

# **BOBBY THOMAS CAMERON MPPA, CAPM, CE**

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## *Career Objective*

To provide policy leadership while building organizational policy capacity, achieving results, and developing my professional skills through advanced studies of public policy.

## **Current:**

- Manager of Policy, Planning, and FPT Relations, PEI Department of Agriculture and Fisheries
- Chair, PEI Early Learning and Child Care Board
- Associate Fellow, Royal Commonwealth Society
- Certified Associate in Project Management (CAPM)
- Credentialed Evaluator (CE)
- PhD Candidate, Policy Studies, Ryerson University

## **WORK EXPERIENCE**

**Government of Prince Edward Island.** June, 2014 – present.

***Manager of Policy, Planning, and FPT Relations.*** April, 2016-present. Policy Section, Policy & Agriculture Resources Division, Department of Agriculture and Fisheries.

- Coordinate the research, analysis, development and implementation of Departmental policies, programs, and processes as a means to ensure a consistent overall Departmental approach based on well-defined evidence.
- Work closely with the Department's partners in the public and private sector to use new tools and approaches for policy development.
- Regularly facilitate and lead multi-day consulting and policy engagements with partners.
- Develop approaches for evaluating engagement and program success, measuring impact and demonstrating value.
- Use a whole of government lens to identify opportunities for collaboration and horizontal partnerships to solve challenging, cross-cutting policy issues.
- Lead high level discussions and consultations with other provincial jurisdictions and the federal government in the development, implementation and evaluation of federal funding programs for the agriculture sector.
- Use sound research and analysis skills to prepare the department for bilateral and multilateral negotiations with other levels of government.
- Lead, direct and manage the day to day operations of the Policy Section.
- Responsible for the development and implementation of a post-secondary student policy internship program.

***Chair,*** PEI Early Learning & Child Care Board. January, 2016 – Present. Department of Education and Early Childhood Development.

- Responsible for authorizing the licensing and license renewal of child care/early childhood programs according to statute in consultation with the Board to ensure the safety and wellbeing of children in childcare in PEI;
- Represent the Board and its interests to government, standing committees, and the public.

***FPT Policy Coordinator (contract).*** October, 2015 – March, 2016. Policy & Regulatory Services Division, Department of Agriculture and Fisheries.

- Prepared position papers with recommendations developed through high level policy research and analysis with respect to the agriculture, agri-food and fisheries sectors.
- Provided strategic advice and recommendations to the Director, Senior Management and the Deputy Minister.
- Evaluated FPT cost-sharing initiatives and programs using qualitative, quantitative, and interpretative methodologies.
- Developed strategic goals and priorities for the Department.
- Collaborated with federal and provincial staff in joint FPT policy research initiatives.
- Prepared provincial feedback on national reports, strategies, research and policy directions.
- Monitored and analyzed current trends and advances reported in FPT press releases, media sources and communications with other jurisdictions.
- Conducted comparisons to program models in other jurisdictions with the inclusion of policy, budgetary, financial, administrative and human resource considerations.
- Led and advised a project team to achieve project milestones related to an evaluation of FPT cost-shared programming.
- Supported the Government of PEI's Director's Forum Advisory Committee through providing survey development, strategic evaluation, policy analysis, and evaluation.

***Policy Coordinator/Analyst (contract).*** June, 2014–October, 2015. Corporate Services, Health PEI.

- Provided expert advice, assistance, and support based on sound evidence to the CEO and senior management on policy issues.
- Directed projects which required the research, analysis, and interpretation of qualitative and quantitative data.
- Led teams of licensed professionals and analysts on policy research and development issues, stakeholder engagement initiatives, business cases, project charters, and communication activities.
- Researched, wrote and developed policy and procedure manuals for the corporate divisions and health programs.
- Led the research, planning, and implementation of projects in health system priority areas.
- Provided support to provincial government on matters of mutual priority.
- Responsible for the development, coordination and presentation of a new policy framework and policy performance indicators for Health PEI that is consistent with best practices and national standards.
- Responsible for the procurement, development, and organization-wide implementation of a web-based policy document management system.
- Responsible for the development and delivery of policy and procedure writing workshops for managers.

***PEI Association for Newcomers to Canada. Settlement Worker (contract).*** September, 2013 – June, 2014.

- Provided individual and group support to newcomer (immigrant) children, adolescents and adults with various residency statuses.

- Researched available community resources and coached clients on contacting and utilizing resources with particular focus on accessing federal immigration requirements and applications.
- Completed presentations, information booths, and meetings with NGOs, universities, government and members of the public.

**Veterans Affairs Canada. Adjudicative Services Clerk (contract).** May, 2013 – September, 2013.

- Prepared hearing loss/tinnitus benefit applications for adjudication.
- Managed personal and confidential information through CSDN software.
- Contacted clients to request and clarify information.
- Directed client inquiries as appropriate.

**Tourism Research Centre, University of PEI. Researcher (contract).** August, 2012 – April, 2013.

- Responsible for the implementation of a research project with visitors to PEI.
- Reported survey completion performance indicators.
- Answered questions and clarified information with the respondents and public.

**Ryerson Centre for Immigration and Settlement. Project Coordinator (contract).** September, 2011–June, 2012, Office of the Vice-President of Research & Innovation, Toronto, Canada.

- Assisted in building the capacity of the Centre to foster and disseminate knowledge on immigration through strategic, operational, and tactical planning.
- Organized and delivered public events with affiliated research faculty as well as community partners including: the Canadian Race Relations Foundation; Metropolis; and the Canadian Civil Liberties Association.
- Fostered and maintained critical stakeholder relationships with colleagues, researchers, external organizations, and community members.
- Supervised two research assistants and visiting scholars.

**Joint Centre of Excellence for Research on Immigration and Settlement (CERIS). Researcher / Editor (contract).** September, 2011 – June, 2012. Toronto, Canada.

- Wrote summarized policy briefs.
- Researched emerging citizenship and immigration issues.
- Wrote environmental scans and literature reviews.
- Prepared articles for publishing.

**Office of Community-Based Research, University of PEI. Research Co-ordinator (contract).** September, 2008 - August, 2009.

- Compiled and submitted various reports for separate funding agencies.
- Tracked research progress as it aligned with contractual agreements.
- Interfaced between members of the research team, various administrative departments at UPEI, industry partners, academic collaborators and funding agencies.
- Conducted and coordinated evidence-based research to support program development.
- Developed job advertisements and led hiring committees in consultation with HR which included: screening candidates, developing interview question sets, administering interviews, scoring candidate responses, and developing offers of employment.
- Supervised a team of research assistants.

**Canadian International Development Agency/Association for Universities and Colleges Canada.** International Development Intern (contract). June-July, 2008. Meru, Kenya.

- Delivered accounting training to a Kenyan women's business cooperative.
- Prepared final reports for CIDA and local NGO.

**Human Resources Skills Development Canada (Service Canada) – Communications Unit.** Lead Youth Services Officer (contract). April, 2005 – January, 2008.

- Implemented the Government of Canada's Youth Employment Strategy.
- Developed and executed communication plans for target groups.
- Delivered presentations to senior staff, business associations, and community groups.
- Wrote policy briefs and final reports outlining strategic plans and targets.
- Proactively scanned, researched and analyzed emerging issues and patterns in youth employment in PEI and beyond.
- Supervised a team of nine Youth Services Officers which included: using approved HR practices to develop job advertisements; support selection committees; complete reference checks; and develop offers of employment.
- Developed an HR strategy including current needs and future direction of youth employment services.
- Developed and implemented a training program for new staff.
- Maintained positive relationships with staff through regular one-on-one and group meetings.

## **EDUCATION**

**PhD Candidate, Public Policy.** Current. Ryerson University, Toronto, Canada.

**MA in Public Policy and Administration.** 2010. Ryerson University, Toronto, Canada.

**BA in History (Honours) and Political Studies.** 2009. University of Prince Edward Island, Charlottetown, Canada.

**Certified Associate in Project Management (CAPM).** 2014. Project Management Institute.

## **PROFESSIONAL CONSULTATIONS**

**Guest Speaker.** History Department, University of PEI. Charlottetown, PE. May, 2015-2017  
Provided seminars on the value of a history degree in corporate services

**Member, Advisory Committee.** Executive Master of Business Administration, University of Prince Edward, 2015

**Guest Lecturer,** "Policy Development in Healthcare Crown Corporations". Nursing 403, University of PEI, 2015

**Presenter, PolicyPEI - Learning Series.** November, 2015

**Guest Reviewer.** *International Social Work* journal, 2013-2017.

**Project Manager.** Discover Charlottetown. Charlottetown. PE. December, 2014-July, 2015

Project Manager for tourism marketing event in Halifax, NS

**Cooper Institute.** Charlottetown, PE. July, 2014

Consultation on the 2014 changes to the Temporary Foreign Worker Program

**Atlantic Council for International Cooperation.** Halifax, NS.2013-2014

Provided support for a member engagement video project.

### **TEACHING EXPERIENCE**

**Instructor:** January, 2015-2016. Business English. Study Abroad Canada Language Institute. Charlottetown, Canada.

**Tutorial Instructor:** January – May, 2012. INT 555: Millennium Development Goals. Department of Politics and Public Administration, Ryerson University. Supervisor: Professor Stephen Lewis.

**Tutorial Instructor:** September – December, 2011. POG: 100, People, Power, and Politics. Department of Politics and Public Administration. Ryerson University. Supervisor: Dr. Joerg Wittenbrinck.

**Instructor:** 2011. Study Abroad Language Institute. Charlottetown, Canada. Director: Jaime-Lyn LaPierre

**Instructor / Administrator:** 2010-2011. Riyadh College of Technology. Riyadh, Saudi Arabia.

**Tutorial Instructor:** January-April, 2010. POG: 225, Global Governance. Department of Politics and Public Administration. Ryerson University. Supervisor: Dr. Aparna Sundar.

**Tutorial Instructor:** September – December, 2009. POG: 100, People, Power, and Politics. Department of Politics and Public Administration. Ryerson University. Supervisor: Dr. Mitu Sengupta.

**Tutorial Instructor:** September – December, 2008. GI: 100, Global Issues. Department of English. University of Prince Edward Island, Canada. Supervisor: Dr. Sean Wiebe.

### **PROFESSIONAL COURSES, CERTIFICATES, & TRAINING**

Qualitative Research. Young Lives Research Lab, UPEI, 2017 (1 day).

Project Management. Holland College, Charlottetown, PE, 2017 (3 days)

Transformational Leadership. Insights, Charlottetown, PE (1 day)

Communicating as a Leader. Office of Skills Development, UPEI, 2016 (1 day)

Performance Management. Office of Skills Development, UPEI 2017 (1 day)

Moving up to Management. Office of Skills Development, UPEI, 2016 (1 day)

Yellow Belt, Lean Six Sigma. LTS/MoreSteam University (29 hours).

Briefing Notes Workshop. Financial Management Institute. Charlottetown, PE, 2015 (1/2 day)

Writing Effective Policies and Procedures. Saint Mary's University, Halifax, 2015 (2 days)

Dynamics of Policy Development. PEI Public Service Commission. Charlottetown PEI, 2015 (1 day)

Change and Transformation in Organizations. Office of Skills Development, UPEI, 2015 (1 day)

Project Management Certificate Academy of Learning. Charlottetown, PE, 2014 (66 hours)

Business Law and Ethics Certificate Academy of Learning. Charlottetown, PE, 2014 (30 hours)

Business Planning Certificate Academy of Learning. Charlottetown, PE, 2014 (16 hours)

The Engaging Trainer Human Resource Associates. Charlottetown, PE, 2014 (2 days)

Mindfulness Counseling Strategies Crisis & Trauma Resource Institute Inc. Halifax, NS, 2014 (2 days)

Teaching English as a Foreign Language Certificate. International TEFL TESOL Training, 2014 (120 hours)

Teaching Business English (TBE) Certificate. I-to-I, 2014

Time Management and Organizational Skills Certificate Office of Skills Development, University of PEI Charlottetown, PE, 2014 (1 day)

Preventing Bullying, Harassment, and Abuse Workshop Canadian Red Cross, 2014  
CPR American Academy of CPR & First Aid, 2014  
Grant Writing Bootcamp Certificate School of Health and Human Performance. Dalhousie University, 2013  
Advanced Certificate in Critical and Structured Thinking Project Management Association of Canada / Association de gestion de projet du Canada, 2012  
Certificate in Methods and Approaches to Research on Migration Issues Centre for Development Studies, Kerala, India, 2012 (10 days)  
Certificate in Service Standard (Accessibility for Ontarians with Disabilities Act). Ryerson University, Toronto, 2012  
Certificate in Arts Teaching Assistantship. Learning and Teaching Office, Ryerson University. Toronto, 2009  
Certificate in Intercultural Communication Techniques. Centre for Intercultural Learning. Halifax, 2008  
Certificate in English as a Second Language Tutoring. PEI Association for Newcomers to Canada. Charlottetown, Canada, 2007

## **REPORT AND PAPER WRITING**

### **Academic**

Reflections on refugee studies and the study of refugees: implications for policy analysts. *Journal of Management & Public Policy*, 6 (1), 4-13, 2015

The migration of Hungarian refugees to Prince Edward Island, Canada (1956-1957) – a communicative inquiry with a local newspaper. *KOME – An International Journal of Pure Communication Inquiry*, 2 (2), 17-25, 2014

Using responsive evaluation in strategic management. *Strategic Leadership Review*, 4 (2), 22-26, 2014

Asylum policy and housing for asylum seekers in the EU – a look at Malta’s open centres for asylum seekers. In Kati Lepojarvi (Ed.) *Perspectives on European Security: STETE Yearbook 2010* (pp. 99-105). Finland: The Finnish Committee for European Security, 2010

‘Epistemology’: for policy analysts and policy development in healthcare management. *Journal of Social Sciences Research*, 7 (2), 1261-1264, 2015

“Immigration education: preparing for the future” in *Voice of the Future*. Langley: Elder and Leemaur Publishers, 2007

### **General Interest**

Policy manuals: important for NGO management. *Renendez-vous*, 15 (3), p.12, 2015

Migration in the Mediterranean region and policy implications. *Commonwealth Voices* (07 May 2015)

Both sides of Brazil. *Renendez-vous*, 14 (2), p.10, 2014

Food – Its more than what you eat! *Renendez-vous*, 14 (3), p.7, 2014

A weekend stay-cation in Charlottetown, PE. *DiscoverCharlottetown*. Available online, 2014

Critical thoughts on critical thinking in Saudi Arabia. *openDemocracy*. Available online, 2011

### **Conference Papers**

“Interpretive policy analysis: Unsettling research orthodoxies,” paper presented at the Institute of Public Administration of Canada’s 69<sup>th</sup> Annual Conference, Evidence-Informed Innovation Panel, Charlottetown, PE, August 20-23, 2017.

“Children seeking asylum: detention and deportation in Canada,” paper presented at the Canadian Association for Refugee and Forced Migration Studies (CARFMS), Restructuring Refuge and Settlement Conference. York University, Toronto, May 16-18, 2012

“Non-Response Bias in a Web-Based Conversion Study,” paper presented with Dongkoo Yun, Sean Hennessey, and Roberta MacDonald at the 2010 Travel and Tourism Research Association. Quebec City, Quebec, October 13-15

“Hungarian Refugees Received on Prince Edward Island, 1957,” paper presented at the Third Annual Atlantic University Undergraduate History and Classics Conference, Halifax, Nova Scotia, January 23-25, 2009

### **Reports**

Cameron, Bobby Thomas (contributor). *Connecting Families Through Community: An English as an Additional Language (EAL) Family Literacy Project*. National Literacy Secretariat, 2012

Master of Arts Major Research Paper. “Asylum Policy in the European Union: An Examination of the Reception Conditions Directive” Available online at SSRN, 2010

Bachelor of Arts History Honour’s Thesis. “Securitization and Humanitarian Discourses and the Arrival of Hungarian and Kosovar Refugees on Prince Edward Island, Canada” Available online at SSRN, 2009

Cameron, Thomas Robert (contributor). *Retention of Aboriginal students in post-secondary institutions in Atlantic Canada: an analysis of the supports available to Aboriginal students*, Canadian Council on Learning. Available online at SSRN, 2008

### **PROFESSIONAL MEMBERSHIPS**

Member – Canadian Evaluation Society, PEI Chapter, 2017-Present

Member - PEI Public Service Commission Diversity Advisory Committee, 2014-present

Member - Canadian Policy and Procedures Network, 2014 – 2015

### **MAJOR EVENTS ATTENDED**

Institute of Public Administration of Canada, 69<sup>th</sup> Annual Conference, Charlottetown, PE, 2017

Eastern Canada First Nation Outreach Session, Agriculture & Agri-Food Canada. Montreal, QC, 2017

Public Trust Summit, Farm & Food Care Canada. Ottawa, ON, 2016

Evidence-Based Policy Making Conference, Federated Press. Ottawa, ON, 2015

National Health Leadership Conference, Canadian College of Health Leaders. Charlottetown, PE, 2015

National Metropolis Conference, Toronto, ON, 2012

## **AWARDS & HONOURS**

Featured in the Canadian Evaluation Society's "Credentialed Evaluator Success Stories" series, 2017  
Featured in the Association of Universities and Colleges Canada's *Inspiring Leaders with Global Skills*, 2014  
Ambassador. Atlantic Council for International Cooperation. Halifax, NS, 2013  
Recipient. Red Cross Young Humanitarian Award. Charlottetown, PE, 2010  
Recipient. Dan MacIntyre Human Rights Award. Toronto, ON, 2010  
Recipient. McGraw-Hill Publisher's Integrity, Initiative, and Engagement Award, 2009

## **MEDIA**

### **Featured in,**

"Inspiring Leaders with Global Skills." Foreign Affairs, Trade and Development Canada. 06/2014  
"Member Stories: Bobby Thomas Cameron." TakingITGlobal. 05/2013  
"Red Cross Young Humanitarian Award." The Guardian 11/2010  
"Red Cross Names Humanitarian Award Recipients." The Guardian 09/15/2010  
"UPEI Students Working with Farmers Helping Farmers." The Guardian 06/28/2008  
"Foreign Students call for Ban on Paceville Bar." The Insider (Malta) 05/2008  
"Strategy helping Island students find summer jobs." The Surveyor (PEI) 03/2007

### **Interviewed by,**

CBC Radio(PEI) Main Street. "Karen Mair: Active8 Campaign." 02/28/2013  
CBC TV (PEI), Compass. "Sara Fraser: Active8 Campaign" 02/2013  
CBC Radio (PEI): "Matt Rainnie re: Humanitarian Award." 11/03/2010  
ABC Life Literacy Canada, 12/2010  
CBC TV (PEI): "Development Week at UPEI: Kenya." 01/2009  
Toronto Star(front page):"Six Degrees of Education: Undergrads sign up for cross-Canada degree." 03/2007  
CBC TV (PEI): "Service Canada Centres for Youth." 07/2008  
The Guardian, "Plenty of assistance available for students still seeking jobs." 07/2006