toronto: acquired Certificate of Completion United Nations Sustainable Development Goals Advocacy Training; promoted UN sustainable development goals by facilitating dialogue among students; held events and lectures to raise students' awareness of sustainability issues
- Market Research Summer Intern, JTB Corporation: conducted tourism survey for over 3000 travelers at Narita Airport, Japan, to collect data and investigate tourist behaviour; used Excel to analyze and visualize statistic results

### PLACEMENT EXPERIENCE

- Research & Marketing Analyst, Government of Nunavut: provided expertise on Asian tourism market; conducted market research on 2018 Canada-China tourism year project to determine potential fit and viability for Nunavut; designed market surveys and prepared data driven insights & analysis supporting strategic decision making; collaborated with relevant teams to collect tourism data and visualize result

## Sara Tonogai

*Bachelor of Science (Hons.)  
Biology and Medical Sciences*



### SPECIAL SKILLS & ACHIEVEMENTS

- Strong leadership and organizational skills obtained as Head Racing Coach
- Experience in developing business and marketing strategies to address complex issues acquired through the Master of Science in Sustainability Management program
- Experience in conducting research including experimental design, collection and analysis of data from 4 years of studying Biology and Medical Sciences
- Effective verbal and written communicator through 5 years of constructing teaching presentations and progress reports
- Proficient with Microsoft Office Suite and social media platform management through experience as Social Media Coordinator
- Awarded the Matthew Peebles Memorial Award for role as an inspiring, enthusiastic ambassador
- Awarded Senior Athlete of the Year for athleticism, leadership and teamwork capabilities

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Science (Hons.), Biology and Medical Sciences, University of Western Ontario, Class of 2016

### RELEVANT EXPERIENCE

- Head Racing Coach, Lake of Bays Sailing Club: Led a team through an intensive training program resulting in excellent team performances at provincial competitions; delegated tasks to a team

of volunteers, budgeted all fees and organized bookings for competition planning; collaborated with program directors, coaching staff and club committees to manage the racing program and daily programming

- Social Media Coordinator, The Eastgate Dental Centre: Ensured timely responses to social media comments and messages; flagged potential brand risk concerns and notified appropriate team members; worked with media agency to post social media content
- Orientation Program Leader, University of Western Ontario: Provided guidance and support to first-year students; exhibited excellent interpersonal skills when mentoring students; worked within a team to facilitate residence programming and fundraising events
- Public Issues Team Member, Canadian Cancer Society: Advocated for change in public policy regarding funding for take-home cancer treatments and development of radon gas educational campaigns

### PLACEMENT EXPERIENCE

- Program Assistant, Learning for a Sustainable Future: Developed social media marketing strategy for 2017–2018 year; conducted environmental education workshops for grades 3–5 students; helped plan youth forum event for 75 schools; facilitated outreach communications to establish partnerships and help meet annual fundraising goals; helped revise strategy and value statements; helped design new website materials



## Taylor Whitfield

*Bachelor of Arts, Global Studies*

### SPECIAL SKILLS & ACHIEVEMENTS

- Completed Bachelor of Arts in Global Studies with honours while simultaneously working as a border officer for the Canada Border Services Agency
- Proven self-starter and independent work ethic as business owner and entrepreneur
- Strong communication skills and cross cultural fluency developed through multiple volunteer and internship positions in international settings, as well as border officer experience
- Excellent written communication abilities developed through educational background and experience operating a content writing & editing business
- Global Studies Experience program at Wilfrid Laurier University consisting of a summer long international volunteer experience in Xi'an, China, and volunteer work with refugees in the local Waterloo community.
- Member of board of directors of Wilfrid Laurier's Global Studies Alumni Association as well as the editing board for the Journal of Sustainable Innovation

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Arts, Global Studies, Wilfrid Laurier University, Class of 2014

### RELEVANT EXPERIENCE

- International Volunteering: Experience working in various development environments around the

world. Participated in 4 separate development volunteer placements in Kenya, Ecuador, Costa Rica, and China. These experiences introduced both social and environmental development projects and provided a unique perspective on issues in different regions

- Border Services Officer, Canada Border Services Agency: at Canada's busiest international port of entry, Toronto Pearson Airport. Enforcing customs and immigration laws as a peace officer while interviewing hundreds of travellers every day also contributed greatly to an overall understanding of an increasingly globalized world
- Owner, Content Writing Business: two years of experience owning and operating a content writing business which enhanced entrepreneurial abilities and appreciation for the needed skills required to succeed in the business world

### PLACEMENT EXPERIENCE

- Research Intern in Thailand for Urban Climate Resilience in South East Asia (UCRSEA), a partnership program between Canadian and Southeast Asian universities supported by the International Development Research Centre and SSHRC. Conducted independent and original research on drought and water allocation in Khon Kaen City, Thailand through in-person interviews of government officials and city residents. Participated in the annual UCRSEA workshop in Battambang, Cambodia. Invited to present research at annual international conference in Fall 2017

## Martin Wong

*Bachelor of Engineering  
Mechanical Engineering (Co-Op)*



### **SPECIAL SKILLS & ACHIEVEMENTS**

- Fluent in spoken Cantonese Chinese
- Excellent communication and management skills gained through coordinating multiple projects at a Tier 1 automotive supplier
- Completed and obtained a certificate of GD&T training from Javelin Technologies
- Developed skills in CAD (AutoDesk and Creo Parametric) and Finite Element Analysis with ANSYS through being a research assistant developing electric motors
- Proficient skill with power tools (lathe, drill press, band saw, etc.) developed through prototyping and modifying designs
- Placed 5th overall in MCAA North American Competition (2016), which involved designing and purposing a LEED possible HVAC system
- Dedicated and creative individual who designed and implemented the first “Kipling Prank” to be a permanent instalment in a library at McMaster University
- Captain of an intramural volleyball team that won the division championship

### **EDUCATION**

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Engineering, Mechanical Engineering (Co-Op), McMaster University, Class of 2016

### **RELEVANT EXPERIENCE**

- Climate Change Specialist Intern at the Foundation for International Training: Reviewed and analyzed current and previous climate change

programs in a developing country context. Assisted in identify consultants with specialized expertise in the climate change sector

- Engineering Intern at ABC Group Inc: acted as a project coordinator working with and supporting multiple project and program managers. Led a program to production during its final stages as well as other projects (such as R&D, builds and shipments, and Q.C. testing). Trained a then-new technologist as well as the new engineering intern
- Research Assistant at the McMaster Automotive Resource Centre: was apart of a four-person team that developed a Switch Reluctance Motor. This entailed thermal, vibrational, and fluid flow analysis of the motor and various components involved. Gained precious research skills when challenged to learn the theories and fundamentals of an electric motor and simulation software

### **PLACEMENT EXPERIENCE**

- Economic Researcher, Autocase: Developed economic models that implements Triple Bottom Line Cost Benefit Analysis (TBL CBA) towards building projects. This involved monetizing the environmental, social, and financial impacts of different building attributes such as thermal comfort, renewable energy production, and day lighting, so decision makers and stakeholders can make a more informed decision. These models are then coded for use as an online application called Autocase, which is utilized for projects all over Canada and the United States. Martin also assisted in consultation projects, best practices development within the company, and UI design



## Morgan Wong

*Bachelor of Science (Hons.)*

*Earth & Environmental Sciences*

### SPECIAL SKILLS & ACHIEVEMENTS

- Comprehensive understanding of a wide range of environmental topics from academic studies in environmental science, geology, and ecology
- Strong leadership, teamwork, and organizational skills obtained from past work and volunteer experiences
- Able to effectively express ideas orally and in writing, demonstrated through public presentations and formal written reports
- Exceptional ability to think critically and problem solve
- Three time Dean's List recipient in the Earth & Environmental Science program at McMaster University
- Member of the Association of Professional Geoscientist in Ontario (APGO)
- High level of proficiency in Microsoft Office Suites and ArcGIS

### EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Science (Hons.), Earth & Environmental Sciences, McMaster University, Class of 2016

### RELEVANT EXPERIENCE

- Greenhouse Gas Inventory Assistant, University of Toronto: Compiled and assessed greenhouse emission data using Microsoft Excel to calculate total GHG emitted from the campus and produce an annual report highlighting emission results, trends,

and future recommendations. Consulted with federal government, other universities, and the local community to develop GHG reducing strategies

- Climate and Hydrology Thesis, McMaster University: Conducted a quantitative analysis on the effects of climate variability on the hydrology of 10 reclaimed oil sand sites and provided recommendations on how to improve seasonal water storage and minimize local droughts of reclaimed sites
- Project Assistant, Environment Hamilton: Oversaw two city-wide air monitoring projects which included recruiting and scheduling volunteers to collect air quality data on a weekly basis. Organized and uploaded air quality & GPS data from volunteers to a publicly accessible online database, resulting in increased public awareness and understanding of urban air quality
- Workshop Facilitator, MacEnvironmentors Club: Displayed leadership, creativity, and presentation skills in designing and facilitating several environmental science workshops to enhance the understanding of earth processes for elementary schools on the Hamilton-Wentworth District School Board

### PLACEMENT EXPERIENCE

- Environmental Project Assistant, Green Chair Recycling: Led and managed teams to successfully execute recycling operations at major festivals and events. Developed a comprehensive business plan and implementation guide to promote economic growth, community engagement, and public awareness across event operations



# Zhu Zhu

Bachelor of Commerce



## SPECIAL SKILLS & ACHIEVEMENTS

- 2012 University of Toronto Scholars Award
- Strong understanding of sustainability management topics such as DJSI Indices and GRI frameworks
- Professional and academic experience in statistics, financial analysis and accounting. Strong data analysis and able to conduct statistic hypothesis tests and regression models.
- Proficiency in Microsoft office (Excel, Word, PPT and Access)
- Native fluency in Mandarin

## EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2018
- Bachelor of Commerce, Rotman School of Commerce, University of Toronto, Class of 2016

## RELEVANT EXPERIENCE

- Risk Management Project: Analyzed market risk VaR, volatility and expected shortfall of raw data and effectively used EWMA (exponentially weighted moving average) and GARCH (generalized autoregressive conditional heteroscedasticity) models.
- Sustainability Report Analysis: Conducted research on sustainability reporting in the hotel industry and created a presentation and robust report. Mainly focused on evaluating stakeholder engagement methods, supply chain operations and sustainability reporting practices that synergistically contribute to hotels' outstanding performance in CSR

- University of Toronto Chinese Volunteer Association: Organized a charity show, which involved more than 400 people in 2016. Through excellent campaign management skills, she and her team successfully raised over \$3,000.
- Chinese Student and Scholars Association, U of T: Organized orientations to help new international students become familiar with the University of Toronto campus, displayed strong interpersonal skills and communication abilities and contributed to the multicultural awareness and knowledge
- Intern, Nan Ya (Suzhou) Group Co. Ltd: Analyzed fluctuations between budgeted vs. actual expenses and summarized findings in reports, showing great proficiency in both Microsoft Excel and business communication, which products the company should focus on, increasing annual profitability by 5%.

## PLACEMENT EXPERIENCE

- Intern, adidas Sourcing Limited (aSL) Zhu engaged with a variety of adidas' Asia suppliers regarding to their environmental performances in PRTR (Pollutant Release and Transfer Register) Program and ZDHC (Zero Discharge of Hazardous Chemicals (ZDCH) Program. Zhu estimated their annual discharges of typical hazardous and help them disclose environmental-related data on public platforms (e.g. IPE). Meanwhile, she tracked each factory's energy consumption status through auditing factories' consumptions on natural gas, coals, oil and other energy sources. Apart from auditing and analyzing existing performance, Zhu also supported factories that have environmental violations to improve their future performance



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