

MScSM

Master of Science in Sustainability Management UofT



STUDENT VIEWBOOK

Class of 2022 - Summer Placement

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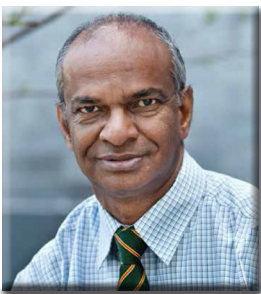
Message from Program Director

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 2022 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 2022 PROFILE

TOP DEGREES ALREADY HELD



WHERE in the WORLD is MScSM?



Canada

Costa Rica
Nigeria
UK
India
Pakistan
Colombia

TOP UNDERGRADUATE DEGREE MAJORS



TOP UNIVERSITIES REPRESENTED BY NUMBER OF STUDENTS



University of Toronto
University of Guelph
Ryerson University
McMaster University
Queen's University

STUDENT DEMOGRAPHIC



International: 7 students
Domestic: 25 students

MScSM PLACEMENT STATS

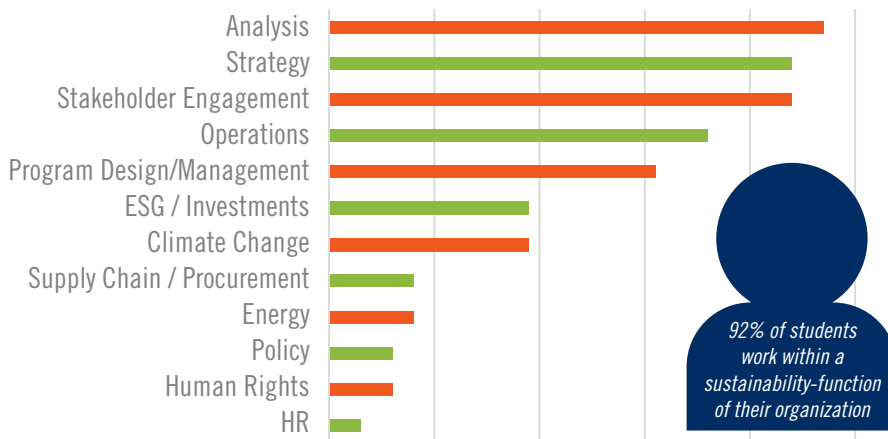
INDUSTRIES & SECTORS



- Consulting (15%)
- Government (10%)
- Business Services (9%)
- Non Profit or NGO (9%)
- Banking & Financial Services (8%)
- Scientific R&D (6%)
- Education (6%)
- Engineering & Environmental Services (6%)
- Energy (6%)
- Agriculture, Forestry & Fisheries (4%)
- Computer & IT Services (4%)
- Real Estate & Property Management (4%)
- Printing, Publishing (3%)
- Retail (2%)
- Supply Chain, Logistics, Transport (1%)
- Travel, Hospitality (1%)
- Biotech and Pharma (1%)
- Community & Social Services (1%)
- Architecture, Landscape & Interior Design (1%)



PLACEMENT FUNCTIONS (SUMMER 2020)



Student Profiles



Rukiya Abdulle

Bachelor of Science (Honours, with Distinction) Double Major in Environmental Science & Criminology and Socio-Legal Studies



SPECIAL SKILLS & ACHIEVEMENTS

- Highly organized and responsible individual with strong time-management skills
- Meticulous and detail-oriented with excellent observational, analytical and research skills
- Successfully developed and implemented a strategic social media strategy for the launch of a revitalization community, equipping the community with a sustainable tool with access to programs, resources and services
- Proficient and well-developed verbal and written communication skills that pair well with the ability to work excellently independently and superbly in a team setting
- Strengthened ability to work in a team environment when working on acquiring government funding for Midaynta Community Services by architecting a funding proposal for a Human Trafficking initiative

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Honours Bachelors of Science: Double Major: Environmental Science, Criminology and Socio-Legal Studies, University of Toronto, Class of 2017

RELEVANT EXPERIENCE

- Community Revitalization Intern, Toronto Community Housing: Successfully developed, implemented and managed a social media platform for a developing community for the purpose of community outreach and community engagement

- Sociology Intern, Environment and Climate Change Canada; Gathered, interpreted and analyzed a list of nutrient reduction strategies and methods of measuring the success of such strategies of multiple municipalities in hopes of adopting similar best practices for Lake Erie
- Volunteer, Midaynta Community Services: Produced community fact sheets, posters, power points and brochures with relevant community-centered information. Diligently worked on acquiring government funding for the Centre by architecting a funding proposal for a Human Trafficking initiative

PERSONAL INTERESTS

- Travelling and exploring new cultures, reading, enriching my taste buds by exploring culturally diverse cuisine, leisure bike riding and yoga



Josephine Agueci

*Bachelor of Science (Hons.) in Earth & Environmental Sciences
Minor in Sustainability*

SPECIAL SKILLS & ACHIEVEMENTS

- An open-minded problem-solver with a positive attitude and a love of learning.
- Strong background in sustainable project management, community engagement, environmental sciences, and children's and adult education.
- Proven success in leadership, teamwork, time management, effective communication, organization, science and social science research, and social awareness as demonstrated through academic and local community projects.
- Excellent writing skills, with experience in producing academic literature as well as educational blog posts.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Science in Earth & Environmental Sciences, McMaster University, Class of 2020

RELEVANT EXPERIENCE

- Zero Waste McMaster, Founder and President: Created and established McMaster University's 2019-2020 "New Club of the Year" with a purpose of promoting conscious, sustainable, low-waste living both on campus and in the broader community.
- Teaching Assistant, McMaster University: Evaluating Problems and Sustainable Solutions (Sustain 2S03) and Regional Geography of Canada (Geog 2OC3). Assisted with course

administration, facilitated workshops, tutorials, and office hours, marked assignments, and provided student-specific feedback.

- Millennials at the Market, Sustainability Capstone Project: Investigated millennial experiences at the Hamilton Farmers' Market to foster sustainable change in the areas of Dependability & Accessibility and Experience & Community. Achieved second place for the McMaster University Climate Change and Health Innovations Award.
- Upcycling Jute Coffee Sacks, Sustainability Capstone Project: Investigated ways to upcycle the jute coffee sack waste produced by Detour Coffee Roasters, the third largest specialty roaster in Canada, into a reusable coffee sleeve product, helping to transform a linear economy into a circular one.
- Practicum on the Environmental and Social Impacts of the Fashion Industry: Conducted an in-depth literature review on the impacts of the fast fashion model on the environment and society alongside possible strategies to combat these issues from both consumer and corporate perspectives.

PERSONAL INTERESTS

- Picnicking, biking, yoga, hiking, reading, embroidery, being creative, journaling, traveling, plant-based cooking and baking, live music, board games, sustainable and conscious living, spreading kindness

Randa Ali

*Bachelor of Science (Honours, with high distinction)
Majors in Biology and Sociology*



SPECIAL SKILLS & ACHIEVEMENTS

- Variety of interdisciplinary research and coursework, ability to take on a systems-thinking approach to circumstances using a breadth of knowledge
- Strong interpersonal skills honed through experience working in fast-paced environments and leading campus organizations
- Multiple years of experience with coding and data analysis using NVIVO, R, SPSS, Excel, Dedoose, and Minitab

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Honours Bachelor of Science with High Distinction, Majors in Biology and Sociology, University of Toronto, Class of 2019

RELEVANT EXPERIENCE

- Research Associate, Wilfrid Laurier University: Performed a content analysis of existing literature for an inter-university research project on the topic of children and food allergies. Executed various qualitative research tasks such as coding magazine advice data, completing literature reviews, and synthesizing reports of existing literature.
- Research Assistant, University of Toronto: Collected qualitative data on the meat-consumption habits of a diverse group of individuals located in the GTA. Analyzed interview transcripts and coded significant segments using the Dedoose software. Completed

an executive summary on the findings from interviews with four personally selected subjects.

- Student Research Conductor, University of Toronto: Conducted an original quantitative research project exploring the dynamics of intrasexual selection in Madagascar hissing cockroaches using independent observations and experiments to test alternative hypotheses. Designed experiments and presented a summary of independent observations and alternative hypotheses to an audience of peers, teaching assistants, and professors.
- Summer Abroad, Siena, Italy: Studied the critical importance of local climate and ecology to Italian cuisine through the comparison of various regional foodways, tying in the impact of climate change on local agriculture.

PERSONAL INTERESTS

- Documentaries, true crime, Beyoncé, knitting
- Sports such as kickboxing, dancing, and swimming



Aphra Benitz

*Bachelor of Science in Natural Resource Conservation
Specialization: Global Perspectives*

SPECIAL SKILLS & ACHIEVEMENTS

- Proficient in Microsoft programs, data analysis and creating larger databases.
- Fluent in English; Proficient in Spanish.
- Trained educator in Biology, Ecology and Environmental Science.
- Proven leadership skills in event planning and curriculum creation.
- Excellent communication skills in public presentation and in written work.
- Passionate about conservation science and renewable energy policy
- Excellent lab skills as well as working with others.
- Proficient in (GIS).

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Science in Natural Resource Conservation with a specialization in Global Perspectives, University of British Columbia, Class of 2018.

RELEVANT EXPERIENCE

- Biology, Ecology and Outdoor Education Teacher- Suffield Academy: Educated students from all around the world. Taught three sections of Introductory and one section of higher-level biology. Created an Ecology elective for seniors and collaborated with colleagues to update the Outdoor Education after school program. Coached JV girls' squash for grade 9-12.

- Lab Technician- FAU Pine Jog Environmental Education Center: Collaborated and worked with another lab technician to help run and implement the Florida native orchid project in the Palm Beach County area to grow rare endangered orchids from the surrounding area and replanted the rare orchids back into their native habitats.
- UBC Field School- Wildlife Institute of Dehradun, India and Kerala Agricultural University, India: Each student was required to choose a project, research it and work with professors at both University. In Dehradun the projects objective was to study fire frequency dynamics and its effects on the forest environment. At Kerala Agriculture University the objective was to study how many farmers utilize home gardens and a different structure to monocultures to grow healthier crops. The field school was instrumental in helping to create connections from around the world and meet many different stakeholders and educators in different fields of natural resource science and policy.
- National Outdoor Leadership school (NOLS): In 2013 travelled to Wyoming to take a NOLS course and backpacked for 30 days in the Wind River Range. The course taught map reading, outdoor education and botany. It was also a test in collaboration skills and team work.

PERSONAL INTERESTS

- Passionate about hiking, camping and anything outside.
- Travelling, Running and Yoga.

Borys Brodziuk

*Bachelor of Commerce: Major in Economics & Management Science
Minor in Information Technology Management*



SPECIAL SKILLS & ACHIEVEMENTS

- Ability to identify and connect with different personality types to develop strong partnerships
- Ability to work independently or collaborate in a team environment
- Strong leadership and teamwork skills demonstrated when Elected as Digital Lead for West Mall Market at RBC Royal Bank, which resulted in significant increased Digital Enablement among colleagues and clients
- Excellent communication and interpersonal skills acquired through extensive experience providing financial information to clients
- Accumulated a strong understanding of personal finance, banking and lending policies
- A driven, motivated, outgoing individual who is dedicated to solving sustainability issues
- Passionate about educating others on sustainable and environmentally conscious lifestyle practices
- Knowledge of Data Science and Analysis including experience using Python to extract vital information from data
- Multilingual - Fluent in English and Ukrainian with basic knowledge of Polish, French

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Commerce, Economics & Management Science, Minor in Information Technology Management, Ryerson University, Class of 2014

RELEVANT EXPERIENCE

- Guest Speaker, Junior Achievement Program Central Ontario: Designed and led an educational program called EFS: Economics for Success for Grade 8 students, which focused on developing financial literacy, setting and achieving goals, and providing advice on utilizing your network
- Volunteer, GEEP (Global Electric Electronic Processing): Promoted efficient electronic waste recycling practices during Canada's Official Waste Reduction Week campaign. Gained a deeper understanding of electrical components and how to extend the life of a product
- 3R Ambassador, City of Toronto: Delivered information sessions to apartment residents by promoting the 3Rs (Reduce, Reuse, Recycle). Topics ranged from composting, effective recycling methods, reducing waste and more.
- Volunteer, Canadian Red Cross: Delivered hot and ready meals to the elderly around the GTA (Greater Toronto Area). Spread joy and positivity to members of the community. Worked alongside like-minded individuals who understand the importance of giving back to their community

PERSONAL INTERESTS

- Reading and travelling abroad learning about new cultures, languages, cuisines
- Listening to podcasts on a diverse range of topics
- Outdoor activities including soccer, tennis, volleyball, cycling, hiking, camping
- Creating music, playing the piano and accordion



Nicole Chafe

Bachelor of Arts (Honours)

Double Major in Environmental Management and Human Geography

SPECIAL SKILLS & ACHIEVEMENTS

- Nancy Salmon Scholarship 2019 – received for maintaining honours throughout undergrad.
- Writing Initiative Training – To improve reading/writing skills to further assist undergraduate students when grading exams and term papers.
- Experience with Climate Change projection tools, such as IPCC (Intergovernmental Panel on Climate Change) reports
- Intermediate knowledge and experience with Microsoft Word, PowerPoint, and Excel
- Advanced researching skills; strong verbal and written communication skills to accurately present data
- Strong team player and in leadership, but also excels working independently.
- Environmental Professional in Training (EPt), ECO Canada. Student professional in training to sharpen leadership skills within the field of Environment and Climate Change.
- Significant knowledge in Sustainability and Climate Change mitigation/adaption strategies, with an ability to apply a systems approach and analytical/critical thinking skills.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Honours Bachelor of Arts, Double Major in Environmental Management and Human Geography, University of Toronto, Class of 2020

RELEVANT EXPERIENCE

- Climate Change Intern, Department of Environment, The City of Mississauga. Reporting on the relevance and applicability of new climate change technologies for city development. Assisted in the research and development of mitigation/adaption strategies and other climate change related projects, such as IPCC reports and community-based activities.
- Teacher's Assistant, Department of Geography and the Environment, University of Toronto. Working directly with professors within the department to grade student papers and exams, focusing on providing guidance to improve the reading and writing skills of undergraduate students. Courses included Natural Hazards, The Environment, Economic Geography, and Spatial Data Science.
- Server, Earl's Kitchen + Bar. Required attention and accuracy within the work environment, developing effective communication skills and leadership qualities. Responsible for closing and organizing front of house, as well as training newly hired staff members.

PERSONAL INTERESTS

- A strong love for the outdoors – including kayaking, hiking, camping, and swimming.
- Avid reader and music collector

Matthew Chambers

*Bachelor of Arts
Specialist in International Development Studies*



SPECIAL SKILLS & ACHIEVEMENTS

- Ability to find quick and effective solutions to potential problems before they exist, by using critical thinking strategies to find stable resolutions
- An effective leader that understands the importance of emotional intelligence and empathy with an ability to make quick and innovative decisions in high pressure moments
- Affective public speaker that understands the importance of communication and active listening in order to empower colleagues and achieve the team mandate
- Nominated to become a local champion by the East Scarborough Storefront to access an elite network of entrepreneurs and grassroots leaders
- Ability to be resourceful and innovative while working on projects independently or in teams
- Elected interview panelist for the East Scarborough Storefront and event strategist for the Scarborough Business Association
- Keen interest in finding innovative solutions to problems through the lens of sustainability
- Significant understanding of global development approaches, networking tactics, business procedures, customer service, colleague relationships, and leadership strategies

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Arts Specialist in International Development Studies, University of Toronto, Class of 2018

RELEVANT EXPERIENCE

- Member – Scarborough Business Association event coordinator, Caribbean Philanthropic Council youth leader, and East-Scarborough Storefront interview panelist. Gained experience in a team environment while participating in leadership roles and project coordination.
- Founder – Eco Chamber Supplies and Comfort Cleaners, created by University of Toronto students in order to establish a readily available e-commerce hub with a multitude of eco-friendly products and services. Gained experience in business planning, financial and operational models, and marketing strategies.
- Area Floater and Coordinator – FirstService Residential, assisted property managers of condominium sites with staff management, quarterly reports, acquisition of new contracts, and overlooking building management procedures. Gained experience in staff management, colleague relationships, customer relations, and problem solving.
- Customer Service Representative – Bank of Montreal, provided elite customer service to clients for all banking needs while also helping them expand their financial portfolio. Gained experience in customer service, team management, and sales

PERSONAL INTERESTS

- Coaching youth basketball while also illuminating the importance of entrepreneurship and academics in their life



Nandaraye Choi

Bachelor of Science (Honours), Specialization in Biology

SPECIAL SKILLS & ACHIEVEMENTS

- Quick learner, and easy to adapt to changes
- Ability to work well independently and in teams through effective and strong communication, organization, teamwork skills
- Confident in customer service and problem-solving skills from working in hospitality and customer service industry. Able to make meaningful connections with others
- Strong program planning and leadership skill from both professional and volunteer experiences
- Proficient in MS Office, Adobe Photoshop, R, and R Studio
- Passionate about environmental justice and wildlife management issues sparked from taking academic electives

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Science Honours, Biology, Queen's University, Class of 2020

RELEVANT EXPERIENCE

- Marketing Coordinator for Greenovations, a student-run sustainability club at Queen's University that aims to educate and promote sustainable living. Created graphics to promote events like retrofitting student houses (switching to energy efficient light bulbs, checking for and sealing window and door drafts, etc) to promote sustainable living.

- Phytotron Volunteer for hydroponics maintenance at Queen's University. Involved weekly water changes, daily adjusting water pH, adding appropriate levels of fertilizers and nutrients for non-fruiting and fruiting crops, and checking for leaks. Donated overharvest to local food banks.
- Barista for Starbucks. Strong communication and customer service skills due to high demand of industry. Addressed customer concerns and always went above and beyond to make the moment right. Always eager to make great connections with customers. Created a welcoming environment for both partners and customers.
- Special Needs Camp Leader, Adapted Adventure Camp with the City of Toronto. Specialized wheelchair camp for children and youth with physical and developmental disabilities. Created program plans, where games and activities had to be adapted to their capabilities. Strongly encouraged participants during activities and games to promote personal development. Quick to act when participants had seizures or tantrums.

PERSONAL INTERESTS

- Hiking, biking, kayaking
- Painting, sketching, digital art
- Cooking and baking

Silvia Del Castillo

Bachelor of International Relations



SPECIAL SKILLS & ACHIEVEMENTS

- Experienced in procurement and tendering processes of different goods and services
- Solid negotiation skills with international suppliers and stakeholders
- Skilled in event management, executive meeting organization, and detail-oriented
- Strong Leadership skills developed through supervision of team members and interns
- Excellent written and verbal communications skills developed through interaction with high-level country representatives
- Proactive, resourceful and use strategic thinking for problem-solving
- Strong teamwork skills developed through working collaboratively between different project areas
- Highly adaptable and used to working in multicultural environments
- Multilingual: Fluent in Spanish, English, French, and Portuguese

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of International Relations, Externado University of Colombia, Class of 2014

RELEVANT EXPERIENCE

- Operations and Finance Associate, United Nations Office for Project Support Services (UNOPS), CLME+ Project. In charge of the operations area of the UNDP/GEF CLME+ Project (executed

by UNOPS), guaranteeing the optimal execution of the project. Developed skills in negotiation, procurement, budgeting, and stakeholder engagement.

- Operations and Finance Assistant, United Nations Office for Project Support Services (UNOPS), CLME+ Project. Performed multiple operational duties related to logistics, procurement, and ERP payments. Responsible for the organization of numerous international executive meetings.
- Operations and Customer Service Coordinator, Casa 1537. Guaranteed the proper functioning of the venue by being responsible for the operations area of Casa 1537. Supervised sales, marketing, and communications departments in the accomplishment of their functions

PERSONAL INTERESTS

- Cooking, biking, traveling, dancing, and spending time with friends and family
- Passionate about environmental sustainability and trying to have a low-waste lifestyle



Tess Di Francesco

Bachelor of Arts

SPECIAL SKILLS & ACHIEVEMENTS

- Highly personable with strong interpersonal skills: infectious positive attitude and the ability to bring out the best in people
- Strong leadership skills: empathetic and open-minded; ability to mediate through conflicts; and respectful of ideas and opinions of others
- Creative, innovative, and critical thinker: ability to “think outside the box”, bring in new ideas, and raise questions
- Thorough and efficient problem solver
- Eager and quick to learn

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Arts in Global Development Studies, Minor in Political Science, Queen’s University, Class of 2019

RELEVANT EXPERIENCE

- Property Manager at Silly Bishop Inc. Toronto: Responsible for 25 short-term rental units; Managed guest communication and coordination before and after reservations; In charge of partner and supplier relations (negotiating quotes/contracts, enlisting new booking platforms)
- Analyst at The Co-operators Group Limited: Project Manager on Enterprise Distribution Service projects involving coordination of network and contact information across over 600 agency offices; Represented the Network team and The Co-operators in working with Telus to carrying out the replacement of network switches

at major locations.

- Consultant, Marketing Coordinator, and Fundraising Assistant with MedLife Queen’s University: Represented the Global Development Department and consulted the President on issues related to sustainability; Developed Marketing strategies for the organization; Created content via Canva for Instagram and Facebook to promote events’ Planned events including the Medlife Run and Socials

PERSONAL INTERESTS

- Outdoor activities such as hiking, kayaking, swimming, canoe and camping trips
- Travelling, rowing, cooking, fitness, and music



SPECIAL SKILLS & ACHIEVEMENTS

- Highly driven and energetic in collaborative projects and assignments
- Ability to effectively survey and understand challenges to develop innovative solutions
- Highly experienced in analyzing federal policies and regulations to identify possible risks and impacts
- Excellent ability to multi-task, manage time and resources efficiently, and take independent initiative within team and organization
- Strong communication and leadership skills developed through project management responsibilities
- Selected to attend Deloitte University’s training session titled “Power Skilling”, a session focused on fostering client connectivity, creating tangible business results and identifying new engagement opportunities

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Arts, Criminology, Ryerson University, 2014

RELEVANT EXPERIENCE

- Senior Analyst, Immigration, Deloitte Canada – Managed a complex portfolio of Canadian immigration-related projects involving various multi-national companies and private clients, consulted on internal firm best practices to develop efficient process improvements and service deliveries in tandem with Senior Managers

- and Partners, partnered with allied Deloitte member firms to service international clients to streamline their global mobility needs to Canada
- Case Coordinator, Kranc Associates – Advised and resolved clients Canadian immigration challenges and inadmissibility issues, independently processed large volume of corporate immigration applications, operated with high degree of autonomy in devising strategies and solutions

PERSONAL INTERESTS

- Experimenting with new cuisines, staying active, investing & financial literacy, listening to podcasts, travelling around South East Asia, urban and interior design, adopting a minimalist lifestyle, and electric cars.



Tina Elliott

Bachelor of Applied Science in Industrial Engineering (Honours)

SPECIAL SKILLS & ACHIEVEMENTS

- Mobilized a project team to install process improvement changes that assisted the operations team to improve production by 50% with the same labour force.
- Installed continuous improvement initiatives and mindsets across multiple industries, companies, and departments.
- Certified Lean Bronze practitioner who is able to identify areas of waste or opportunity for an organization.
- Applied Prosci Change Management methodologies to ensure the least drop in productivity during process improvement projects.
- Successfully completed in several case consulting competitions through undergraduate studies, culminating in 2nd place at the Ontario Engineering Competition, as well as 2nd place in the Institute of Industrial and Systems Engineering Student Conference competition.
- Ability to engage with all levels within an organization, from C-Suite clients to front line staff
- Awarded the Engineering Society Member of the Year Award - 2013
- Awarded the University of Windsor Women in Engineering Scholarship - 2008
- Awarded the Entrance Scholarship in Engineering - 2008

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022

- Honours Bachelor of Applied Science in Industrial Engineering with a Minor in Business Administration, University of Windsor, Class of 2013

RELEVANT EXPERIENCE

- Production Project Manager, Vancouver: Trained and mentored project team to identify waste, develop corrective action plans, and manage resistance to change within the department. Using Lean methodologies, assist companies with identifying waste in current processes to help improve productivity across the department. Managed process improvement projects, working within the Packaging department to improve quality and productivity metrics across the team.
- Senior Business Management Consultant, Vancouver: Developed a preventative maintenance program for a municipal government to ensure the most optimal functioning of fleet vehicles to reduce emissions. Assisted clients with creating reporting on greenhouse gas emissions to help follow trends that will allow them to adhere to the BC Climate Action Toolkit's "Green Fleet Action Plan." Assisted clients with creating balanced scorecards within a department to track relevant operational metrics to improve productivity, quality, and cost.

PERSONAL INTERESTS

- Staying active through co-ed volleyball, and maintaining a healthy level of physical activity
- Keen interest in music, taking the form of playing piano, guitar, drums, singing, or dancing

Sam Gordon

Bachelor of Science, Marine Biology



SPECIAL SKILLS & ACHIEVEMENTS

- Strong leader with several years of team and project management experience
- Excellent communicator with strong written and verbal skills
- Approaches projects with confidence and a positive attitude
- Thrives in both independent and team-oriented environments
- Experience with wildlife management and Problem Black Bear Management certified
- Exceptional data management and organizational skills
- Working skills in French from completing the Ontario French Immersion Certificate Program
- Proficient in Microsoft Office and knowledgeable in ArcGIS programs and R studio

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Science, Marine Biology, Dalhousie University, Class of 2018

RELEVANT EXPERIENCE

- Park Warden, MECP, Algonquin Provincial Park: Aided in enforcement of the Provincial Parks Conservation and Reserves Act, as well as coordinated the allocation of wildlife management resources to minimize human-wildlife conflicts. Communicated the importance of environmental stewardship and reducing our ecological footprint to park users.

- Resource Technician, MECP, Algonquin Provincial Park: Responsible for the safety, training, and supervision of five student workers completing environmental maintenance projects in the interior of Algonquin Provincial Park. Organized and managed the installation of 12km of protective turtle fencing and several projects involving the removal of invasive species (Japanese Knotweed, Phragmites spp.).
- Resource Technician, MNRF, Algonquin Provincial Park: Coordinated multi-day overnight work trips with float plane access to remote, backcountry projects. Organized and carried out the building, maintenance, and rehabilitation of infrastructure to improve accessibility of Algonquin Park's interior.
- Aquatics Instructor and Lifeguard, Town of Oakville, ON: Maintained clear and concise communication with co-workers to ensure the safety of pool patrons. Created structured lesson plans for aquatic instruction of swimmers ranging from Level 1 to Aquatic Rescue Level Bronze Star.
- Volunteer, Harkness Laboratory of Fisheries Research: Performed creel surveys, which involved data collection and angler interviews.

PERSONAL INTERESTS

- An avid outdoorsman who enjoys canoe tripping, camping, fishing, playing guitar, and cheering for the Montreal Canadiens.
- Extremely interested in sustainability and how it relates to natural resource use.



Ximena Guzman

Bachelor of Business Management

SPECIAL SKILLS & ACHIEVEMENTS

- Capable of being integrated in multidisciplinary teams as well as working independently with minimal supervision
- Effective time management skills demonstrated by meeting deadlines while working in several ongoing construction projects with multiple project managers
- Ability to apply active listening skills to better understand complex deliverables
- Decision making skills founded on exhaustive research, analysis and integrity.
- Comfortable assuming greater responsibility and challenges as reflected by a proven track record and growth in size of project portfolio
- Strive to build and develop strong interpersonal connections by employing an empathetic approach to interactions on a daily basis
- Excellent attention to detail while also being able to present an executive summary
- Advanced user of MS Excel and PowerPoint
- Fluent in Spanish and English

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Honours Bachelor of Business Management, University of Costa Rica, Class of 2014

RELEVANT EXPERIENCE

- Real Estate Development Financial Analyst, Garnier & Garnier Desarrollos Inmobiliarios (Costa Rica): elaborated dynamic financial feasibility models to gauge a development's

profitability and relevant financial ratios; secured over \$80M in construction and permanent loans for residential and commercial (retail, office, hotel) projects; ran multiple scenarios to determine optimal lease terms for prospective tenants; constructed and updated cash flow models to monitor cash requirements; engaged in cross-departmental collaboration to develop annual rolling forecasts and budgets; projected annual financial statements in order to estimate payable income tax.

- Equity Research Analyst, Moody's Analytics (Costa Rica): gathered, consolidated and summarized financial data from SEC company filings and software applications that supported thematic research for weekly investment reports; conducted benchmarking analysis through relative valuation and operating performance metrics; created and maintained company and industry related databases; managed daily news flows to remain informed about the potential impacts of the macro environment within the coverage universe.

PERSONAL INTERESTS

- Landscape and wildlife photography, scuba diving, reading and collecting National Geographic magazines since 2011, animal lover (especially dogs)
- Enjoy beauty products, trying new food, cooking and spending quality time with family and friends

Osayuwame Ize-Iyamu

Bachelor of Environmental Design



SPECIAL SKILLS & ACHIEVEMENTS

- Proficient in numerous Design and Building Information Modelling (BIM) software such as Adobe Photoshop and Indesign, Autodesk Autocad and Revit, Rhino, Sketchup, ArchiCad and Davinci Resolve.
- Received the following academic awards from the University of Manitoba: International Undergraduate Student Scholarship [2016-2017], International Undergraduate Student Bursary [2015-2016] and University One Honor List [2012].
- Elected as the Cross-Cultural Representative for the Student Architectural Society at the University of Manitoba during the Fall 2016- Winter 2017 Session.
- Received certificate of training in the following; Advocacy and Implementation of the United Nations' SDGs, What's New in the 2015 Building Code, Emergency First Aid/CPR/AED Level C, WHMIS 2015 for MB Workers in Provincially Regulated Workplaces and Non-Violent Crisis Intervention.
- Possesses comprehensive knowledge in miscellaneous topic areas, such as Copywriting, Search Engine Optimization (SEO), Space planning, Underwriting, and Credit Improvement.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Environmental Design, University of Manitoba, Class of 2017

RELEVANT EXPERIENCE

- Lending Specialist, Fairstone Financial Inc.: Presenting loan products to clients that help meet their financial needs, through debt analysis, underwriting and account management.
- Designer, Mary Mother of the Church Building Renewal: Worked closely with the various stakeholders throughout the different phases of the project and implemented inclusive design solutions.
- Interior Designer, Grant Design Group Inc.: Analyzed existing and new interior spaces with the design team and developed functional plans through BIM software and material specifications that best suited the clients' needs.
- Residential Sales Consultant, Super-Lite Lighting Ltd: Shared knowledge about energy-efficient alternatives for traditional lighting fixtures, bulbs, and encouraged customers on the benefits and impacts of adopting them.

PERSONAL INTERESTS

- Enjoys jewelry making, video and photo editing, entrepreneurship topics, fitness, and increasing financial literacy, listening to music and podcasts.



Leaticia Kaggwa

*Bachelor of Commerce, Business Economics and Law
Marketing Double Major (With Distinction)*

SPECIAL SKILLS & ACHIEVEMENTS

- Successfully launched a business in 2018, turning a profit within 18 months
- Debated competitively on the University of Alberta JDC West team (second-place finish in 2010)
- Coordinated five large-scale conferences as VP Events and Logistics / Marketing Lead for various organizations
- Specialized in branding solutions for social enterprises as a freelance graphic designer
- Well-versed in Adobe Creative Cloud
- Enjoys linking disparate concepts to solve problems through lateral thinking
- Encourages teamwork by ensuring every voice is heard
- Speaks and reads intermediate French

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Advanced Ontario Diploma in Graphic Design, George Brown College School of Design, Class of 2016
- Bachelor of Commerce, University of Alberta, Class of 2011

RELEVANT EXPERIENCE

- Founder, Kink & Coil: Ranked in the top 8% of Shopify stores launched the same week by driving website traffic through effective SEO, SEM, and UI/UX practices; grew social media followers by 4X in one year; expanded mailing list subscribers

by 7X in one year

- Marketing and Engagement Lead, LifeSpeak: Authored 200+ articles on for an employee wellbeing blog; ghostwrote for 10+ external HR industry publications; distilled complex ideas and statistics into legible infographics and reports; coordinated PR efforts across multiple agencies to maximize our reach across Canada, US; initiated first company-wide fundraisers
- Marketing Intern, WAFFD/INSEDA: Documented the effectiveness of micro-lending and kitchen garden projects at various project sites across India; interviewed volunteers and staff members about initiatives aimed at financially empowering Indian women
- Mover/Graphic Designer, Shelter Movers Toronto: Helps women and children fleeing domestic violence by transporting their belongings to their new homes; designs marketing collateral and digital assets
- Foster Parent, Toronto Humane Society: Rehabilitates shelter animals to prepare them for adoption
- Volunteer, Friends of Allen Gardens: Preserves the beauty and biodiversity of the park by planting/transplanting flowers and bushes, maintaining decorative features

PERSONAL INTERESTS

- Grade 10 Royal Conservatory of Music graduate in piano
- Snowboarding, beach volleyball, travel, writing, video games, backcountry camping

Jayden Kuzdak

Bachelor of Science in Environmental Science



SPECIAL SKILLS & ACHIEVEMENTS

- Strong foundation in systems-based thinking to develop holistic solutions to dynamic and complex environmental challenges
- Tenacity to develop impactful sustainable solutions to global challenges such as food sovereignty, food justice, and climate change adaptation through regenerative agriculture practices
- Significant experience in critical time management of team projects to provide high quality advertising products/services for Canada's top wine and cannabis companies
- Excellent ability to communicate complex and nuanced concepts with a high degree of effectiveness
- Aptitude for quickly learning software and digital tools for rapid and effective application
- Well versed in regenerative agriculture literature including in-field practices, current challenges, technological solutions, and regional agricultural policy
- Equipped with strong interpersonal skills, thriving in team settings

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Science, Concentration in Environmental Science with Minors in Biology and Environmental Management, University of Toronto at Mississauga, Class of 2019

RELEVANT EXPERIENCE

- Undergraduate honors thesis at the University of Toronto at Mississauga Department of Geography: Conducted research across Ecuador in August 2018 to study agroecosystem resilience. Collaborated with local farmers to explore concepts of regenerative agriculture as it relates to perceived impacts of climate change on agricultural production.
- Production specialist at Global Imaging Inc. in Mississauga, Ontario: Start-to-finish system analysis of small enterprise production of physical advertising solutions to effectively reduce waste, save time and energy, improve finished product quality, and widen profit margins.
- Restoration Ecology II at the University of Toronto Mississauga: Developed a multi-year mock adaptive management strategy to regenerate a wetland ecosystem located on the UTM campus. As a team, carefully created a stepwise plan to implement a successional path to improving ecosystem health whilst considering a multitude of potential outcomes and strategic responses.

PERSONAL INTERESTS

- World travel, exploration of cuisines through the lens of a plant-based diet, combat arts (Muay Thai and Brazilian Ji-Jitsu), psychopharmacology, and transpersonal psychology.
- Extremely passionate about food as a primary interface between humans and the natural world



Brittany Lacasse

Bachelor of Science in Agriculture (Honours)

SPECIAL SKILLS & ACHIEVEMENTS

- Experience working with conducting research and research methods, technical report writing, data compilation, data analysis and statistical analyses; high level of reading comprehension and writing skills.
- Diverse practical in field experience with animals, crops and agricultural equipment locally and internationally allowing for continuity to industry and research.
- Comfortable in new and challenging environments with the confidence to adapt and to ask questions.
- Ability to work in fast-paced environment and meet deadlines using time-management, organization skills, and prioritize work demands.
- Dean's Honours List 2017 to 2019.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Science in Agriculture (Honours Major), University of Guelph, Class of 2019

RELEVANT EXPERIENCE

- Independent Study – Canola Nutrient Status Effect on Swede Midge. Research project at University of Guelph, 2018 to 2019. Responsible for the establishment and protocol of canola and sulphur relationship trial and secondary canola and swede midge relationship trial.
- Research Assistant Paper – Muck Crop Research Station University of Guelph. BASF Insecticide Onion Maggot Trial. Research paper and

presentation at Ontario Pest Management Conference, 2017.

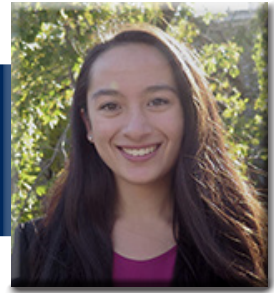
- Research Assistant – Muck Crop Research Station University of Guelph. Established and maintained research plots for industry and university personnel.
- Dairy Farm Assistant – Dandyland Holsteins. Daily operations with cattle and crop systems.
- Integrated Pest Management Scout – Muck Crop Research Station University of Guelph. Responsible for working with vegetable producers by assessing crop disease and pest presence to minimize pesticide use.
- Sustainable Agriculture Intern – Mayan Mountain Research Farm. Sustainable permaculture farm responsibilities of harvest and post-harvest operations.
- Field Course – Costa Rica. To develop an understanding of agricultural challenges and sustainability initiatives being taken.

PERSONAL INTERESTS

- Keen interest in traveling to discover new cultures, foods and nature.
- Horseback riding, yoga, reading, gardening, and lover of animals.

Kaitlyn Law

*Bachelor of Arts in Political Science & History
Minor in Geography*



SPECIAL SKILLS & ACHIEVEMENTS

- Experience working in international, fast-paced, and demanding environments; learns quickly and solves problems creatively and strategically.
- Adept in leading/organizing teams, working collaboratively with others and independent work.
- Trained in quantitative and qualitative research/data analysis methods as well as consulting, policy analysis, summarizing and presenting information in an organized manner; project management, and event planning.
- Interested in environmental governance, technological innovation, renewable energy, market transformations & sustainable development.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Arts in Political Science & History with a Minor in Geography, McGill University, Class of 2020

RELEVANT EXPERIENCE

- Consultant, University Consulting Group, Toronto: Collaborate with a team of 5 consultants to develop a branding strategy for a media art and education focused non-profit organization.
- Project Management Associate, OXIA Initiative, Montréal: Supported a fintech start-up working with private investors to measure and reduce carbon impact; conducted a comparative study on sustainability/carbon accounting frameworks and reporting standards as well as investigating the methodologies for greenhouse gas (GHG)

reporting based on organizational, provincial and national requirements.

- Summer Research Student, Low Carbon Energy for Development Network (LCEDN), United Kingdom: Completed quantitative and qualitative analyses on data from community energy initiatives in Nepal using R, Excel and NVivo alongside international project partners; explored issues relating to energy security, community resilience and clean energy transitions in post-disaster situations and summarized key findings in analysis reports and literature reviews; assisted with public engagement activities such as website management using WordPress.
- Logistics Coordinator, Sustainability Research Symposium, Montréal: Worked with a team to enable the successful organization and promotion of a public event on sustainable food futures.
- Journalism Section Manager, Luminous Science Journal, Montréal: Managed team of 8 writers and 4 editors; conducted interviews with researchers and completed final review of published submissions; organized journal restructuring efforts and annually recruited new team members.
- Staff Writer, McGill Policy Association, Montréal: Authored articles on sustainable mobility and smart city projects.
- Visiting student, Chinese University of Hong Kong (2018): Specialized in sustainable urban development in Asia and Chinese foreign policy.

PERSONAL INTERESTS

- Scuba diving, geopolitics, startups, architecture, and visiting local farmer's markets.



Robert (Rob) Lukacs

Bachelor of Bio-Resource Management – Environmental Major

SPECIAL SKILLS & ACHIEVEMENTS

- Fluent in French and basic fluency in Spanish.
- Received the 2013, Glenn Webb Education Scholarship: for strong academic achievements and leadership initiatives through extracurricular activities.
- Exceptional written and verbal communication skills acquired through experiences as a federal inspector, student ambassador, non-profit volunteer and throughout internships.
- Confidently engaged and collaborated with several degree programs and student organizations to fundraise for local and national charities.
- Four-year student ambassador and president of the Bachelor of Bio-Resource Management program.
- Self-motivated to apply critical thinking procedures to an individual or team-based projects.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Post Graduate Certificate in Regulatory Affairs – Science (Dean's Honour), Algonquin College, Ottawa, Class of 2017
- Bachelor of Bio-Resource Management – Environmental Major, University of Guelph, Class of 2016

RELEVANT EXPERIENCE

- Advanced Independent Undergraduate Research Project, Department of Integrative Biology, University of Guelph: Researched the invasion rate of *Festuca arundinacea* by using native

- grass seed spacing as a proxy for measuring competitiveness and invasion rates across grassland plots. Gained experience working in fields, laboratories and on computers to conduct statistical analysis. Produced a scientific report and presented findings to the Department.
- Federal Plant Inspector, Canadian Food Inspection Agency: Responsible for enforcing regulations of the Plant Protection Act through public engagement and by collecting leaf samples across the stone fruit (e.g., plum, peach, nectarine, apricot) industry to protect from plum pox virus. Engaged agricultural stakeholders and growers to make regular suggestions to amend the Act based on the most relevant scientific data and findings.
- Fruit and Vegetable Picker, Not Far From The Tree: a Toronto based sustainable organization that harvests and shares local fruits and vegetables. Actively signing up for picking jobs while using interpersonal skills to interact with other volunteers. Proceeds are given to food banks, community kitchens and health centres.

PERSONAL INTERESTS

- Exploring the natural world through travelling, hiking and cycling. Huge green thumb, gathering with friends and family, listening to music, photography and reading.

Chloe McElhone

*Bachelor of Science in Environmental Sciences
Major in Environmental Economics and Policy*



SPECIAL SKILLS & ACHIEVEMENTS

- Advanced organizational and time management skills – able to maintain these attributes when placed in high pressure environments.
- Critical problem solver, excellent communicator and an effective team player.
- Awarded Dean’s certification for academic excellence on multiple occasions, graduated with Honours.
- Awarded semi-finalist, quarter-finalist, and 4th highest scoring team throughout participating in six national Undergraduate Moot Court Competitions.
- Recipient of Oscar Romero Award, awarded to a graduating student who challenges the status quo for the improvement of the student condition and social justice.
- Fluent in English and French.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Science in Environmental Sciences, Major in Environmental Economics and Policy, University of Guelph, Class of 2020

RELEVANT EXPERIENCE

- Environmental & Social Risks & Opportunities Intern, Scotiabank: Steered projects on climate change due diligence, green taxonomies, and environmental risk.
- Independent Study, Department of Food, Agriculture & Resource Economics, University of Guelph: Researched the Federal Carbon Tax

effects on Ontario agriculture, both in terms of mechanics and economics.

- Capstone Study, University of Guelph: As a client for Grain Farmers of Ontario, researched the impacts nitrogen management practices have on the carbon output of Ontario corn and made recommendations on best management practices, taking into consideration carbon footprint, yield, farm economics, and feasibility.
- Executive, University of Guelph Pre-Law Society: Held executive roles as Moot Court Captain and Events Coordinator, playing an active role in research of the legal industry and enhancement of oral advocacy skills, with a particular interest in the role of sustainability and environmental policy in the field of law.
- Policy & Process Design Intern, Scotiabank: Steered projects for policy design in credit management.
- Resolution & Recover Planning Intern, Scotiabank: Assisted on projects to fulfill the Bank’s recovery planning regulations and policies.
- Insurance Administrator Intern, Wells Fargo Equipment Finance Company: Professional communication with insurance brokers and customers to surpass monthly targets and assist in French communication.
- Ecological Engineer Co-op Student, Environment Canada: Designed and implemented ecological experiments in assistance to the transformation of an ecosystem.

PERSONAL INTERESTS

- Live music, yoga, vegetarian cooking.



Tiara Mullick

*Bachelor of Science (Honours), Major in Environmental Science
Double Minor in Media and Classical Studies*

SPECIAL SKILLS & ACHIEVEMENTS

- Effectively synthesizes and analyzes material through an interdisciplinary lens to compose research projects, presentations, and papers
- Skilled in data collection, graphing, and analyzing spatial data, by utilizing Excel, GIS software, and Google Earth Pro
- Proficient in Microsoft Office acquired from professional and academic experience
- Experienced in filming, photography, and graphic design
- Exceptional leadership, interpersonal, and organizational skills from organizing team-based projects and problem - solving
- Effectively prioritizes competing tasks without compromising attention to detail and by a deadline

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Honours Bachelor of Science, Major in Environmental Science with a Double Minor in Media and Classical Studies, University of Toronto, Class of 2020

RELEVANT EXPERIENCE

- Orientalism: Artwork and Essay: Published an artwork called “Levelling Out the Playing Field,” on a virtual exhibit, “Everyday Orientalism,” and composed an interpretative essay to articulate pressing issues of orientalism, post-colonialism and disability studies

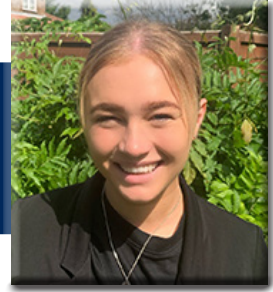
- Volunteer Representative, UTSC Parks Canada Club, Scarborough, ON: Assisted in organizing conferences, facilitated outdoor events to foster an interest in nature and community involvement for students, and marketed special events using promotional material
- Oceanography Video Presentation, UTSC, Scarborough, ON: Delivered an engaging video on the “Exchange of Flows Through the Strait of Gibraltar” using appropriate animations, visuals, and editing techniques with iMovie and Google Earth Pro
- Inventory Control Clerk, VWR Part of Avantor, Mississauga, ON: Responsible for inventory accuracy while utilizing SAP and QSS software programs to investigate and resolve over 200 inventory discrepancies
- Junior Marketing and Outreach Specialist, The Center for Education and Training, Brampton, ON: Assisted in administrative services while providing marketing and outreach support for the promotion of services and advising recent immigrants in job search and language assessment

PERSONAL INTERESTS

- Learning about cultures and histories through documentaries, museums, and, articles
- Painting, cosmetology, artistry and trying activities like paddle boating and kayaking
- Passionate about mental health issues

Holly Nicholson

Bachelor of Science in Business Management



SPECIAL SKILLS & ACHIEVEMENTS

- Developed skills such as leadership, teamwork, customer relationship management and collaboration through various roles in customer service, hospitality, sales and education since starting work at 16
- Conscious effort to embed sustainability and corporate citizenship into these roles
- Extensive knowledge of innovation, sustainability and ethics through chosen concentrations during undergraduate degree
- Strong critical thinking, time management and independent research and writing skills, achieved a First-Class grade for her 11,000-word undergraduate dissertation project titled 'Investigating the Impact of Business Schools on Organizational Gender Inequality'.
- Industry skills developed through activities such as an 'Innovation Simulation' and being chosen to participate in the 'Bank of England 2.0 Challenge'
- Awarded Dean's List Award for Outstanding Performance in 2018-2019 and 2019-2020 academic years at undergraduate level
- Proficient in Microsoft Office (achieving Distinction* in ECDL course), iWork, G Suite and Bloomberg

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Science in Business Management, University of Southampton, Class of 2020

RELEVANT EXPERIENCE

- Bar Supervisor at Royal Air Force Yacht Club: Implemented club-wide sustainability initiatives such as recycling systems and replacing plastic straws and stirrers for biodegradable alternatives which led to a significant decrease in landfill waste. Actively encouraged members to reduce their water and energy usage while cleaning and maintaining yachts.
- Sales Advisor at Magnet Kitchens: Requested all actors to install and stock the most sustainable materials (such as recycled glass) beyond standard duties of liaising with customers, designers and fitters through a variety of communication means
- Peer Leader at University of Southampton: Prepared and conducted weekly sessions to a group of 30 first-year students to develop their academic skills in a team of three.
- Volunteer Mentor at Darrick Wood Primary School: Worked 1-to-1 with children with extra social and educational needs.
- Various work experiences: Working within institutions such as Commonwealth Bank of Australia, Clifford Chance and House of Fraser assisted in the development of general understanding financial and legal sectors.

PERSONAL INTERESTS

- Hiking, jogging, yoga, meditation, skiing, snowboarding, cycling, gaming, reading, cooking, painting.



Lauren O'Malley

Bachelor of Science (Honours)

SPECIAL SKILLS & ACHIEVEMENTS

- Recognized by peers and educators for exceptional presentation skills to an audience
- Ability to integrate multi-dimensional concepts and perspectives to form a cohesive objective
- Proven role versatility as an effective team leader, team member, or independent thinker
- Competent in writing scientific reports and reviews, as well as conveying complex scientific ideas in a comprehensive way
- Possess a unique interest in diverse fields, facilitating a balanced approach to economics, natural ecology, and social responsibility
- Dedicated community volunteer – hockey coach assistant, teaching assistant, fundraising event coordinator, marginalized community centre volunteer, wild and domestic animal caregiver

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Honours Bachelor of Science With High Distinction, Life Science Program, University of Toronto, Class of 2020

RELEVANT EXPERIENCE

- Golf Shop Attendant, Deerhurst Highlands Golf Course: Managed and coordinated a retail store operation and golf tee time schedule. Responsible for opening and closing operations for the course, safety of the patrons, and client interaction

- Student Intern, Procyon Wildlife: Managed the intake and care of injured and/or abandoned wildlife. Provided leadership and problem solving to a team of volunteers in a dynamic environment
- Independent Project, Lab in Comparative Animal Physiology, University of Toronto: Designed, conducted, analyzed, and documented a formal laboratory experiment in accordance with university research standards
- Volunteer, University of Toronto Students Union: Organized and managed on-campus events, participated in several community volunteer initiatives, including; public sales for Maple Leaf Sports & Entertainment Foundation, and team member for St. Felix Centre Community Meals Program
- International Veterinary Volunteer in Costa Rica, VIDA Volunteer: Provided animal welfare education to the local community, assisted a veterinary team

PERSONAL INTERESTS

- Golf, Wake Surfing, Hockey, Scuba Diving, and Travel

Jarid Palter

*Bachelor of Commerce (with Distinction)
Double Major in Marketing Management & Real Estate Management*



SPECIAL SKILLS & ACHIEVEMENTS

- Teamwork, leadership, time management, & organization skills developed from years of part-time work as a lifeguard/swim instructor while also managing a full course load
- Graduated with Distinction and received Dean's Honour List Standing at the end of each undergraduate academic year
- Received awards from Ryerson University for academic excellence, leadership, and strong quantitative capabilities
- Asked to join the Ted Rogers School of Business Management Undergraduate Curriculum Committee to provide valuable student input on curriculum changes
- Significant knowledge in marketing and real estate fields of business
- 2020-2021 Ontario Graduate Scholarship Recipient

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Commerce (with Distinction), Double Major in Marketing Management & Real Estate Management, Ryerson University, Class of 2020

RELEVANT EXPERIENCE

- Jr. Commercial Mortgage Analyst, MCAP: Supported Asset Management & Loan Servicing teams with automation of the loan management system. Completed annual reviews to determine if loans met renewability criteria. Completed escrow

- analysis and notified borrowers of property taxes owed, as well as required mandatory repairs.
- Teaching Assistant, Sustainability in Real Estate, Ryerson University: Graded students' assignments on a variety of topics relating to sustainability in the real estate sector.
- Field Course/Independent Study, Indigenous Land Use, Ryerson University: Participated in a field course to the Northwest Territories that involved independent research of indigenous land use and the social, economic, and environmental impacts that resulted from restrictions on property rights and resource extraction on indigenous land.
- Ski/Snowboard Instructor, Alpine Ski Club: Taught children winter sports and the importance of sustainability to help mitigate climate change to continue to participate in climate dependent activities.
- Volunteer Driver, Sew For TO: Volunteered as a delivery driver for a community initiative to supply masks and scrub caps to those in need during the peak of the COVID-19 pandemic.

PERSONAL INTERESTS

- Spending time outdoors: reading, hiking, running, cycling, swimming, waterskiing/wakeboarding, skiing/snowboarding
- Traveling/backpacking: experiencing different cultures and exploring the world



Vibhor Rohatgi

Bachelor of Science (with High Distinction, Hons.)

Specialization in Environmental Science

Double Minor in Sustainability and Environmental Law & Policy

SPECIAL SKILLS & ACHIEVEMENTS

- Exceptional leadership skills demonstrated as recipient of a multitude of undergraduate student leadership awards and Youth Delegate at the 2017 Summer Youth Assembly at the UN.
- Strong interpersonal skills demonstrated by continuous participation in collaborative activities and group projects during academic and professional career.
- Adept research and verbal/written communication skills displayed through presentations, literature reviews and research papers (e.g. Honours Thesis).
- Excellent time management skills demonstrated through extensive on and off-campus involvement and high academic standing throughout university.
- Extensive knowledge in Sustainability Reporting and Assurance, SBTi, TCFD Recommendations and the Canadian regulatory/political environment.
- Certifications: GRI Standards Certified Training Course, ECO Canada Environmental Professional in-training (EPt).
- Technical Skills: Microsoft Office (advanced Excel, PowerPoint, Word), G-Suite, Tableau, Minitab, ArcGIS

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Honours Bachelor of Science, Specialization in Environmental Science with a Double Minor in Sustainability and Environmental Law & Policy, University of Toronto, Class of 2020

RELEVANT EXPERIENCE

- Summer Intern – Climate Change & Sustainability Services, KPMG: Co-authored sections of a KPMG report on the trends and state of global carbon pricing mechanisms for a bilateral development institution.
- Board Member – Special Advisory Board on Sustainability, University of Toronto Mississauga (UTM): Co-develop a long-term sustainability strategic plan for the campus, in collaboration with academic and administrative members of the committee.
- Lead Analyst – G7 Research Group, University of Toronto: Led team of 6 Compliance Analysts to prepare and edit globally distributed, peer-reviewed Interim and Final Compliance Reports on G7 Countries' commitments to climate change and the G7 Metz Charter on Biodiversity
- E-Waste and Recycling Coordinator – UTM Sustainability Office: Assisted in the planning and implementation of sustainability programming offered by the Office, including overseeing all aspects of the campus' electronic waste and printer cartridge recycling programs.

PERSONAL INTERESTS

- Playing and watching sports such as soccer, travelling, and reading personal development books.

Sabrina Santos

Bachelor of Health Science



SPECIAL SKILLS & ACHIEVEMENTS

- Proficient in managing teams with an emphasis on marketing and finance for non-profit organizations
- Recipient of the Federation of Portuguese-Canadian Business & Professionals scholarship for 4 years
- Organized case competitions Maple Leafs Sports & Entertainment Case Competition for McMaster business students
- Extremely efficient in teams with excellent communication skills
- Keynote speaker for the Food (in)Security conference held at McMaster
- Awarded Dean's Honour List and graduated with Distinction (GPA 3.9)
- Healthcare administration experience, particularly with REDCap and ICARE databases

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Health Science, Minor in Business, McMaster University, Class of 2020

RELEVANT EXPERIENCE

- Marketing Assistant, OHSO Fitness: Worked in consulting and marketing to assist in a new fitness center in strengthening the brand and improve customer acquisition and retention strategies.
- Research Assistant, Center for Addiction and Mental Health: Responsible for completing a meta-analysis outlining drug therapies for metabolic disorder in schizophrenic patients and reported

- results according to CAMH regulatory protocols.
- Chief Marketing Officer, DeGroot Marketing Association: Created and implemented marketing campaigns for events to allow DMA members to explore marketing careers in Toronto.
- Pharmacy Research Assistant, Infinity Health: Conducted research on the side effects of oral NSAIDs to encourage the use of topical cream while simultaneously collecting and analyzing patient data to reveal the most prevalent side effects to address (i.e. bleeding ulcers).
- President, McMaster Soup Kitchen Club: Promoted volunteer opportunities, such as gift wrapping and soup kitchens, at social service organizations (i.e. Good Shepherd), and fundraised for student food accessibility programs and club budget (increase by 15%).
- Customer Care Administrator, Aqualina: Responded to phone calls and e-mails to maintain resident satisfaction, scheduled tradespeople for apartment repair, and ensured safety compliance of all appliances in the condominium.
- Green City Adventure Camp Organizer, Evergreen Brick Works: Created a 7-day schedule with the Camp Director incorporating nature and learning about climate change in camp activities.

PERSONAL INTERESTS

- AcroYoga
- Cooking using local plant-based ingredients
- Sustainable fashion
- Architectural design
- Martial Arts



Abhay Sharma

M.Sc. Environment Management

SPECIAL SKILLS & ACHIEVEMENTS

- Professional integrity and diligence to sustain evidence-based analytical approach acquired while working at various posts for more than a decade
- Applied 3R (reduce, reuse and recycle) philosophy to save water, ensure appropriate waste water treatment and reduced hazardous waste at site
- Implemented stipulated procedures to achieve reduction of incidents (first aid, near miss, spills, fire etc.) with thorough reporting and investigations to avoid recurrence
- Implemented Environment, Health and Safety (EHS) standards in chemical industry while dealing with toxic, flammable and explosive chemicals
- Skills to understand needs of stakeholders to foster wider sense of ownership, trust and communicate effectively
- Knowledge of environmental laws and their implementation
- Administered accreditation process for entire country to inculcate system oriented approach
- Diverse experience of working in environmental consultancy, autonomous body for government of India and in chemical industry
- Received topmost Champion's League Appreciation Program (CLAP) award of Uflex Group in 2018-19 for work done in field of environment

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- International General Certificate 1, 2 and 3, NE-BOSH, UK, 2016 (Certificate)

- Master of Science in Environment Management, GGSIP University, Delhi, 2008
- Bachelors of Science in Botany (Hons), University of Delhi, 2006

RELEVANT EXPERIENCE

- Manager, EHS, Uflex Limited, Chemicals Business – Ensured compliance to stipulated legal norms as well as the systems defined internally in line with integrated management system (ISO 9001, 14001, 45001, 31000). Managed concerns related air pollution, water pollution, hazardous waste management and incidents analysis and investigation (root cause analysis, corrective and preventive actions). Prepared internal sustainability report based on annual report analysis of global competitors.
- Assistant Director, Quality Council of India, QCI – Successful development and implementation of accreditation mechanism for environment impact assessment (EIA) consultant organization's in country for Govt. of India. Pioneer in development of such system across world.
- Environment Scientist, Jacobs India Pvt. Ltd. (erstwhile CES India Pvt. Ltd.) – Prepared environment feasibility report and organized public consultation meetings for highway projects

PERSONAL INTERESTS

- Travel and drive in hilly terrain
- Listen to music
- Spend time with family and friends
- Avid reader (news/ articles/ environment & sustainability topics)

Maria Siddiqui

Bachelor of Commerce - International Business



SPECIAL SKILLS & ACHIEVEMENTS

- Successfully led, planned and managed a full rebranding project for an e-commerce startup
- Independently learned and implemented the search engine optimization project to create a new, cost-effective, and high-quality source of leads
- Works well in cross-functional teams as well as independently on individual projects
- Highly detail-oriented and organized with strong problem solving, analytical, presentation, as well as, public speaking skills
- Resourceful and always eager to learn new knowledge and competencies
- Expertise in SEO, digital marketing, HTML, mobile app attribution, data analysis and visualization
- Proficient in an array of tools including Google products (Analytics, Firebase, Search Console, etc.), Apple Search Ads, Intercom, Mailchimp, Wordpress, Adobe Illustrator and Photoshop
- Awarded the Top Graduate title for UOWD's International Business Program, Class of 2015
- Earned and maintained an academic scholarship throughout the four-year undergraduate program
- Multicultural viewpoint having studied and worked in Dubai, UAE for nine years
- Multilingual - Fluent in English and Urdu with a basic understanding of Arabic and French

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Commerce in International Business, University of Wollongong in Dubai, Class of 2015

RELEVANT EXPERIENCE

- Marketing Manager - ServiceMarket: Created and executed strategies to market new service and product launches through offline and online channels including SEO, email marketing, and paid advertising
- Project Lead - ServiceMarket: Managed a team of five, using agile methodology, to build the customer and partner mobile apps in under a year with extensive event and conversion tracking in order to continuously improve the products based on real data.
- Digital Marketing Officer - ServiceMarket: Analyzed website performance and presented custom reports to management with recommendations that set priorities for the team. Independently conducted research on UI/UX best practices and created wireframes to improve conversion rates.
- Intern - ServiceMarket: Established and maintained the startup's social media presence, while also attending to customer requests to ensure their needs were met the same day.

PERSONAL INTERESTS

- Painting and sketching
- Learning about history, anthropology, and cultures through reading and traveling



Kuan Su
Bachelor of Commerce

SPECIAL SKILLS & ACHIEVEMENTS

- Proficient in Python, STATA, R, and Microsoft Office
- Data cleaning, data manipulation, and data interpretation through a management lens
- Capable of analyzing financial statements and writing financial reports that are supported with data visualizations
- Ability to thrive in uncertain situations through self-discipline and persistent effort
- Cultivated cross-cultural and social awareness via multiple international exchanges
- Team player who is also capable of overcoming challenges and complete tasks independently
- Trained as an interpreter to facilitate effective communication between multiple parties
- Designed and coordinated course plans through previous teaching experience
- Confident public speaker who is aware of audience orientation
- Developed leadership and interpersonal skills through mentoring and group leading
- Substantial knowledge of French culinary techniques and terminologies

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Commerce, Management Specialist, Economics Minor, Concentration in Strategy and Innovation, University of Toronto, Rotman School of Management, Class of 2019.

RELEVANT EXPERIENCE

- Interpreter, Le Cordon Bleu Tokyo: Provided real-time interpretation to groups of 20+ students. Translated campaign documents and public statements. Created an internal terminology database to standardize interpretation tone. Championed for zero-waste cooking to the future generation of chefs along with chef colleagues.
- Sales Associate, SOMA Chocolatemaker: Responsible for facilitating in-store and webstore orders. Provided consultation for wedding and corporate clients. Trained incoming staff on customer service skills to help achieve sales target.
- Case Analysis – RSM392, University of Toronto: Led a group of 4 students to conduct situation analysis of existing management challenges. Written and presented alternatives and recommendations, risk mitigation plans, and implementation strategies to industry experts.
- SpeakUP Project Leader, John Fraser Secondary School: Submitted grant proposal and received a \$1,000 grant from Ontario's Ministry of Education. This project provided opportunities for ELL students to speak up about their learning concerns in high school and ways to improve their English skills. Conducted surveys and arranged field trips to enhance ELL learner's language and culture learning experience.

PERSONAL INTERESTS

- Strength and functional training, traveling and living in different countries, mindfulness and meditation, cooking and going on food adventures, photography.

Melissa Suárez Ordóñez

Bachelor of Economics (Honours)



SPECIAL SKILLS & ACHIEVEMENTS

- Fluent in Spanish and English, intermediate French, basic Portuguese.
- Exceptional leadership and team management skills due to 3 years of experience managing and building effective teams, while seeking to bring out individual potential.
- Strong negotiation skills and great relationship management acquired by working with suppliers to secure mutually beneficial partnerships based on trust and respect.
- Skilled in prioritizing tasks and multi-tasking proven by effectively managing the procurement process of various business ventures at the same time.
- Ability to analyze and think strategically in order to develop plans and make decisions that impact business positively.
- Resourceful and level-headed, able to develop creative solutions to unanticipated problems in work and social settings.
- Exceptional use of oral and written communication skills to convey information clearly and concisely with attention to detail.
- Computer skills acquired from academic and work experiences such as MS Office Suite, MacOS and Oracle E-Business Suite (ERP software).
- Awarded Cum Laude Recognition of Scientific Merit for undergraduate research thesis.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Bachelor of Economics (Honours), Universidad del Norte (University of the North), Colombia, Class of 2016

RELEVANT EXPERIENCE

- Head of Procurement, Apolo Energy (Colombia): Led the procurement process and a 5-member team in order to ensure a timely ordering and delivery of spare parts and materials to comply with maintenance and project schedules. Negotiated with carriers and international partners to secure the supply of goods and services required for project development and operations.
- Director of Procurement, Carbones de Santander (Colombia): Managed the procurement and inventory team. Approved the ordering of goods and services required to maintain cost-effective operations.
- Trainee, Impala Terminals – Trafigura Group (Colombia): Collaborated with the CSR team to formulate and evaluate the impact of various social investment projects within a logistics operation.

PERSONAL INTERESTS

- Traveling, reading, baking and cooking, spending time with family, and landscape photography.



Spencer Williams
Bachelor of Science (Honours)

SPECIAL SKILLS & ACHIEVEMENTS

- Hardworking, self-motivated individual with a high level of initiative
- Adaptable in any environment. Results-oriented professional with exceptional analytical skills, to think creatively and provide solutions.
- Ability to work well in social settings with a high proficiency to retain fine details.
- Excellent verbal and written communication, and listening skills
- Ability to take a logical and analytical approach to solving problems
- Innate capability to work in a high pressure and high stress environment
- Substantial knowledge in a variety of areas such as Environmental Science, Environmental Policies, Ecohydrology, City and Regional Planning, Sustainable Infrastructure and Natural Resource Management

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2022
- Honours Bachelor of Science in Environmental Science and Geography with a Minor in Sustainability, McMaster University, Class of 2020

RELEVANT EXPERIENCE

- Project Coordinator Direct Energy Business Services – Supervised data collection for energy reducing automation projects. Managed time lines and budgets for projects while also implementing building automation software for energy analysis. Responsible for return on investment

energy projects.

- Project Coordinator Ion facility services – Lead on BGIS Brookfield account. Coordinated over 300 projects including their schedules, resources, equipment and information. Liaised with clients to identify and define project requirements, scope and objectives.
- Administrative Assistant Direct Energy Business Services – Responsible for information, data collection and sorting, using various Microsoft softwares. Able to achieve weekly deadlines. Assigned hours to service agreements on large service contracts. Managed data collection for energy audit preparation.
- Advocate for sustainable programs 100 in 1 day – participated in an urban intervention advocating for sustainable transport and bike safety within the City of Hamilton

PERSONAL INTERESTS

- A variety of outdoor activities such as hiking, biking and rock climbing, generally spending time around nature.
- Dedicated baseball player and coach with a passion for helping players achieve their personal best.

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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