

MScSM

Master of Science in Sustainability Management UofT



STUDENT VIEWBOOK

Class of 2021 - Summer Placement

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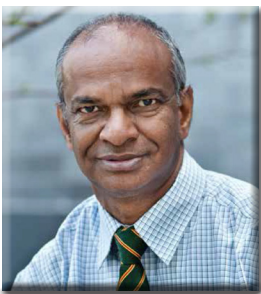
Message from Program Director

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 2021 is comprised of 38 students – 25 domestic and 13 international, from 9 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 2021 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 2021 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

- Scotiabank - Sustainable Business Intern
- Loblaw Companies Limited - Sustainability Intern
- Boston Consulting Group - Centre for Canada's Future Intern
- Mackenzie Investments - ESG Analyst Intern
- City of Mississauga, Environment Division - Waste Management Intern
- Ecosource - Peel Environmental Youth Alliance Coordinator
- Ecolibrium Strategies - Intern Research Associate
- RBC - Associate, Corporate Sustainability Group
- Delphi Group - Project Intern
- Food & Consumer Products of Canada - Sustainability Intern
- Parks Canada - National Ecological Restoration Student
- ClearBlue Markets - Carbon Market Analyst Intern
- Purolator - Corporate Strategy and Market Intelligence Intern
- WSP Canada Inc. - Co-Op Student
- Bayer CropScience - Sustainability Summer Associate
- City of Toronto - Tower and Revitalization Intern
- Environment and Climate Change Canada - Policy and Operations Analysis Intern
- Corporate Knights - Research 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 Printing House - Sustainability Intern
- CDP - Intern
- SiMPACT - SROI Impact Measurement Intern
- Skypower - Intern
- UNAC - Junior Professional Consultant
- 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.

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 2021 PROFILE

TOP DEGREES ALREADY HELD



Canada

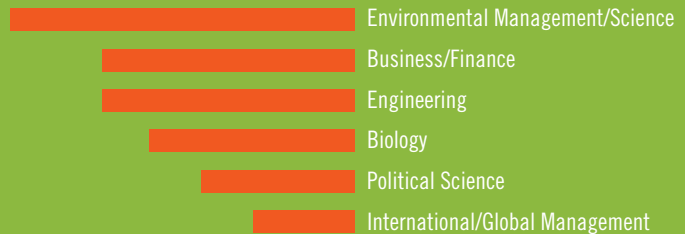
Bangladesh
China
India
Israel
Jamaica
Nigeria
Singapore
Syria
USA

STUDENT DEMOGRAPHIC

International: 14 students
Domestic: 25 students



TOP UNDERGRADUATE DEGREE MAJORS



TOP UNIVERSITIES REPRESENTED BY NUMBER OF STUDENTS



Anna University
McMaster University
Queen's University
University of British Columbia
University of Guelph
University of Toronto
University of Victoria
Western University

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

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Institute for Management & Innovation
UNIVERSITY OF TORONTO

MISSISSAUGA

Student Profiles



Sarafa Ahmed

*Bachelor of Business Administration
Concentration in Finance*



SPECIAL SKILLS & ACHIEVEMENTS

- Proficient in change management, process innovation, resource allocation analysis and planning.
- Expert in Enterprise Resource Planning software and advanced application of MS Excel.
- Trained facilitator of world class workshops focused on leadership development, team building and soft skills improvement.
- Critical problem solver, excellent communicator and an effective team player.
- Recognized as a Diversity Champion in Chevron Corp. for initiating innovative CSR program impacting business sustainability.
- Awarded Vice Chancellor and Dean's certification for academic excellence on multiple occasions, graduated with distinction.
- Led a champion team that won several business case competitions.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Business Administration, BRAC University, Class of 2013

RELEVANT EXPERIENCE

- HR Business Partner, Chevron: Coordinated with department heads to identify performance efficiency gaps and recommended process improvement initiatives aligned with multiyear business goal. Reduced the overall resource onboarding time by nearly 50% through applying 'Lean Sigma' methods in order to cope with

rigorous staffing requirement.

- Payroll Analyst, Chevron: Analyzed workforce cost patterns and presented long term forecasts to senior management. Ensured regulatory compliance by aligning global pay structures to national policies.
- HR Administrator, Chevron: Demonstrated environmental stewardship through introducing paperless approval process and reducing plastic water bottle usage by 47% across 3 gas plant locations.
- Volunteer Consultant, AlterYouth: Supported the founding members to design a user-friendly app targeted at collecting donations to fund primary education in rural Bangladesh.

PERSONAL INTERESTS

- Travelling across the world and meeting new people, learning new life skills, following various sporting and music events.



Meaghan Angell

Bachelors of Science (Hons.), Specialization in Biology

SPECIAL SKILLS & ACHIEVEMENTS

- Excellent communication skills with proficiency in writing and articulating science based findings and research
- Fluent in both English and French
- Proven leadership skills as well as event and program planning in both professional and volunteer positions
- Strong team player yet equally thrives when working independently
- Foresight and initiative in decision making with the ability to anticipate customer needs
- Easily adaptable and resourceful with the ability to remain calm and methodical in the face of uncertainty while developing solutions to unforeseen problems
- Acquired unparalleled multi-tasking and time management abilities as a result of working in high volume industries including customer service and hospitality
- Sincerely passionate about environmental and social justice issues based on personal interests as well as chosen elective courses
- Awarded Whistler Blackcomb I.C.E. (Inspiring Continued Excellence) Award for exceeding guest expectations and exemplifying the Whistler Blackcomb core values

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Science (Hons.) with a Specialization in Biology, University of Ottawa, Class of 2017

RELEVANT EXPERIENCE

- Head of Soccer, Cedar Lake Camp: Organized and ran soccer programs as well as other camp-wide programs for large groups of children. Lead soccer trips and other excursions outside of camp while providing immediate care for approximately 20 children.
- Customer Service and Sales Associate, Whistler Blackcomb: Addressed customer concerns and questions in regards to the Whistler Blackcomb ski resort. Marketed and sold ski lessons, lift tickets and various other packages while maintaining the Whistler Blackcomb code of conduct and ensuring customer satisfaction. Worked independently as a liaison for elementary schools and high schools who wished to organize ski trips at the resort.
- Volunteer, Le Nichoir Wild Bird Conservation Centre: Obtained vital knowledge about bird trauma and the effects of habitat degradation as well as the importance of environmental conservation. Participated in various programs in order to educate the local community on the ecological consequences of human action.
- International Student Representative, University of Western Australia: Organized and planned programs and events throughout the semester for the international students living in residence at the university.

PERSONAL INTERESTS

- Keen world explorer, avid crafter, snowboarder, soccer player, plant lover, floral designer

Raguram Bhaskar

*Bachelor of Arts in Political Science
Minor in Commerce*



SPECIAL SKILLS & ACHIEVEMENTS

- Highly personable with strong interpersonal and customer service skills; thrives in one-on-one or small group settings.
- Eager to learn; “Jack of all trades” type employee with an optimistic, “Can do”, attitude.
- Effective communication skills having engaged in public advocacy and community outreach.
- Works well both independently and in a team; able to forge meaningful relationships with teammates and clients.
- Thrives in culturally diverse environments.
- Trained in Advocacy and Implementation of the United Nation Sustainable Development Goals.
- Able translate complex text into easily readable material.
- Excellent writing and editing skills having written multiple research papers as a Political Science major.
- Achieved Best Engineer Unit and Best Active Company with Alpha Company during military service.
- Fluent in English and able to converse in Mandarin and Thai.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Arts in Political Science, Minor in Commerce, University of British Columbia, Class of 2018

RELEVANT EXPERIENCE

- Consultant and Supervisor – Babuucci Enterprises Inc: Engaged in public advocacy, community outreach, with a small not-for-profit organization. Directed and lead a packaging take back program to increase waste diversion from landfills. Performed multiple duties including marketing, training new hires, customer relationship management, and administrative tasks.
- Analytical Assistant – British Columbia Council for International Cooperation (BCCIC): Conducted research regarding waste management strategies employed by BC municipalities. Conducted interviews with municipal representatives to find ways to improve waste management operations. Assisted in drafting a youth opinion survey to find out the level of engagement the youth of BC have with the subject of climate change in and out of school.
- Campaign Volunteer – Maternal and Infant Health Canada (MIH-Can): Produced publicity materials to raise awareness for Sexual and Reproductive Health Awareness Day, including a video titled “Sexual and Reproductive Health and Climate Change”.

PERSONAL INTERESTS

- An avid multi-instrumentalist (guitar, bass, drums, Indian flute) with a deep passion for extreme music (i.e. death metal, grindcore).
- Travelling, yoga, soccer, and hiking.



Youssef Bouchi

Bachelor of Engineering, Mechanical Engineering

SPECIAL SKILLS & ACHIEVEMENTS

- Ability to use engineering methods—such as control systems and thermodynamics—to perceive the world in systems and interactions as inputs, outputs, and feedback loops to that system.
- Acquaintance with a variety of software ranging from Matlab to Autocad.
- Increased global outlook due to travel for studying and working in Sweden and Germany, respectively.
- Received Erasmus+ ICM funds while attending Lund University on exchange.
- Elected as Educational Ambassador for the Erasmus Student Network at Lund University, through which the organization and hosting of poetry and music performance events and educational excursions were made possible.
- Assisted in holding a workshop for members of the municipalities of the second biggest district in Lebanon, which aimed at peace making in light of sectarian divide.
- Published an article on L'Orient-Le Jour addressing women's rights in Lebanon.
- Versatility in adapting to work environments that include research, fieldwork, and open communication.
- Fluent in Arabic, English and French and possesses an elementary level in Armenian and German.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Engineering in Mechanical Engineering, American University of Beirut, Class of 2019

RELEVANT EXPERIENCE

- Mechanical Engineering Intern – Hourie Enterprises: Gained insight on the construction, placement, and optimization of HVAC and plumbing systems, assisted in shop drawings of HVAC and plumbing systems, and joined the site team in site coordination and reported regularly to the technical manager
- Research Assistant – TU Berlin: Acquired the working principles of surface-emitting lasers (VCSELs), comprehended derivation of single and multi-mode dynamic models, derived transfer function including photon-photon interaction, and coupled cavities and slow light in state-of-the-art VCSELs.

PERSONAL INTERESTS

- Appreciates writing, reading, meditation, playing the guitar, engaging in outdoor activity, and playing football.

Jacqueline Boyes

*Bachelor of Science (Honours, with Distinction)
Double Major in Biology and Environmental Sciences*



SPECIAL SKILLS & ACHIEVEMENTS

- A tenacious individual who is exceptionally dedicated, unwavering, and goal-focused
- Advanced organizational and time management skills – able to maintain these attributes when placed in high pressure environments
- Proficient in several areas of scientific study, including but not limited to: Advanced Ecology, Biology, Sustainable Infrastructure, Environmental Modelling, Environmental Science (Extensive), Conservation, and Biodiversity
- Immense appreciation for the global diversity of Earth's landscapes, through both observation and field research conducted while travelling. Extremely passionate about the preservation of the Earth and its environments
- Possesses exceptional communication and interpersonal skills. Exhibits advanced customer relationship skills
- An extremely capable and courteous group member, with strong leadership skills
- Possesses an extensive understanding of Ontario's environmental regulations and legislations

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021.
- Honours Bachelor of Science, Double Major: Biology and Environmental Sciences, McMaster University, Class of 2019

RELEVANT EXPERIENCE

- Teaching Assistant: Biology (Ecological), Biology (Cell), and Climatology for McMaster University. Assisted with course administration, marking tests/assignments, proctored midterm exam tests, and relayed course information to tutorial groups
- Took part in a collaborative field research trip to Iceland in 2018 – studied the diverse landscape of Iceland, examined geological activity, analyzed sediment cores, and observed sustainable infrastructure present on the island
- 4th Year Advanced Ecology Course at McMaster University – Worked collaboratively with a group of like-minded individuals to create a simulation of the city of Hamilton, ON as an ecologically progressive city. Through both the potential (theoretical) utilization of sustainable infrastructure, and the implementation of sustainable land use planning, this allowed for peers/professors to view what Hamilton may look like as an 'Eco-City'

PERSONAL INTERESTS

- Spending time in nature – travelling, spending time at the cottage, or taking a walk. Avid student athlete and ice hockey player. Loves cooking, baking, and spending time with close friends and family.



Sarah Ceci

Bachelor of Commerce (with High Distinction), Specialization in Accounting, Major in Economics, & Minor in Environmental Science

SPECIAL SKILLS & ACHIEVEMENTS

- Dean's List Scholar for the 2017–2018 and 2018–2019 academic years at the University of Toronto Mississauga.
- Strong communication skills developed through years of communicating financial information to clients.
- Well versed in sustainability and environmental issues.
- Proficient in MS Word, Excel, and PowerPoint.
- Detail oriented while also being mindful of how those details fit into the big picture.
- Strong teamwork skills developed through many group collaborations throughout academic career.
- Excellent ability to prioritize tasks to meet strict deadlines.
- Significant knowledge and experience in accounting, specifically external audit, tax, and corporate financing.
- Passionate about educating others on sustainable and environmentally friendly lifestyle practices.
- Equipped with a perpetual positive attitude capable of inspiring positivity in others.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Commerce, Specialization in Accounting (Commerce and Finance) with a Major in Economics and a Minor in Environmental Science, University of Toronto Mississauga, Class of 2019

- Business Administration Accounting Advanced Diploma, Humber Institute of Technology and Advanced Learning, Class of 2014

RELEVANT EXPERIENCE

- Staff Accountant, Gill & Co. Chartered Accountants: Obtained over 6 years of experience in financial statement audits, personal and corporate taxes, bookkeeping, tax planning, preparing business plans, and arranging corporate financing.
- Invasive Species Volunteer Steward, Credit Valley Conservation: Responsible for monitoring and managing a specified area of Rattray Marsh for invasive plant species.
- Volunteer Note Taker, University of Toronto Mississauga: Displayed excellent organization and time-management skills through diligent note taking during lectures and prompt upload of notes to the online database.
- Project Team Member, Field Methods in Physical Geography Class Project: Conducted a study along with 4 group members at Haliburton Forest collecting data, analyzing the findings and composing a research paper on comparing soil respiration of deciduous, coniferous, and clear-cut stands.

PERSONAL INTERESTS

- Camping, kayaking, hiking, gardening, yoga, transforming trash into treasure, vegetarian cooking, and being kind.

Diana Dai

Bachelor of Arts (Hons.)

Double Major in Environmental Management and Art and Art History



SPECIAL SKILLS & ACHIEVEMENTS

- Interpersonal Skills: Attention to detail, problem-solving, strong negotiation and sales skills
- Digital Media: Events management, writing skills, public engagement, content creation, social media management on Instagram and Facebook, and strong creativity.
- Leadership Skills: Public speaking, presentation, teamwork, strategic thinking, management, interpersonal communication, persuasion and influence, organization and coordination.
- Bilingual: Mandarin, English
- Creative skills: Illustration, graphic design, video editing, architectural photography, Microsoft

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Honours Bachelor of Arts, Double Major in Environmental Management and Art and Art History, University of Toronto, Class of 2019
- Income Exchange College of Art, University of Glasgow, Scotland, 2016 - 2017
- Studio Art, Specialized in Photography and Drawing, Sheridan College, Oakville, 2014-2018

RELEVANT EXPERIENCE

- Zero Waste UTM, Co-founder and President: Created successful social media content and multiple marketing campaigns. Integrated Zero Waste element to reoccurring Farmer's Market. Organized discussions with UofT professors, Non-Government Organizations, and relative Toronto

entrepreneurs. Coordinated collaborations with University of Toronto Student Union, Mental Health Round Table, Creatives for Change and UofT Try New Things. Directed Zero Waste UTM's creation of the website and multiple social media platforms.

- Apathy is Boring, RISE, City Youth Ambassador: Created and illustrate ideas for developing the final project; Conducted research on Environmental Racism and Injustice, to raise awareness as the goal for the program; Outreach and networking with other initiatives in Toronto.
- Practicum in Environmental Project Management: Conducted research on waste diversion rates at the student center on campus; Presented the strategy options the university can use for future improvement
- Environmental Law and Policy Paper: Conducted research on Ontario's law and policy as a group; Presented our report in a group and proposed potential policies that can be used in Ontario to eliminate single-use plastics

PERSONAL INTERESTS

- Yoga, dancing, meditation, spiritual practices, herbology. Traveling, outdoors, hiking, backpacking, gym
- Reading, drawing, listening to music
- Interior design, zero-waste lifestyle, minimalism, DIY home decor, taking care of plants



Marin Davidson

Bachelor of Commerce, International Business Specialization

SPECIAL SKILLS & ACHIEVEMENTS

- Cross-cultural awareness acquired through seven years of experience working across business sectors and international borders
- Commitment and passion to solving environmental, social and economic challenges demonstrated through community leadership
- Teamwork skills demonstrated through accomplishments as a student athlete for the University of Victoria's Women's Field Hockey team
- Proven ability to take initiative with minimal supervision as demonstrated by creating extensive training guides to help transition future employees and volunteers
- Detail oriented and organized with experience managing public events as a volunteer Events Director and Recycling Manager for Surfrider Foundation
- Unwavering positive attitude with an energetic approach to advancing sustainability initiatives to improve organizational success and environmental impact.
- Awarded MScSM Program Entrance Scholarship for high academic standing

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Commerce – International Business, University of Victoria, Class of 2017

RELEVANT EXPERIENCE

- Human Resources Coordinator, Dueck Auto Group: led the development and implementation of an HR Department for a 400 employee company, streamlining processes to increase both customer and employee satisfaction.
- Membership Management Associate, The Canadian Chamber of Commerce in Hong Kong: Working in the Asia Pacific region managing membership relations through administrative and strategic tasks.
- Student, Copenhagen Business School: Completed a semester in Denmark studying business and sustainability from a Scandinavian perspective.
- Board Member, University of Victoria Sustainability Project: Involved in communications and outreach for a student-led group encouraging a more sustainable campus.
- Events Director & Recycling Manager (Volunteer), Surfrider Foundation Vancouver: Managed a team to organize monthly cleanups and educational events while collaborating with partners and sponsors to provide prizes, food and beverages for the public. Researched and redesigned the recycling process and marine debris data collection categories.

PERSONAL INTERESTS

- Outdoor activities including field hockey, surfing, running, hiking, tennis, soccer, basketball, wakeboarding, skiing, camping, travelling, gardening, photography.

Nicole Di Lecce

Bachelor of Arts (Hons.), Environmental Management and Political Science



SPECIAL SKILLS & ACHIEVEMENTS

- Experienced leader in organizing and facilitating stakeholder engagement events, focus groups and community outreach events
- Extensive knowledge of Canadian environmental politics, Corporate Social Responsibility, and Environmental Impact Assessment
- Self-motivated with the ability to work independently and in group settings
- Ability to problem solve and use critical analysis skills to rectify issues efficiently and to a high degree of effectiveness
- Actively pursues additional education outside the classroom through workshops, online research communities and certification programs
- Strong verbal and written communication demonstrated through research presentations, academic literature reviews, and report writing
- Eager to take on new tasks outside of areas of expertise to gain new knowledge on the specified area

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Honours Bachelor of Arts, Environmental Management and Political Science, University of Toronto, Class of 2018

RELEVANT EXPERIENCE

- Research Assistant – Understanding Corporate Motivations for Environmental Action, Department of Geography, University of Toronto:

- Analyzed motivations for Construction, Energy and Hospitality industries in Canada and the UK to adopt environmental frameworks.
- Research Opportunity Program Student – Global Migration and Health, Department of Geography, University of Toronto: Researched and identified causes for healthcare barriers faced by immigrants and refugees in Canada.
- Research Opportunity Program Student – Cities and Climate Change Policy and Politics, Department of Political Science, University of Toronto: Researched transportation politics in the GTA and internationally to identify the political process in which transportation systems are designed, approved and operate.
- Intern, Policy Planning and Environmental Sustainability – City of Vaughan: Assisted in the editing and revision of the City of Vaughan’s sustainability plan, and facilitated stakeholder and public engagement events.
- EPt (Environmental Professional in-training) – ECO Canada: Currently holds an EPt designation in Sustainability, Policy and Legislation and working towards full EP (Environmental Professional) Designation.

PERSONAL INTERESTS

- Kayaking, swimming, hiking, attending food festivals, musical theatre and live music



Nelsen Elsholtz
Bachelor of Management

SPECIAL SKILLS & ACHIEVEMENTS

- Managed the content marketing campaign for a startup company, successfully increasing social media following, brand awareness, and sales
- Ability to identify and connect with different personality types in order to form strong partnerships and client relations
- Leadership skills through team management and student mentorship experience
- Strong ability to work independently and on a team, and take initiative on new tasks
- Excellent writing skills, with experience in article and blog writing
- Experience in customer relationship management, project management, SEO, data analysis and business development
- Understanding and appreciation of different cultures through peer mentorship, as well as volunteer and travel experiences
- Successfully completed an online SEO Specialization course through UC Davis, concluding with a web and marketing strategy audit for a client company
- VP Public Relations, Toronto Visionary Toastmasters Club, managed marketing campaign, facilitated meetings, and successfully completed the Pathways Program

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Management (Marketing Communications and International Business) UBC Okanagan, Class of 2017

RELEVANT EXPERIENCE

- Content Marketing Manager – JustVertical, Toronto: Started in marketing internship role and expanded scope of responsibilities to include SEO Analysis, Web Development and Strategic Partnerships, while successfully growing the company’s social following and helping to increase sales
- Youth Mentor & Team Lead – Co-ops in Schools Program, BC Co-operative Association, and UBC Okanagan: Led a UBC student volunteer team, mentoring high school students in a cooperative enterprise project based on the “People, Planet, Profit” model, in collaboration with a local cooperative business
- Economic and Cultural Development Volunteer, Worldwide Friends, Reykjavik, Iceland: Studied the environmental and economic challenges of various communities in Iceland, assisted locals in an environmental restoration project
- Student Peer Mentor – UBC Okanagan Campus Life: Liaison and mentor to 70 international students, meeting one on one for academic and professional support, as well as planning and facilitating school events with the goal of promoting community health and wellness

PERSONAL INTERESTS

- Art in all forms: visual arts, songwriting and singing, guitar, Grade 8 RCM piano graduate
- Reading and watching documentaries
- Fitness: team sports, hiking, weightlifting, running and martial arts
- Travelling and learning from new cultures

Rebecca Francolini

*Bachelor of Bio Resource Management (Hons.),
Major in Environmental Management*



SPECIAL SKILLS & ACHIEVEMENTS

- Excellent time management, organizational, and communication skills refined through work experience for organizations such as Ontario's Ministry of Agriculture, Food, and Rural Affairs and the Canadian Food Inspection Agency, academic course work, and extensive co-curricular activities throughout High School and University
- Volunteer experience as a Student Note Taker for the University of Guelph's Student Accessibility Services, where lecture notes were provided within 24-hours of the given class
- Knowledgeable in R software, Microsoft Office, and ArcGIS programs
- Confident in working in a group setting and independently to overcome challenges and complete tasks
- Leadership and Interpersonal skills enhanced through taking part in an International Exchange Program to England in 2008, and The Global Youth Leadership Conference in Europe in 2012
- Conversational in English and French

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Honours Bachelor of Bio Resource Management, Major in Environmental Management, University of Guelph, Class of 2019

RELEVANT EXPERIENCE

- Forestry and Horticulture Survey Student with the Canadian Food Inspection Agency: Assisted Senior Inspectors within the Plant Protection

Division in conducting and organizing nursery and forest plants surveys for invasive, alien, and/or harmful plant pests and diseases. This position included both field and laboratory work.

- Research Assistant with the Ontario Ministry of Agriculture, Food, and Rural Affairs: jointly conducted research through OMAFRA with the University of Guelph to investigate the Effect of Photoperiod Response Genes on Environmental Adaptation of Winter Wheat in Ontario. This involved interactions with many industry stakeholders, and the presentation of new findings through oral communication, writing, participating in workshops, and more.
- Student Caller, University of Guelph: Accepting donations, and communicating current and future events with Alumni, Parents, and current Students on behalf of the University of Guelph.

PERSONAL INTERESTS

- Travelling, fitness, horseback riding, outdoor activities
- Passionate about Climate Change and the impacts it could have on day to day living, rural development, and agriculture



Mariana Garcia Ruiz G.

*Bachelor of Science,
Environmental Science, Water Environment & Ecosystems*

SPECIAL SKILLS & ACHIEVEMENTS

- Good understanding of scientific research principles and concepts developed through academic projects.
- Multilingual: Fluent in Spanish, French, English and Portuguese
- Strong leadership, teamwork skills and strong social awareness demonstrated through local and international engagement in different community projects with different values, languages, and cultures.
- Involvement with family owned and operated restaurants, which provided experience in business management, administration and enhanced multitasking skills through engagement with multiple business projects.
- Computer skills acquired from academic and work experiences such as Microsoft Office (Word, Excel, PowerPoint, Outlook), R Studio, Geographical Information Systems (ArcGIS), and Odoo for business management.
- Able to confront and solve complex problems by analyzing the results obtained and searching for creative solutions.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Agricultural & Environmental Sciences, Major in Environmental Science with a concentration in Water Environments and Ecosystems, McGill University, Class of 2018

RELEVANT EXPERIENCE

- Environmental manager, administrator and manager at Restaurant Arriba Burrito Inc. Development of environmental strategic plan to promote sustainable practices. In charge of the business paperwork, managing and training employees.
- Project organizer at Apathy is Boring to promote reusable coffee mugs. Part of outreach committee in charge of contacting influencers for the project's event Beat the Cup and setting up a system to involve the least engaged community in Montreal.
- Scientific research work at McGill University's Gault Nature Reserve to analyze the effect of a macrophyte invasive species on fish diversity and abundance on Hertel Lake at Mont Saint-Hilaire.
- Volunteered at AIESEC in Morocco to raise awareness about environmental issues in the city of Fez. In charge of leading and creating community-based projects and engage the youth into climate action in 6 weeks. Activities included the creation of a vertical gardens in a high school with the participation of over 50 young Moroccans, cleaning up the streets, assisting to climate conferences, and organizing youth visits to the city's water treatment plant.

PERSONAL INTERESTS

- Martial Arts, gymnastics, languages, painting, travelling, volunteering, acting, rowing, salsa dancer, and guitar player.

Shefaly Gunjal

Bachelor of Arts (Hons.), Environmental Management Specialist



SPECIAL SKILLS & ACHIEVEMENTS

- Collaborated on multiple academic group projects including a 55–page report and presentation on “Policy Measures to Address GTA Road Congestion.”
- Drafted and edited multiple publications for research projects, summarized and condensed peer-reviewed articles into annotated bibliographies and extensive literature reviews.
- Transcribed and created educational modules.
- Guided a thirty-minute seminar for Geographies of Human Rights on the Refugee and Housing Crisis in Toronto to approximately 15 upper year students at the University of Toronto.
- Proficient in MS Office applications, Adobe Photoshop, R, and ArcGIS.
- Intermediate in Italian and French.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Arts (Hons.), Environmental Management Specialist, Class of 2019

RELEVANT EXPERIENCE

- Undergraduate Researcher, Center of Urban Environments (CUE): Conducted statistical analysis of survey data and drafted published manuscript exploring preferences of yard characteristics in relation to residential Green Infrastructure in Toronto, Philadelphia, and Malmo.

- Research Opportunity Program, University of Toronto: Conducted an extensive review of the literature resulting in an annotated bibliography of over 70 peer reviewed articles on “Diverse cities, Diverse Green Spaces: Perceptions, Preferences, and Use of Urban Green Space.”
- Research Assistant, United Nations (UN) Consultant: Assisted in literature search, section writing and editing/formatting publications for 4 e-learning courses on “Agricultural Risk Assessment and Management for Food Security in Developing Countries” for the International Fund for Agricultural Development (IFAD), and Food and Agricultural Organization (FAO).
- Research Assistant, UN Consultant: Edited, researched, and assisted in writing for “A Framework to Assess Contributions of Raw Materials, Horticulture and Tropical Products to Food Security with a Special Focus on Smallholders in Developing Countries,” prepared for FAO resulting in a 28–page annotated bibliography and 55–page report.

PERSONAL INTERESTS

- Lifting at the gym, exploring new places, writing poetry, creating art and reading books.



Syeda Fatima Hasan

*Bachelor of Arts (Hons.), Digital Enterprise Management
Minor in Professional Writing and Communications*

SPECIAL SKILLS & ACHIEVEMENTS

- Strong leadership and teamwork skills developed by serving as an associate for the Digital Enterprise Management Association and the Institute of Communication, Culture, Information, and Technology Council which entailed working with other members to plan and conduct various events.
- Robust written, oral, and interpersonal skills, ability to work well under pressure, and strong cross-cultural awareness.
- Proficient in CSS, HTML, MS suite, Adobe suite, WordPress, Mailchimp, Hootsuite, bootstrap and conducting SEO and SMO.
- Knowledge of creating website layouts according to User Experience criteria and the guidelines provided under the Accessibility for Ontarians with Disabilities Act (AODA).
- Ability to analyze financial documents, write-up financial reports and articles and convert detailed information into data visualizations such as infographics.
- Multilingual – Fluent in English and Urdu with basic knowledge of French, Arabic, and Persian.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Honors Bachelor of Arts, Specialist in Digital Enterprise Management with Minor in Professional Writing and Communications, University of Toronto, Class of 2019
- Certificate in Digital Communications, Sheridan College, Class of 2019

RELEVANT EXPERIENCE

- Marketing and Communications Intern – Arcadis, Dubai: Maintained company intranet by updating and/or removing outdated information and writing articles. Designed social media content for the annual ‘Global Shapers’ campaign.
- Editorial Intern – The Gal’s Got Game, Toronto: Responsible for website design and content creation. Increased engagement through social media channels and published daily newsletters.
- Staff Writer – The Medium, UTM: wrote articles relating to events and issues, both on-campus and off-campus.
- Thesis – CCT401, UTM: Researched the effects of airport security procedures on passenger satisfaction. Emphasized the need to shift to AI in order to promote ‘smart’, rather than routinized security processes in order to promote efficiency.
- Writer – The Muslim Voice, UTSG: Responsible for writing thematic content such as articles, literary analyses, narratives, monologues, and poetry for both print and online formats.

PERSONAL INTERESTS

- Interested in reading, writing, cooking, Archery, Cricket, and creating art forms such as sketching and painting. Likes to come up with imaginary scenarios to make life a bit more interesting.

Nigel Holgate

*Bachelor of Science in Environmental Sciences
Major in Natural Resource Management*



SPECIAL SKILLS & ACHIEVEMENTS

- Excellent leadership, management, sales, communication and coaching skills
- Developed strategic outreach initiatives and drove environmental policy change in the City of Toronto through policy advocacy
- Founded and ran a youth-focused financial literacy organization, developed curriculums and activities, wrote grants to secure program funding
- Broad interdisciplinary knowledge, ability to integrate and apply knowledge from various fields in order to achieve outcomes
- Excellent ability to work independently or collaborate in a team environment
- Strong knowledge of the provincial regulatory framework in Ontario with respect to the environment, enforced legislation including the Environmental Protection Act and Toxics Reduction Act, among others
- Significant analytical abilities, proficient in word processing, data collection and research.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Certificate in Environmental Conservation, University of Guelph, 2016
- Bachelor of Science (Honours) in Environmental Science, University of Guelph, Class of 2014

RELEVANT EXPERIENCE

- Field Manager – Toronto Environmental Alliance: Managed and led a team of fundraisers, and personally raised 40% over set fundraising standard. Drove positive environmental policy change in the city of Toronto. Guided development of the canvass outreach program.
- Environmental Officer / Program Analyst – Ontario Ministry of the Environment, Conservation and Parks: Interpreted legislation including the Environmental Protection Act in order to facilitate industrial, commercial and institutional compliance with waste management regulations. Provided back end support for compliance programs including end-of-life vehicle disposal, toxics abatement and vehicle enforcement.
- President – RISE Wealth Collective : identified the need for financial literacy education in underprivileged youth in Scarborough. Self-educated on financial topics, created and hosted a series of educational seminars, and to date have put on 25 seminars educating 100 participants in total. Wrote grants in order to secure program funding.

PERSONAL INTERESTS

- Hiking, camping, football, basketball, rugby, working out, yoga, reading, video games, cooking, performance arts



Avi (Aviatar) Inbar

*Bachelor of Commerce, Global Management
Undeclared Minor in Entrepreneurship*

SPECIAL SKILLS & ACHIEVEMENTS

- Highly committed to the world of sustainability and social impact as demonstrated in recent professional and volunteer experience, and professional development studies
- Leadership & Team Management – 7 years of experience managing teams ranging from 2 to 35 people, building and leading effective teams, while seeking to bring out individual's potential
- Extensive experience in managing change with scarce resources
- Extensive client-facing experience and skills, both externally with clients and partners and internally with employees
- Experienced leader in project management
- A team player who can also excel individually
- Graduated B.Comm with Honours (Ryerson's academic distinction), 3 times Dean's List member and a Ryerson Student Scholar

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Certificate in Social Impact Strategy, University of Pennsylvania, Class of 2018
- Bachelor of Commerce, Global Management, undeclared Minor in Entrepreneurship, Ryerson University, Class of 2014

RELEVANT EXPERIENCE

- GreenSaver – not-for-profit energy efficiency organization, CDM Senior Account Executive. Led the administration of CDM portfolios of

GreenSaver's LDC (Local Distribution Company) clients with a focus on client support, program compliance and strict monitoring of program budgets and targets

- Valerie Maltais Toronto City Council campaign – candidate for city council in Ward 19, Fundraising Manager. Was Responsible for developing fundraising strategies, and overseeing all fundraising activity for the campaign.
- Better My Business – Business Design for Success in the 21st Century Workshop Series, Volunteer Staff. a workshop series designed to support businesses aiming at becoming B Corp certified.
- EL-AL Israeli Airlines – Security Department, Deputy Chief of Security. Was responsible for the supervision, recruiting, training, scheduling and ongoing qualification of 30+ security staff.

PERSONAL INTERESTS

- Sporting activities, with a keen interest in basketball, baseball, soccer and other team sports.

Gloria Ko

Bachelor of Science

Geography and Environmental Sciences with Minor in Sustainability



SPECIAL SKILLS & ACHIEVEMENTS

- Received Academic Award of Excellence Scholarship from the OKBA (Ontario Korean Businessmen's Association) and student representative of gratitude speech
- Awarded Ontario Service Award for volunteering for 5 years at St. Peter's Hospital
- Meticulous with quantitative details during research-based internship
- Collaborated with environmental, financial and landscape design organizations
- Strong leadership skills in non-profit organizations
- Forward planner in achieving future goals, and not easily complacent

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Science (Hons) in Geography and Environmental Sciences with Minor in Sustainability, McMaster University, Class of 2019

RELEVANT EXPERIENCE

- Eco-Campaign Coordinator at OPIRG: Researched and suggested plastic packaging alternatives at grocery stores
- Undergraduate Thesis: Depave Paradise Program: An Effective Low Impact Development Stormwater Management Program in Hamilton Ontario, McMaster University. Applied an environmental assessment, researched societal, economic and environmental benefits of using nature-based solutions to absorb stormwater runoff for potential stormwater credit systems

- Student Ambassador and Event Coordinator of McMaster Academic Sustainability Programs Office: Promoted the Interdisciplinary Minor in Sustainability. Coordinated a networking event with senior manager at McMaster Academic Sustainability Programs Office to connect individuals in the "Green" industry with students, and increased enrollment of sustainability courses by 74% with over 500 student engagement in 5 months
- UNU-INWEH (United Nations University – Institute for Water, Environment and Health) MUST (McMaster University Student Traineeship) Programme Completion: Contributor to Report Series of Bibliometrics of Water Research: A Global Snapshot
- President for McMaster Global Environmental Brigades: Recruit and educate executive team in fundraising for service trip in Honduras with a key focus on waste management and increasing access to fresh water resources and electricity
- Executive Member, FarmStand: Showcase community partners, and raise awareness on the importance of local sustainable food systems
- Member, Clean Air Hamilton: Presented a greenhouse gas reduction plan

PERSONAL INTERESTS

- Fitness enthusiast in strength training, running and nutrition, visual arts such as sketching, and creating handmade cards, avid reader in mystery, leadership and life guidance books, and playing piano



Sabarri Kumaravel

Bachelor of Technology in Chemical Engineering

SPECIAL SKILLS & ACHIEVEMENTS

- Chosen as one of the schools representative to attend an International leadership development program held in Tanzania, 2014.
- Confident, hardworking and organized with prior experience in handling organizational tasks; acquired from school organizations such as the student body council and student led businesses.
- Easy to communicate to and mingle with in groups, with ability to independently complete tasks assigned to.
- Participated in numerous local and international MUN conferences which developed a sense of global awareness for sustainable, economic and political issues.
- Driven to create a cleaner and greener earth, initiated through a greenhouse initiative and various beach clean-up projects in school.
- Calculated Risk taker, critical thinker with a strong determination in completing the given task.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Technology in Chemical Engineering, Sri Venkateswara College of Engineering (Anna University), Class of 2019
- International Baccalaureate Diploma, Regents International School Pattaya, Class of 2015

RELEVANT EXPERIENCE

- Participated in an International Cricket tournament and Skiing activity during school. Both improving collaboration skills and

perseverance.

- Presented papers on “harvesting electricity through sound energy” and “microbial degradation of plastics” during under graduate degree.
- Assigned to handle a group of 8 people for an International ICE conference, involving encouraging the team members to communicate within the group, leading the group and assisting in drafting and finalizing team finalized ideas.
- Member of student run business, “GoldFish PLC”. Developing business ethics and decorum.

PERSONAL INTERESTS

- Avid fan of traveling, exploring and understanding different cultures and traditions; with a personal goal of visiting all places on earth before the end. Fitness enthusiast with a love for all sports, badminton and weight training in particular. Loves listening to songs of all genres and playing the guitar.

Alex Loparto

Bachelor of Business Administration



SPECIAL SKILLS & ACHIEVEMENTS

- Ability to bring a new perspective to business via an environmental and social sustainability lens
- Natural inclination to pinpoint the source of issues, bring forth solutions and implement such resolutions in an efficient manor
- Thrive from working in both team and independent environments
- Proficient in using Morningstar, Factset and Bloomberg for financial analysis
- Bloomberg certified, RI Life Producer License
- Founded and served as president of Smithfield's Rotaract Club
- Received an award from the City of Warwick as the team leader of the RIMO Project
- Scholar at the SRI and SIF Conferences

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Business Administration, Concentration in Finance with Minor in Economics, Bryant University, Class of 2019

RELEVANT EXPERIENCE

- Investment Strategist and Marketing Manager, Bucknum, Masseur and Associates (BMA): Updated BMA's security selection process utilizing excel and Morninstar to create an algorithm to evaluate securities, introduced and implemented the idea of a negative ESG and Controversy screen to provide an additional layer of risk aversion and aided in rebranding the company to foster a more client-friendly atmosphere.

- Founder and President of the Financial Inclusion and Rotaract Club (FIRA), Smithfield, RI: FIRA focuses on utilizing finance as a tool for value creation within communities while assisting in global and local service projects—the global project is based from the Rotary Action Group for Microfinance and Community Development focusing on aiding those with entrepreneurial ideas that are denied loans from traditional institutions due to their financial positions and we hold financial literacy seminars for K-12 students around Rhode Island as our local service project
- Team leader of the Rhode Island Military Organization (RIMO) Project: Led a team of five in efforts to construct a Standard Operating Procedures Booklet for all volunteer positions, increase RIMO's sponsorship, organize various events and increase online presence

PERSONAL INTERESTS

- Highly involved in Rotary international and competitive figure skating



Joanne Lau

*Bachelor of Arts (Hons.),
Environmental Studies and Political Science*

SPECIAL SKILLS & ACHIEVEMENTS

- Excellent verbal and written communication skills developed through experiences as a customer service representative and professional networking business events.
- Ability to work both independently under minimal supervision and collaboratively in group settings
- Exceptional organizational and time management skills demonstrated through successful prioritization of a full course load, part-time position and athletic training
- Experience working with various online tools and database programs, including: Energy Star's Portfolio Manager, Asana, and Weblink.
- Proficient in Microsoft Office (Word, Excel, PowerPoint, Publisher) and G Suite (Docs, Sheets, Slides).
- Passionate about empowering youth and educating others about environmental and social justice issues
- Student-athlete on New Dragons Dragon Boat team; 2019 National Club University and U24 Division Champions.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Arts (Hons.), Environmental Studies and Political Science, University of Toronto, Class of 2019

RELEVANT EXPERIENCE

- Business Development Assistant, ClimateWise

Business Network (A Windfall Ecology Centre Project): Inputted and analyzed member energy and water usage data into Energy Star's Portfolio Manager. Attended member meetings to discuss action planning items and strategies to decrease future greenhouse gas emissions. Updated PowerPoint marketing materials for member onboarding meetings and designed an Energy Benchmarking Report template for the organization.

- Climate Change Innovation Business Analyst, CMC Research Institutes (CMCRI): Researched best practices used by Top Canadian and Global Banks that discussed and acknowledged financial risks associated with climate change. Conducted research on Canadian incubators and accelerators with a demonstrated interest in working to develop Carbon Capture, Use and Storage technology.
- Senior Undergraduate Student Research Project, School of the Environment, University of Toronto: "Pre-Occupancy Evaluation (PREOE) of the Physical Geography Building". Conducted a literature review on net-zero carbon, sustainability, and well-being. Interviewed building occupants using a standardized Building Use Studies (BUS) survey to gather data on current well-being and comfort in the building. Analyzed primary data to draw conclusions and develop recommendations for future net-zero building renovations.

PERSONAL INTERESTS

- Fitness, reading, volunteering, paddling, baking, and travelling to visit family and friends abroad.

Roshni Mohan

Bachelor of Technology, Chemical Engineering



SPECIAL SKILLS & ACHIEVEMENTS

- Strong leadership skills as captain of college basketball team - exhibited strategic thinking and ability to work under pressure. Won the Anna University women's rolling trophy for the first time in college history.
- Excellent mentorship skills showcased by guiding a team of three while working in Freshworks Inc.
- Critical thinking, time management and creative problem-solving skills exhibited at Freshworks. "Customer Wow Champion" award for achieving the maximum number of positive surveys.
- Flair for public speaking: Winner of "Anna University Debate Championship: Nationals"
- Compassionate about the environment and sustainability: participant of beach clean-ups and turtle walks volunteering for "The Orange Leaf." Book reading campaigns organized for underprivileged children in India.
- Represented developing nations at "Model United Nations" in the economic and social council.
- Experience with ticketing systems and tools like Freshdesk, Zendesk, Salesforce, & Zapier.
- Several papers presented including an international publication titled, "Influence of Substrate Concentration, Nutrients and Temperature on the Biodegradation of Toluene in a Differential Biofilter Reactor" in the Springer journal.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Technology, Chemical Engineering, Anna University, Class of 2016

RELEVANT EXPERIENCE

- Product Specialist and Mentor, Freshworks, India: Technical account manager for enterprise clients across the USA, UK, Middle East as well as Australia. Responsible for the members' performance, analyzing their metrics and constantly engaging them in tasks that would contribute to their growth in the team.
- Author, Technical forum called "The Spotlight": Published articles on newly released product features - it was structured in a way to enlighten the readers without using jargons.
- Onsite Implementation Manager for clients in the UK, specifically London and Southampton. Independently implemented the product (Freshdesk) for enterprise accounts, product training conducted for 100 folks across various corporate organizations
- Intern, Seagrass Technologies Pvt Ltd: Research assistance, extraction of algae, studying the culture in various environments and conditions. Organizing and data analysis.
- VP, student sector, recruitments for AIESEC: Responsible for recruiting members for various teams during the year, 2014.
- Volunteer, Arappor Organisation: Creating awareness on solid waste management in Chennai

PERSONAL INTERESTS

- Adventure sports, traveling, CrossFit, wildlife conservation, reading, blogging, event planning, playing basketball.



Ruseh Oghenekaro
Master of Science in Energy

SPECIAL SKILLS & ACHIEVEMENTS

- Strong analytical skills developed from carrying out technical and financial appraisals of Renewable Energy investment opportunities.
- Strong communication and interpersonal skills developed through role as Project Officer/ Relationship Manager managing both internal and external customers.
- Effective leadership skills developed through supervision of team members and Interns.
- Ability to work effectively as an individual and as part of both lean and sufficient teams.
- Self-starter and result-oriented in pursuing goals impacting on career growth and personal development.
- Certified ISO 27001 Lead Implementer: part of a pioneering team responsible for the implementation of the Information Security Management System.
- Certified ISO 9001:2015 Internal Auditor: part of the internal audit team conducting mock audits to ensure compliance with standards of the Quality Management System.
- Selected as Nominee Director representing Bank of Industry Limited on the Board of a start-up Renewable Energy Company it invested in.
- Distinction in Master of Science in Energy.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Master of Science in Energy, Heriot-Watt University, Class of 2010

- Bachelor of Science (Hons) in Industrial Chemistry, University of Benin, Class of 2005

RELEVANT EXPERIENCE

- Project Officer, Renewable Energy Group, Bank of Industry Limited (BOI): worked as part of the team that developed business models tailored for the acquisition of Solar Energy Solutions for rural communities, and for Commerce & Industry.
- Project Officer/Relationship Manager, BOI: worked closely with the financial sector and Project Developers to promote modern rural and commercial Renewable Energy financing for SMEs and Large Enterprises.
- Technical Officer, BOI/UNDP Access to Renewable Energy Project: acted as the focal point for coordination between Project Developers, Technical Experts & Contractors.
- Volunteer Work, Secretary, Prison Welfare: bi-monthly visits to the local prison as part of a team offering spiritual, financial and legal aid/counsel to inmates.
- Masters Dissertation on Wind Resource Assessment in Riccarton, Edinburgh, using the Measure, Predict and Correlate methodology, aimed at assessing the wind resource for viability of wind energy development in the city.

PERSONAL INTERESTS

- Acting and watching stage plays, indoor games, karaoke and dancing.

Jenny Phan

Bachelor of Science, Honors Specialization in Biology



SPECIAL SKILLS & ACHIEVEMENTS

- Effective problem solving skills with the ability to assess a challenge holistically, identify pain points in the system, map out the intersections of the process, and implement a detailed plan for resolution
- Highly experienced in analyzing data and all factors of demand and capacity, to influence a projected business plan forward
- Courage to stand up and act as a change-maker and propose better ways of working that would increase human efficiency, decrease production cycle time, and ultimately improve product quality and budget adherence
- Passionate about scientific literacy and communication, with the ability to summarize complex concepts and jargon into accessible language
- Excellent ability to multitask, organize time, and take independent initiative within the organization
- Enthusiastic affinity towards teamwork and a collaborative work culture

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Science, Honors Specialization in Biology, Western University, Class of 2017

RELEVANT EXPERIENCE

- Bulk Scheduling Manager, Sanofi Pasteur: Created and maintained Upstream, Downstream, and Adsorptions production schedules for all component Pertussis antigens—Sanofi Pasteur’s largest bulk antigen platform, resulting in the successful production of nearly \$45M worth of inventory
- Go Green Team Member, Sanofi Pasteur: Researched, planned, and collaborated with other groups and departments to develop native plant garden project, promoting biodiversity and ecosystem health locally on site
- Project Team Member, Community Engagement Learning Course (Western University): Collaborated with the Upper Thames River Conservation Authority to create strategic restoration plans to renaturalize former agricultural land into native meadows and deciduous forests over the course of twenty years
- Club Member (various executive roles), Biology Undergraduate Society (Western University): Moved through the ranks of the club, with a specific focus on fundraising for the Nature Conservancy of Canada and organizing the finances of the club

PERSONAL INTERESTS

- Hiking, indoor rock climbing, essay writing, trying to garden, participating in the cultural zeitgeist



Mary-Kate Pizzuti

*Bachelor of Science (Hons.),
Agriculture with Major in Animal Science*

SPECIAL SKILLS & ACHIEVEMENTS

- Extensive knowledge of animal and agricultural industries from both a scientific and commercial perspective
- Skills in research and organization from serving as Lead Researcher of ongoing trial in University of Guelph's Animal Bioscience Department
- Experience in customer service, providing strong interpersonal skills and ability to effectively interact with both clients and team members
- Placed on Dean's Honours List 2017

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Science in Agriculture with Major in Animal Science (Honours), Class of 2017

RELEVANT EXPERIENCE

- Student Researcher, University of Guelph: responsible for organization and protocol of ongoing swine nutrition and sustainable input-output trial. Responsible for carrying out specific tests, dissections and lab analysis using clear protocol and demonstrating a keen eye for detail
- Veterinary Assistant, Highbury North Pet Hospital: assisted with clinic appointments, ran laboratory tests, and prepared surgical tools. Demonstrated strong customer service with patient families
- Arkell Research Station Volunteer: performed research protocols to assist MSc students with various projects, demonstrating strong attention to

detail and accuracy in data support

- Volunteer, Special Olympics Ontario: assisted students with special needs in recreational activities, honing strong interpersonal and communication skills
- Volunteer, Charity Golf Tournament for Autism Spectrum Disorder: assisted in running a charity golf tournament using strong organizational skills and creativity
- Shift Leader, Jack Astor's Bar and Grill: demonstrated leadership skills and responsibility while serving guests in a timely fashion and ensuring accurate stock of bar
- Instructor, Swan Studio Dance: taught ballet modern and jazz dance to students from toddlers to teenagers in a creative and engaging fashion, demonstrating strong presentation skills and creativity.

PERSONAL INTERESTS

- Yoga, snowboarding, hiking, coffee, and traveling
- Architecture and interior design

Aishwarya Ramchandran

*Bachelor of Environmental Studies (Hons.),
Environment and Business, Minor in Economics*



SPECIAL SKILLS & ACHIEVEMENTS

- Great team member and independent worker with strong leadership and communication skills
- Proficient in MS Suite, Excel, R/R Studio
- Thinks critically and problem-solves by applying adept research and analytical skills and creates optimal solutions
- Presented business-friendly tactics to improve compliance promotion to senior management across Canada at Environment Canada
- Wrote a report for the ministerial office at Fisheries and Oceans Canada on a seafood value chain providing strategies for sustainable development
- Chosen as the National Youth Network Marketing Leader of Environment Canada to engage students in dialogues advancing sustainability
- Selected as a Faculty of Environment ambassador at the University of Waterloo to guide undergraduates in their academic journeys and represent the university at official events
- Winner of the Top 5 projects for the Environment and Business Undergraduate Capstone Project at the University of Waterloo
- Several dance awards received, at charities and cultural shows, for performances and choreography in many genres

EDUCATION

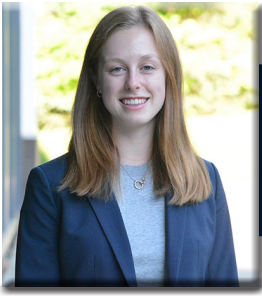
- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Environmental Studies (Hons., Co-Op) in Environment and Business, Minor in Economics, University of Waterloo, Class of 2019

RELEVANT EXPERIENCE

- Undergraduate Teaching Assistant, University of Waterloo: Led tutorials for two undergraduate courses, Operationalizing Sustainable Development within Businesses and Introduction to Environment and Business, by facilitating discussions around the triple bottom line
- Environmental Enforcement Analyst, Environment and Climate Change Canada: Researched and analyzed various industries and data to publish reports discussing environmental impacts and implications of non-compliance, and developed strategies for best practices in enforcement and improving Canadian environmental regulations
- Economic Analyst, Fisheries and Oceans Canada: Studied a Canadian seafood value chain to identify gaps in the chain and utilized economic concepts and statistical data to develop cost-effective recommendations for improving current policies
- Sales Administration and Scheduling Student, Linamar Corporation: Worked with the customer service and operations team to achieve production goals and attended to customer requests worldwide

PERSONAL INTERESTS

- Dancing and choreographing, travelling and learning about different cultures, health/fitness, swimming, and reading



Alison Richmond

*Bachelor of Science (Hons.),
Specialization in Biology and Psychology*

SPECIAL SKILLS & ACHIEVEMENTS

- Graduated with Distinction and awarded Dean's Honour's List for four consecutive years
- Winner of the Dean's Special Award for academic and personal reflections while studying abroad
- Awarded OUA All-Academic for academic and athletic achievements
- Elected Team Captain of the Queen's University Squash Team, and led the team to OUA Gold
- Exemplifies strong communication and inter-personal skills, and demonstrates the ability to understand different perspectives
- Enjoys setting ambitious goals and implements determination, resilience, and effective organizational skills to achieve them
- Applies critical thinking and creativity to solve problems
- Versed in scientific writing and analytical skills developed through undergraduate research projects

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Science, Honours Specialization in Biology and Psychology, Queen's University, Class of 2019

RELEVANT EXPERIENCE

- Green Building Intern, Ecology North: Researched clean energy and green building design as part of a team planning the Northern Centre for Sustainability in Yellowknife. Analyzed and promoted the environmental and economic

opportunities of implementing energy-efficient building retrofits and biochar pyrolysis technology in Canada's North.

- Environmental Intern, Queen's Project on International Development: Attended weekly curriculum training and discussion forums on global development and sustainability, with a focus on Northern environmental and cultural issues. Volunteered with the 5-Days for Youth Homelessness Campaign to raise money for Kingston's Youth Shelter.
- Conservation Volunteer, Nature Conservancy of Canada: Reported on best-management practices for invasive species, and performed Ecological Land Classification. Executed evidence-based decision making to provide long-term management of lands and waters, and worked to promote local conservation, education, and community engagement.
- Biostatistics Tutor, Queen's University: Provided individual tutoring for undergraduate students in statistical analysis and related software programs.
- Trip Leader, Camp Outlook: Led backcountry hiking trips for underprivileged youth in the community, and supported them by fostering an appreciation for the environment.

PERSONAL INTERESTS

- Hiking, canoeing, skiing, camping
- Reading, cooking, travelling to new places
- Fitness and yoga

Jasmine Ruscica

Bachelor of Commerce, Major in Management



SPECIAL SKILLS & ACHIEVEMENTS

- Fluent in English and French
- Balanced a full course load, extra-curricular activities and an internship which showcased exceptional prioritization, time management and organizational skills.
- Excellent written and oral communication skills proven through professional communications and academic experiences.
- Advanced computer skills using Microsoft Office (Word, PowerPoint, Excel, Outlook 365) through professional and academic experiences.
- Strong leadership skills proven by collaborating with a group of +15 students to represent the faculty of Management and Human Resources within the student body at the John Molson School of Business.
- Excellent understanding of strategic business concepts acquired through +2 years of experience working in a professional corporate context.
- Ability to work independently while demonstrating initiative and functioning as a part of a team in a high-pressure environment while balancing several competing priorities.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Commerce, Major in Management, Concordia University - John Molson School of Business, Class of 2019

RELEVANT EXPERIENCE

- Safety and Sustainability Intern, VIA Rail Canada: Oversaw and coordinated the implementation of VIA Rail's sustainable mobility strategy. Completed a carbon footprint calculator to measure carbon emissions per passenger. Contributed to the narrative and data content for the annual sustainable mobility report. Introduced the United Nations Global Compact (UNGC) principles in the annual sustainability report to improve environmental, social, and governance practices. Led a pollinator conservation project in partnership with the David Suzuki Foundation.
- Undergraduate Research Assistant, Concordia University: Developed a comprehensive databased comprising +10,000 sources about life cycle assessments (LCA) and conducted a literary review to report on research methodology.
- Vice-President of Academic Affairs, John Molson Human Resources and Management Association (JHMA): Represented +300 students in department meetings to present and discuss initiatives to enhance student life. Member of the department appraisal committee to conduct a report to assess, redirect and clarify the department's aims and objectives.
- Sustainable Development Goals (SDGs) Advocate, The United Nations: Participated in a training to learn how to support the SDGs at the community level.

PERSONAL INTERESTS

- Sport activities such as bouldering, swimming and hiking. Interests also include pottery and travel.



Aili Salminen

Bachelor of Arts (Hons.), Geography

SPECIAL SKILLS & ACHIEVEMENTS

- Excellent interpersonal and relationship-building skills throughout years of experience of university extracurricular involvement such as Model United Nations, Alumni Association, Model Parliament
- Advanced knowledge translation and oral communication skills acquired from years of academic presentations (biogeography, urban planning, cultural geography), public relations work (social media strategy, public affairs, media relations) and conservation area educational tours (sustainability, climate change, biodiversity, local ecosystems)
- Exemplary written communication skills in a variety of forms, including academic papers, public relations and strategic communications copywriting, business case studies and comparative analyses, consumer-facing healthcare/ pharmaceutical support and informational materials
- Co-wrote and published an academic paper “Changes to the Greenland Ice Sheet” in third academic year of undergraduate degree
- Achieved Deans’ Honour List for the 2015–2016 academic year of undergraduate degree

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Graduate Certificate, Public Relations, Humber College, Class of 2017
- Bachelor of Arts (Hons.), Geography, Queen’s University, Class of 2016

RELEVANT EXPERIENCE

- Content Writer, conversationHEALTH: created 20–100 strategically scripted chatbot conversations for a number of pharmaceutical and health association clients, including Merck Canada, Asthma and Allergy Foundation of America, Nestlé Galderma USA. Developed strategic writing guides, content development process guides, trained all members of the content team.
- Environmental Education Technician, Lake Laurentian Conservation Area: planned and lead outdoor educational tours in groups of 5–30 students of all ages and education levels. Communicated key messages of environmental stewardship, ecology, and biodiversity. Organized, hired, and trained 16 Junior Counsellors for an 8-week summer camp program.
- Public Relations Intern, The Colony Project: Produced bylines, pitches, briefing materials, wrap reports, and weekly social media reports to senior team members

PERSONAL INTERESTS

- Outdoor enthusiast: hiking, kayaking, canoeing, Paddle Canada Intermediate certification
- Amateur traveller: 4 continents, 18 countries visited
- Health and fitness devotee: Pilates, yoga, athletic training

Stefanija Stojkoska

Bachelor of Science (Hons.) with a Major in Anthropology and Double Minor in Environmental Science and Biology



SPECIAL SKILLS & ACHIEVEMENTS

- Highly innovative and motivated quick learner able to adapt to any work environment
- Responsible and reliable to complete an assigned task
- Exceptional use of oral and written communication skills to convey information clearly and concisely with attention to detail
- Excellent critical thinking skills allowing for adaptability in solving abstract problems
- Highly sociable and productive independently and in a group setting
- Able to interpret and evaluate past and present events, ideas, and information through a cultural perspective
- High proficiency in Microsoft Office including Excel, Word, and PowerPoint to present information succinctly
- Operational use of mapping software such as ArcGIS and ArcMap, and basic knowledge of statistical programs such as R and R Studio
- Completed the Royal Conservatory of Music Level 10 Certificate for Piano with Honours

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Honours Bachelor of Science with a Major in Anthropology and Double Minor in Environmental Science and Biology, University of Toronto, Class of 2019

RELEVANT EXPERIENCE

- Archaeological Field Technician, Wood, Brantford: Worked as part of a crew with fellow archaeologists and Indigenous Monitors to extract lithic artifacts in the field while completing labour intensive work mindful of budgetary guidelines, allowing mitigation to proceed in a timely manner for the client
- Student Lab Assistant, University of Toronto, Mississauga: Conducted interdisciplinary research on paeloethnobotanical remains from the Sakushu Kotoni River site in Hokkaido, Japan to study ancient farming practices and the current interdependencies existing between Indigenous Ainu groups, their cultural practices, and Japanese Government injustices
- Administrative Secretary, Erindale School of Music & Arts, Mississauga: Contributed to a successful customer relationship by communicating with clients over the phone and in person, managing class schedules of staff and students, collecting payments, as well as organizing and filing sensitive information

PERSONAL INTERESTS

- Animal care and protection, personal fitness, trivia, puzzles, playing piano, painting, cooking, listening to music, creative building exercises, and reading about Archaeology and Environmental Science



Caylin Sun

Bachelor of Arts (Hons.)

Media, Information & Technoculture

SPECIAL SKILLS & ACHIEVEMENTS

- Attentive listener: empathetic and respectful to others' situation and sensitive to their needs
- Keen observatory skills and excellent ability to learn new things quickly
- Strong event planning skills developed from coordinating charity events and organizational celebrations and able to divert 90% of post event waste away from landfill
- Advanced graphic design skills using Adobe Photoshop, Illustrator, InDesign, Lightroom
- Six years of experience in portrait, sports and event photography gained from extracurricular and freelance independent projects

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Arts (Hons.) Media, Information & Technoculture, Western University, Class of 2019

RELEVANT EXPERIENCE

- Co-Founder, Non-Trashy Party: Planned social and corporate events with environmentally sustainable dinnerware, decorations, catering, composting and successfully diverted over 90% event waste from landfill of all planned events; Collaborated with community organizations in London such as a zero-waste store to run low waste events and demonstrations
- Reusability Team Leader, EnviroWestern: Responsible for campus-wide sustainability campaigns related to reusability such as "Refill to Win" by partnering with campus eateries to incent the use

of reusable products and successfully refilled over 500 cups of coffee in reusable mugs during the month long campaign

- Photography Volunteer & Events Committee member, London Environmental Network: Produced 20+ event highlights and various marketing images through photography storytelling which increased LEN public exposure.

PERSONAL INTERESTS

- Exploring nature, DIY projects, painting and playing Ukulele

Imran Ali Syed

*Master of Human Resources Management
Bachelor of Business Administration*



SPECIAL SKILLS & ACHIEVEMENTS

- Designated and awarded as “CSR CHAMP” from the global CSR Brand of Amazon.
- Recipient, “Think Big” Leadership Award -2018 for establishing the CSR Strategies and launching the independent CSR teams for HR Org’s in-line with Organization KPI’s.
- Visionary Leadership and communication: Led 90K+ employees to manage 8 large-scale Sustainability and CSR projects for 7 departments across 6 strategic sites.
- Critical thinking and problem solving: Established and executed the Paid Volunteering Time off policy for different tactical sites in India.
- Social Innovation and Decision Making: Industrialized online platforms for innovative employee donations/charity campaigns with a profound experience in working with the Govt. Organizations and NGO Partners.
- Exceptional Projects Management Skills: Envisioned and implemented large scale strategic initiatives including multi –year projects involving a wide range of global stakeholders.
- Strategic Planning: Instrumental in developing the employee volunteering tool to engage the employees in the CSR activities; Managed CSR programs Budget, vendors and support programs across functional teams.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, 2021.
- Master of Human Resources Management, Acharya Nagarjuna University, 2018.

- Bachelor of Business Administration, Osmania University, 2016.

RELEVANT EXPERIENCE

- Country CSR (HRS) Lead – Community Engagement: Led as the CSR/Corporate Citizenship – Community Engagement teams and employee volunteering initiatives across pan India HRS Orgs at Amazon, Inc.
- Corporate Citizenship: Synchronized with the Senior Leadership team to design strategies for the sustainable management within India; Developed, analyzed and evaluated impact, resource requirements and budget/benefit of prevailing programs.
- Community & Social Impact: Managed Community Engagement prospects in the assigned locations; Developed formats for selection criteria for NGO partners, pre-grant assessment, and credibility check; Developed and launched skilling initiative for the underprivileged women in-line with the business.
- Corporate Communications | Public Relations: Designed and managed the newsletters for the enterprise; Premeditated and created the marketing materials and campaigns for Internal customers.
- Diversity & Inclusion | Work Culture | Talent Management: Launched Glamazon for India HR teams for stimulating the diversity and inclusion; Headed the L&D Series and urbanized a customized training soft skills plan for 250+ Employees

PERSONAL INTERESTS

- Vegetarian Activist, Certified Yoga Instructor, Meditation Enthusiast and an amateur writer.



Gokul Ullas

Bachelor of Technology, Chemical Engineering

SPECIAL SKILLS & ACHIEVEMENTS

- Capable and accomplished in leadership roles, through stints as Manager and Co-Founder of companies
- Ability to simplify team dynamics and roles to ensure the best outcomes from everyone
- Varied background and skillsets including social entrepreneurship, business administration, research, branding, sales and marketing
- Experienced in setting up and operating social businesses revolved around maximizing social impact with available resources
- Passionate about geopolitics and policy making which helps identify trends and patterns in business and government decision making
- Noticing a high demand for website design services in the market, mastered a web design software called Webflow to provide for the requirements of clients
- Granted 3 merit scholarships during bachelor's degree for academic excellence. Awarded national CBSE commendation for overall subject performance and excellence in Economics.
- Led teams in setting up outbound sales strategies for software and digital design companies.
- Awarded MScSM Program Entrance Scholarship for incoming high academic performance.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Technology, Chemical Engineering, VIT University (Vellore), Class of 2015

RELEVANT EXPERIENCE

- Co-Founder, Soul Seams (India): Created an apparel design and manufacturing company catering to corporate employees and students. 10% of revenue directed towards setting up pop-up shops in children's homes providing a free choice of clothes to pick from
- Sales Manager, Viraltag (India): Brought in to create sales strategies for enterprise retail clients especially in North America and Europe. Set up outbound sales pipelines and established client retention systems that could be followed by personnel at the company in the future
- Published author in the field of fluidization; paper published in the Journal of Applied Fluid Mechanics (JAFM) and paper presented at the Symposium of Malaysian Chemical Engineers (SOMChe)
- Co-Founder, Saptaru (India): Created a design agency providing branding and website design services to companies primarily in the USA and India

PERSONAL INTERESTS

- Soccer, watching political shows and commentary, reading books on history and policy, boxing

Andrés Vinueza

*Bachelor of Environmental Studies (Hons.),
Environment and Business, Minor in Economics*



SPECIAL SKILLS & ACHIEVEMENTS

- Skilled in process design and improvement; data processing and analytics; current and future state analysis; stakeholder communication and engagement; project implementation and management (continuous improvement).
- Interested in applying analytical and engineering skill-sets to drive change and improve decision making across organizations.
- Proficient in both Spanish and English.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Marketing Graduate Certificate, Southern Methodist University, Cox Business School in Dallas, TX, Class of 2015
- Industrial Engineering, Pontificia Javeriana University – Engineering School, Bogota, Colombia, Class of 2012

RELEVANT EXPERIENCE

- Human Resources Business Optimization Manager, Colombian General Maritime Directorate (DIMAR), Bogotá, Colombia: DIMAR is part of the Colombian Ministry of Defense, focused on national maritime power, safety, and scientific/technological development. Responsible for aligning DIMAR's HR needs with the company's financial and strategic goals. Developed performance improvement plans for both teams and individuals. Performed workload analysis to plan long-term work and skill requirements. Created job descriptions and role standardization across the

organization

- Consulting Engineer, Nariño Autonomous Corporation, Pasto, Nariño, Colombia: CorpoNariño is a state government agency that regulates the use of natural resources and guarantees sustainable development in the department/state of Nariño, Colombia. Optimized workloads, clearly defined roles, and eliminated process bottlenecks. Led a company-wide job description/function redesign project to improve competencies, improve morale, and more evenly distribute resources across departments
- Finance Intern & Commercial Coordinator, Coseg LLC – Pasto, Nariño, Colombia: Coseg is a staffing and project management company. Gained experience in the financial planning, analysis and budgeting process. Developed dashboards in Excel and PowerPoint to keep management aware of key performance indicators. Responsible for commercial functions such as market analysis, RFP preparation, and business development and customer retention activities
- Volunteer, The Children's Inn at NIH: Served brunch to the families of those who were hospitalized at NIH.
- Volunteer, Sunrise Senior Living: a local home for the elderly in Bethesda. Reading to patients and engaging in story-sharing and conversation.

PERSONAL INTERESTS

- Travelling, hiking, nature, trying new foods, learning about new cultures, reading, playing football. Always enjoying new experiences.



Megan Wery

Bachelor of Science, Civil Engineering

SPECIAL SKILLS & ACHIEVEMENTS

- Experienced team leader capable of organizing various logistics for project success
- Strong project management and organizational skills developed through experience as leader on various planning and construction projects
- Prior experience in the sustainability sector, focused on development planning and guiding clients through design process and cost estimation for low impact, alternative solutions
- Comfortable managing overlapping deadlines, project teams, and clients effectively
- Creative thinker with ability to apply sustainable applications across multiple functions
- Highly adaptable and able to adjust workflows when additional deliverables are introduced
- Experience in graphic programs creating informative graphics to communicate concepts of sustainability to clients and developers
- Advanced experience in Microsoft Suite, G Suite, Adobe Suite, AutoCAD, BIM (Building Information Modeling)

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Science in Civil Engineering, Loyola Marymount University, Class of 2012

RELEVANT EXPERIENCE

- Marketing Coordinator and Graphic Designer, U of T Mississauga Sustainability Department, Mississauga, ON: Responsible for the strategic creation, development, and execution of all

social marketing content to increase growth and engagement of students and faculty; Designed compelling and on-brand original graphics and copy for events and marketing campaigns

- Designer III, Sherwood Design Engineers, San Francisco: Worked on various new and renovated construction project documentation, with a focus on schools, universities, and work campuses across California; Contributed to different stages of the design process including high level planning and reports for construction and management; Managed a team of four designers and assisted with project management tasks to meet client deadlines, budget, and project expectations; Prepared presentations to clearly communicate design concepts to clients
- Design Engineer, Ritoch Powell, Phoenix: Developed and implemented stormwater solutions for the city; Assisted with marketing projects amidst existing relationships; Worked on modeling systems and created construction plans in partnership with external teams and client.
- Volunteer Coordinator, Habitat for Humanity of Greater Los Angeles: Managed all volunteer hours across multiple build sites, offices, and ReStore locations; Organized large-scale volunteer appreciation events while coordinating and planning with outside vendors; Engaged new staff and worked alongside volunteers at construction builds and community events

PERSONAL INTERESTS

- Hiking and being outside, practicing yoga, travelling, and finding great tacos.

Jordan Williams

Bachelor of Arts, Environmental Biology



SPECIAL SKILLS & ACHIEVEMENTS

- Strong organizational, time management and teamwork skills developed from project manager duties.
- Ability to learn quickly and adapt from work experience in vastly differing fields such as fashion, small business development, research, and non-profit work.
- Effective communication skills gained through project management duties of communicating information to various stakeholders, and previous research, administrative, and volunteer work.
- Strong passion for community development demonstrated by extensive work in different communities through non-profit work and volunteer experience.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Arts in Environmental Biology, Columbia University, Class of 2017

RELEVANT EXPERIENCE

- Project Manager at the Sandals Foundation: Responsible for planning, implementation, and execution of all activities for UN Environment funded Whitehouse and Bluefields Solid Waste Reduction Project. Project objective was to protect marine areas by introducing waste separation into two rural communities of Jamaica. Managed budget, prepared and submitted progress reports to UN Environment.
- Geospatial Analyst at Ruth DeFries' Lab at

Columbia University: Analysed Planet Lab satellite images using QGIS, Google Earth, and Google Earth Engine in NASA funded remote sensing research project about forest degradation and land use in India.

- Research Intern at the Australian Institute of Marine Science: Conducted a research project on the adaptive capacity of various strains of microalgae to improve thermal tolerance of coral. Completed a research thesis summarizing results and implications of research
- Administrative Intern at the Columbia-Harlem Small Business Development Center: Assisted with planning and led organization of events for small businesses to introduce them to buyers and help develop business skills. Managed social media accounts and created email newsletters to clients and general public. Executed administrative support tasks, including scheduling, invoicing, setting up meetings and orienting new interns.
- Events Coordinator, Composting Committee Leader, and Give and Go Green Committee Leader at Columbia University: Organized events such as general body meetings, and annual Greenfest and Green Sale. Directed food scraps composting program in university dorms.
- Tutor at Harlem Clemente Course in the Humanities: Tutored adult students in writing for various subjects including: Philosophy, Literature, and Political Science

PERSONAL INTERESTS

- Horseback riding, pilates, trying new foods, scuba diving, travelling



Marc Yegani

Bachelor of Arts, Philosophy

SPECIAL SKILLS & ACHIEVEMENTS

- Strong leadership, management and communication skills developed through the founding and presidency of an innovative student club, peer and youth mentoring and fundraising for the disenfranchised.
- Innovative and enthusiastic team member, with excellent critical thinking and interpersonal skills acquired through various professional and academic experiences.
- Student Community Engagement Grant winner. Conducted a field study of BC indigenous culture and worldview.
- First student representative of the Humanities department to present a research project at the MacEwan Undergraduate Research Conference.
- Gained global perspective and network through extensive travel and participation in the European Summer Program.
- Nominee for Presidential Medal at MacEwan University, presented to graduates with accomplishments in academics, student leadership and active community members.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2021
- Bachelor of Arts, Philosophy; Minors in Mathematics, French, MacEwan University, Class of 2018

RELEVANT EXPERIENCE

- Small Business Owner, Real Time Media Agency. Developed marketing and advertising for several small to medium sized businesses using social

media. Administration, creation and publishing of high quality content, deliberate planning and goal setting, brand building, brand awareness and cultivation of online reputation, content management and SEO.

- Founder and president of the Idea and Social Club, dedicated to bringing together different people around timely issues in order to create greater understanding and community. Responsible for the club leadership, management and vision. Conducted club meetings, event planning, social media and marketing. Raised \$2000 for a local woman's shelter and was nominated for the New Club of the Year award and won the Club Member of the Year award.
- University Research Ethics Board Member. Worked towards the promotion of knowledge, truth and accountability in all research conducted at MacEwan University. Partook in broad meeting and policy development discussions. Advocated for a more diverse board perspective and brought in indigenous representation.
- Recycling and Sustainability Leader at Banana Republic Store: Spearheaded and developed new hanger and paper recycling program at Banana Republic Factory Store.
- Program lead and mentor at Boys' and Girls' Club. Developed the Boys' Club Weekly program where we discussed young men issues and interests such as mental health, stress management, how to talk to girls and how to tie a tie.

PERSONAL INTERESTS

- Reader, traveler, motorcyclist and outdoorsman.