MScSM

Master of Science in Sustainability Management UofT



STUDENT VIEWBOOK

Class of 2023 - Summer Placement

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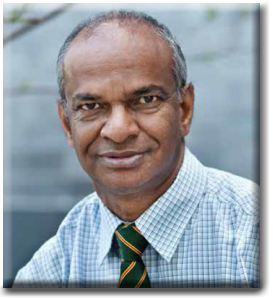
Message from Program Director

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 2023 is comprised of 44 students – 32 domestic and 12 international, from 7 different countries. The academic backgrounds include engineering, business, chemistry, biology, environmental science, global issues, sustainable development, and more. They are high achievers, and each has a commitment and dedication to sustainability.

We hope that you will consider engaging with the Program, and bringing on a summer intern/ co-op student from the Class of 2023 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
- Social Dimensions of Sustainability
- 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 Philosphy: Integration

The MScSM Program focuses on the integration of science and business through the lens of sustainablity. 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 colleauges and the public alike, and are prepared to draft documents, reports and create presentations suitable for executives and colleuages - all while focusing on data-driven outcomes.

Hiring a Placement Student: Class of 2023 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 - Cabon 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 Intiatives
- 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 pratices 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 preformance
- 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 $15 -$30 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 place 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 2023 PROFILE

TOP DEGREES ALREADY HELD

- 8 BBA/BComm
- 15 BA
- 13 BSc
- 3 BEng/BASc
- 1 BEnvD

1.5 AVERAGE YEARS WORK EXPERIENCE

WHERE in the WORLD is MScSM?



UK
Mexico
USA
India
China
Vietnam
Canada
Nigeria

TOP UNDERGRADUATE DEGREE MAJORS



TOP UNIVERSITIES REPRESENTED BY NUMBER OF STUDENTS

University of Guelph
University of Toronto
McGill University
Queen's University
University of British Columbia

STUDENT DEMOGRAPHIC

International: 9 students
Domestic: 31 students

Student Profiles





Taylor Ball

Bachelor of Commerce (First Class Honours)
Strategy, Management Information Systems, and Marketing

SPECIAL SKILLS & ACHIEVEMENTS

- Emotionally intelligent with strong interpersonal skills: her positivity and enthusiasm bring out the best in her classmates and colleagues.
- Creative, curious and entrepreneurial: eager to learn new skills and continuously improve.
- Demonstrated excellence in clearly communicating complex concepts to any audience.
- Recognized for exceptional presentation skills, frequently addressed crowds of 450+ students.
- Awarded Dean's List (2017-2019) with Distinction (2019-2020).
- Awarded inaugural 2020 Konrad Group Digital Innovation Scholarship for academic excellence in Management Information Systems.
- Placed 1st and 2nd at international case competitions: How to Change the World 2020 (sustainability) and CaseIT 2020 (information technology)
- Comprehensive understanding of international Environmental, Social and Governance (ESG) reporting standards.
- Highly proficient in Adobe InDesign and XD, well-versed Creative Cloud applications.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023.
- Corporate Sustainability and Innovation Graduate Certificate, Harvard Extension School, Candidate for Class of 2021.
- Bachelor of Commerce (First Class Honours), Queen's University, Class of 2020.
- Exchange Semester, HEC Paris, Winter 2019.
- Consumer Behaviour Accelerated Course, London School of Economics, Summer 2018. Finished 1st out of 226 students.

RELEVANT EXPERIENCE

- Sustainability Consultant: Collaborated with the executive leadership team of FTSE 250 infrastructure firm to develop a comprehensive sustainability strategy and targets. Helped draft the inaugural Environmental, Social, Governance (ESG) report that met various global sustainability standards: UN PRI, UN Global Compact, TCFD.
- Founder & Owner: Founded Vancouver's first electric scooter tour company. Financed a fleet of 14 e-scooters, negotiated a volume discount. Conceptualized and led 2-hour guided tours which consistently received 5-star reviews on Airbnb.
- Sustainability Marketing Associate: Developed branding and communication materials for the social enterprise, How to Change the World. Led website redesign using Wix, Adobe XD, Adobe InDesign, and Figma.
- Magazine Editor & Contributor: Wrote and edited articles for MUSE Magazine with an audience of 35,000 readers annually

PERSONAL INTERESTS

- Avid bookworm who reads 25+ books per year.
- Loves to ski, camp and rollerskate.
- Wrote & produced a 13 episode iTunes podcast

Nairika Behboodi

Bachelor of Arts, Honors in Psychology



SPECIAL SKILLS & ACHIEVEMENTS

- Solution-oriented thinker, ability to think laterally and adapt previous experience and solutions to new projects
- Strong leadership skills demonstrated through proven ability to manage teams and navigate and influence complex organizations successfully.
- Demonstrated experience in marketing, communications, research, data science and audience engagement.
- Detail-oriented- ability to compile and analyze data from multiple sources.
- Strong research skills and analytical and conceptual capabilities, including an understanding of quantitative methods and empirical testing developed through professional and educational experience
- Multilingual: Fluent in French, English, Farsi. Conversational in Spanish.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Certification in Big Data analytics, York University, October 2019
- Bachelor of Arts, Honors in Psychology, University of Guelph, Class 2019

RELEVANT EXPERIENCE

- Marketing Analyst, Canadian Tire Corporation: Initiated, established, and optimized business development strategies based on company targets, market data and budget factors. Responsible for trend forecasting and analysis to drive appropriate merchandising decisions.
- Program Coordinator, AIESCEC –Teach for Vietnam: Created effective lesson plans for teachers and taught various classes to help improve students' English proficiency. Developed rating scale to measure student's performance and overall program success.
- Youth Assembly Delegate, Unite Nations: Discussed and addressed the 2030 Agenda supporting Sustainable Development goals. Actively participated and contributed to sessions targeted at developing effective Corporate Social Responsibility initiatives to help underpin business' sustainability programs.
- Marketing Analyst Intern, Mother Erth: Researched competitors and market trends and developed reports providing actionable insights. Project manager for Facebook, Instagram and Amazon Ad campaigns showcasing its products and their focus and leadership in sustainability.
- Program Representative, My world My Choice: Worked to engage students worldwide to make sustainable choices. Conducted classroom presentations to introduce the concept of sustainability to high school students.

PERSONAL INTERESTS

- Creating sustainable fashion by taking discarded materials and repurposing them.
- Investing in stocks of companies with strong social and sustainable initiatives.
- Traveling and learning new things.
- Spending time outdoors, especially with family.



Mariana Berlanga

Bachelor of Science, Applied Biology
Major in Food and Environment

SPECIAL SKILLS & ACHIEVEMENTS

- Strong leadership qualities of communication, task management, and prioritization gained from managing community projects.
- Exceptional time management and organization. Able to run multiple projects at once, creating and following scheduled project plans.
- Thrives in a team environment, works cooperatively, and encourages team members to use their skills to complete the best possible project.
- Experienced in the field, lab, and remote data collection, curating precise and accurate data for research and industrial settings.
- Proficient species identification of local insects, flora, and birds. Diligent and detail-oriented to best identify challenging data.
- Bilingual in English and Spanish

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science in Applied biology. Food and Environment Major, University of British Columbia Class of 2019

RELEVANT EXPERIENCE

- Imagery Data Technician, Semios. Annotated images for specific crop stage, pests, or agriculturally important items. Evaluates the accuracy and implementation of agriculturally significant weather, disease, crop, and pest models
- Research Assistant, Sustainable Agricultural Landscapes (SAL) Lab University of British Columbia. Assisted in data collection for a research paper on spatiotemporal analysis soil organic carbon in lower Fraser Valley. Collected soil samples from agriculture fields. Completed Biomass measurements.
- Project Manager, student community project, Social-Ecological Economic Development Studies (SEEDS) Program: Created biodiversity installation for a community garden meant to engage the community with biodiversity and food. Delegated tasks to a team of five Members, lead a focus group with community members, and presented the project final report for community partners.
- Helpline and Admissions Assistant, Wildlife Rescue Association of British Columbia Provided daily phone assistance for members of the public that had wildlife questions, issues, or had found injured wildlife.
- Soils sensor: capstone project, University of British Columbia Farm: designed and built- in collaboration with an engineer, prototype a remote thermocouple soil sensor on a raspberry pi platform. Proving the University farm a final report which outlined the design process and instructions on installation, calibration, and use.

PERSONAL INTERESTS

- Traveling, reading, sewing, knitting, and spending time with my family and our dogs

Natalie Biringer

Bachelor of Arts (Honours), International Relations



SPECIAL SKILLS & ACHIEVEMENTS

- Significant experience in implementing sustainability and sustainable procurement as part of corporate business strategy, in various industries and countries
- Highly adaptive and cross-culturally skilled from studying and working abroad and in North America
- Effective verbal and written communicator with ability to adapt to a range of stakeholders
- Both a strong independent thinker and team player, with regular positive feedback on team contributions and people management skills
- Significant experience in client account management and project management
- Sees the big picture but pays attention to detail in order to deliver quality work
- Fluent in English; Advanced in French

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts (Honours) in International Relations, University of St Andrews, Class of 2016

RELEVANT EXPERIENCE

- Customer Success Manager, EcoVadis: Accelerated adoption and success with key strategic client accounts; provided strategic guidance on sustainability, responsible procurement and change management to client portfolio; led coordination of CPG Sector Initiative and Top Tier Customer Initiative (responsible procurement initiatives with existing customers); always exceeded semesterly financial targets and received excellent reviews
- Membership Sales Representative, EcoVadis: Responsible for generating customer growth (managed sales cycle by prospecting and selling membership subscriptions); served as marketing referent for sales department – refined existing programs to better educate the potential customer market about CSR trends and EcoVadis' solutions; consistently surpassed sales targets on quarterly basis
- Research Associate, Fashion Takes Action: Conducted research and consulting for a resource toolkit on sustainable fashion implementation for businesses, released with PwC
- SDGs Case Competition Judge, Seneca College: Adjudicated undergraduate student groups' submissions of case solutions to SDG challenges and provided constructive feedback
- Independent Study, University of St Andrews: Conducted research on and wrote a 12,000 word thesis on the broadening role of Syrian women in the civil war and its effect on the country's social contract

PERSONAL INTERESTS

- Sports and outdoor activities (including tennis, running, swimming and biking), learning French, travelling and exploring new cultures, volunteering for local environmental and social justice initiatives, reading, and listening to business psychology podcasts



Alena Blanes

Bachelor of Applied Arts (Hons.), Media Studies & Public Relations
Diploma in Media Communications

SPECIAL SKILLS & ACHIEVEMENTS

- Communication: communications strategy and planning; graphic design; writing and editing
- Project Management: stakeholder relations; event planning; collaborative leadership
- Software: Adobe Creative Cloud, MS Office, WordPress
- Languages: English and German
- Previous Coursework: Media Relations, Crisis Communications, Public Affairs, Invasive Species, Environmental Law, Sustainable Forestry, Environmental Management, Health Effects of Climate Change
- Awards: Guelph-Humber Gold Medallion for Leadership Excellence, Guelph-Humber Founders Academic Merit Scholarship

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Applied Arts (Hons) in Media Studies & Public Relations, University of Guelph, Class of 2020
- Diploma in Media Communications, Humber College, Class of 2020

RELEVANT EXPERIENCE

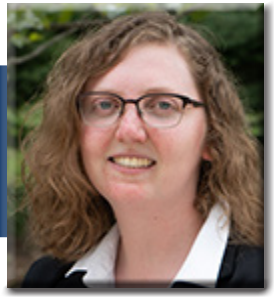
- Student Ranger, BC Parks, Ministry of Environment & Climate Change Strategy | Fort St. John: Conducted long term ecological monitoring (LTEM) for at risk species; Facilitated 4 public outreach events on conservation; Provided maintenance and upgrades to 12+ provincial parks
- Creative Design Manager, Shake Up The Establishment | Guelph: Develop social media content and strategy to communicate climate science to Canadians;
- PR Account Coordinator/Intern, MAVERICK Public Relations | Toronto: Developed public relations campaigns with media content calendars and assets; Organized 3 events with media and influencers; Managed over 50 media requests and interviews
- Recruitment Liaison Officer, University of Guelph-Humber | Toronto: Built relationships with youth across 750 Canadian high schools; Delivered presentations to audiences of 300+
- Event Sustainability Coordinator, EMERGE Magazine | Toronto: Coordinated with stakeholders to meet 15 SDG targets in waste management and diversion, food security, and climate change
- Managing Editor, IGNITE Student Life | Toronto: Produced 60+ online articles with over 400k media impressions; Provided editorial feedback for 500+ web and print stories; Developed COVID-19 resource for 30k Ontario students

PERSONAL INTERESTS

- Fresh air enthusiast with a love of backcountry hiking, ethical travel, yoga, skiing and rock climbing
- Reading about natural resource management and sustainable design
- A zest for low waste living, meditation, minimalism, and journaling

Vicky Boyd

Bachelor of Science (Hons.) in Psychology, Neuroscience, & Behaviour
Minor in Anthropology



SPECIAL SKILLS & ACHIEVEMENTS

- Recognized by Green Business Certification Inc. as a knowledgeable sustainability professional having earned the Sustainability Excellence Associate credential
- Published a news editorial in a newspaper promoting anaerobic digestion as an alternative energy source for the community
- Led volunteers and students in the monitoring and removal of invasive species
- Completed a multi-day backpacking hike through Algonquin Park by herself
- Chosen twice by internship teammates to be the communications leader and be responsible for correspondence between the team's mentor, professor, and each other
- Not afraid of hard work or to get dirty – comfortable getting up close and personal with invasive species, digging in the dirt as an archaeologist, crunching the data in an Excel spreadsheet, and going through someone else's trash for a waste audit!

EDUCATION

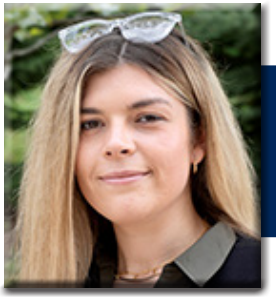
- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Advanced Diploma in Ecosystem Management Technology, Fleming College, Class of 2018
- Honours Bachelor of Science in Psychology, Neuroscience, & Behaviour with a minor in Anthropology, McMaster University, Class of 2016

RELEVANT EXPERIENCE

- Microgreens Grower, Farmstead Fresh: Produced and harvested organic microgreens at a vertical farm. Maintained a food-safe environment with daily cleaning activities. Harvested extra product to donate to the local food bank.
- Lead Waste Auditor, Waste Reduction Group: Consulted with municipalities and companies to encourage sustainable waste management practices through performing waste audits then analyzing and reporting recommendations.
- Conservationist, Credit Valley and Nottawasaga Valley Conservation Authorities: Worked to improve ecosystems through watershed monitoring, benthic macroinvertebrate identification, invasive species management, policy guidance, and parks management.
- Steering Committee Member, Sustainability at a Variety of Scales Ecohealth Conference: Led a team to maintain and establish partnerships with alumni, businesses, and the community. Individually secured an environmental activist as the conference's keynote speaker.

PERSONAL INTERESTS

- Hiker, home cook, soccer fan, kayaker, cross-country skier, motorcyclist, documentary watcher, and pet/house-sitter



Lara Brooks

Bachelor of Arts (Hons.)
Geography

SPECIAL SKILLS & ACHIEVEMENTS

- Creative and analytical problem-solver, with the confidence to work independently or thrive within a team environment. Demonstrated experience working across various functions within Start-Ups and Large Corporates, across geographies.
- Passionate about sustainability, with a specific interest in the Circular Economy, ESG Investing and Sustainable Supply Chain.
- Independently created and organised charity sports tournaments and fundraising activities, which involved coordinating and managing large teams of students, which included recruitment and training to deliver high-quality events.
- Independent Dissertation Research - Dabbawalas Optimisation Research,, Mumbai 2018: Research into the logistics of the acclaimed Mumbai Dabbawalas and their Six Sigma Efficiency in the age of globalisation.
- Proficient in Salesforce, Microsoft Office, Instagram, Shopify, Amazon Seller Central, Upfluence, LinkedIn, Sales Navigator, Pardot.
- Newcastle University Athletic Union Club Member of the Year (2019)
- Pride of Newcastle Northumbrian Universities Military Education Award Runner up (2019).

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts (Hons) in Geography, University of Newcastle (UK), Class of 2019

RELEVANT EXPERIENCE

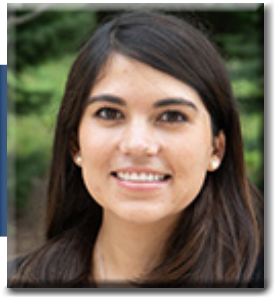
- Finance and business development intern, Thomas Tipple, London: Working across all areas of the business launching an FMCG start-up in London. Building and maintaining close relations with suppliers, brands, and distributors including Whole Foods and P&O Ferries; Creation and management of our Shopify store, corporate event planning and management, pitching to global retailers, i.e. Costco.
- Marketing strategist, DoorProp, London: Marketing lead for an up and coming Proptech start-up/ working across all areas of the business to help launch the App.
- Erasmus Marketing Intern, OneWay, Seville: B2B & B2C marketing and business development for foreign language academies throughout Seville.
- Women's Lacrosse Vice President, Newcastle University: General club management and societal admin/finance for over 100 members. Liaising with suppliers, organising club events, writing sponsorship proposals.
- Finance Committee, Student Council/ Athletic Union Committee, Newcastle University: Audit and accounts training, reviewing the student's unions fiscal policy and corporate governance. Voting on student union policies, deciding athletics policies, promoting sport on campus, hosting social events for student athletes.

PERSONAL INTERESTS

- Lacrosse, tennis, photography, skiing, travelling, hiking, sustainable fashion, entrepreneurial podcasts

Ana Laura Calleja

Bachelor of Chemical Engineering



SPECIAL SKILLS & ACHIEVEMENTS

- Proven experience in data and policy analysis with the ability to present reports to C-Level executives.
- Leadership and teamwork skills demonstrated in projects including multidisciplinary teams along with experience working independently.
- Proficient time management and well organized to deliver results in a timely manner
- Strong numerical skills with extensive MS Office knowledge.
- Strategic thinking in policy analysis regarding renewable energies and carbon tax model for the energy industry.
- Climate change and renewable energy advocate to solve sustainability problems.
- Selected by University Authorities to act as logistics support at the 2016 IBERO International Sustainability Congress.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Engineering, Universidad Iberoamericana Mexico, Class of 2016. Graduated with Honors.

RELEVANT EXPERIENCE

- Regulation Analyst at Iberdrola Mexico with focus in renewable energies. Successfully performed analysis related to the energy business identifying the affections of new policies and laws in the electricity business. Developed power market analysis to elaborate executive reports for decision making. Achieved the positioning of the company in different associations and forums reaching the consolidation of the company with the main energy institutions in Mexico.
- Natural Gas Management Analyst at Iberdrola Mexico achieving the optimization of this resource in power plants through the analysis of natural gas prices and projections. Identified an opportunity in the monthly billing process and developed an optimization of the natural gas billing system.
- Business Analyst at QBIC Management Consulting, Led business and strategy plan of a cogeneration project of the main Oil & Gas company in Mexico. Developed business plan for a public bidding of oil fields in Mexico through the development of a model to calculate the potential volume and income of each bidden oil field.
- Volunteer for ten years at humanitarian missions aiding in-need communities.

PERSONAL INTERESTS

- Outdoor activities such as hiking and camping.
- Music
- Reading, traveling, and spending time with friends and family.



Angelica Chow

Bachelor of Science in Electrical Engineering

SPECIAL SKILLS & ACHIEVEMENTS

- Systematic and holistic approach to problem solving to see the bigger picture and how all aspects connect to one another
- Adaptive, flexible, and responsive to change
- Creative individual who can think critically outside the box and find alternative solutions
- Customarily figure out what makes each person special and what their work style is for efficient and productive collaboration
- Ability to simplify and explain complex and intricate procedures to be easily comprehended
- Cooperative, optimistic, and enthusiastic team member who can work independently as well
- Ability to manage multiple responsibilities at a time and make difficult decisions
- Lead electrical engineer on design team and construction assistance for three large hospitals
- Electrical engineer on team to design first microgrid in California to provide backup power to a hospitals' full emergency system
- Co-author of article on fuel cells for Healthcare Facilities Magazine
- Created, developed, and co-led company's women's group – focusing on gender diversity training and awareness
- Led the outreach department of college's Society of Women Engineer's section as Vice President of Outreach – managing the creation, development, and execution of all outreach events for ages elementary school up to parents of college students

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Engineering Exchange Student, KTH Royal Institute of Technology, Stockholm, Sweden, Fall 2016 Semester
- Bachelor of Science in Electrical Engineering (Cum Laude), California Polytechnic State University San Luis Obispo, Class of 2017

RELEVANT EXPERIENCE

- Electrical Engineer – Mazzetti: power distribution engineering and lighting design for hospitals, leading construction coordination and assistance, work with diverse team of engineers, architects, contractors, and manufacturers, perform research and code improvement to enhance integration of renewable energy into buildings
- Solar Installer/Designer – Sextant: installed solar panels and batteries at hospitals in Puerto Rico for backup power to medication refrigerators storing life-saving medications such as insulin during natural disasters, coordinate volunteer recruitment and project management for other Sextant projects

PERSONAL INTERESTS

- Outdoor activities and sports such as camping, kayaking, hiking, tennis, running, boxing, golfing, scuba diving; Documentaries and listening to podcasts; Photography while traveling

Kaitlyn D'Lima

Bachelor of Business Administration (with Distinction)
Management Specialist



SPECIAL SKILLS & ACHIEVEMENTS

- Project Execution: Awarded two Execution Excellence Awards for the take to market execution plan and rollout of a three-year multi-million-dollar project.
- Collaboration: Recognized through a Collaborative Partner Award for fostering an atmosphere that encourages team members to come together, share ideas and implement projects for the betterment of the company and customers.
- Change Management: Recipient of a #thx Nomination Award for the natural inclination to cultivate an inclusive environment when working with various stakeholders to support transformational change.
- Channel Engagement: Exceptional communication and ability to engage with diverse levels of business for project delivery through channel calls, in-person interactions and written documentation.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Business Administration, Management Specialist at the University of Toronto, Class of 2017

RELEVANT EXPERIENCE

- Project Manager, Bell Mobility: Lead take to market specialist for the delivery of a multi-million-dollar digital transformation project; managed cross-functional stakeholders across varying business units to prepare project for launch; provided monthly executive updates on project status and critical challenges; spearheaded the creation of training and channel communication materials to support change management; conducted deep dive analysis to measure the results of pilot projects to support a smooth national project launch
- Assistant to Sustainability Coordinator, Bell Mobility: Collaborated with the Sustainability Coordinator and Corporate Responsibility team to launch an Earth Day campaign targeting 400 stores; created informational quiz around the impacts of certain selling practices; co-authored a sustainable guide for stores to reference when re-stocking inventory and outlined sustainable programs to encourage participation in eco-friendly initiatives.
- Volunteer Program Specialist, City of Brampton: Grew the volunteer program for the Save Max Sports Centre; responsible for hiring, training, supervising and coaching youth volunteers to ensure the utmost safety of our program participants.

PERSONAL INTERESTS

- Reading about and practicing mindfulness; passionate about supporting mental health issues
- Playing team sports like soccer and volleyball; experiencing new cultures through food and travel; making lasting memories with family and friends.



Kevin Fry

Bachelor of Arts, International Relations Global Business
Minor in Environmental Studies

SPECIAL SKILLS & ACHIEVEMENTS

- Produced quantitative and qualitative policy research within rigorous academic and professional environments, regularly conducting interviews with leading public, private, and academic experts
- Designed a comprehensive marketing plan utilizing targeted social media ads to increase registrants to Chicago's 2019 Veterans Advanced Energy Summit by 300%
- Passionate about the energy transition, domestic critical mineral mining, and innovative decarbonization projects
- Self-dependant and self-motivated, quickly picking up on unspoken strategy and context within a team environment
- Strong leadership experience through guiding weekly outdoor wilderness expeditions
- Experience writing op-eds, policy summaries, and event recaps
- Proficient in Microsoft Office, Adobe Creative Cloud, Salesforce, Pardot, and SPSS data analysis

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts in International Relations Global Business, Minor in Environmental Studies, University of Southern California, Class of 2020

RELEVANT EXPERIENCE

- Climate and Advanced Energy Intern, Global Energy Center, Atlantic Council: Assisted in the research and development of policy reports and organized meetings with leading energy experts. Worked in liaison with congressional staffers on climate outreach. Gained experience working within the United States government, developing fundraising plans, efficiently summarizing technical concepts, and taking diligent notes
- Research Assistant, University of Southern California: Outlined detailed analysis of political leaders' policy decisions working under competitive deadlines, with a focus on Minister of Foreign Affairs Lloyd Axworthy. Traveled to the Arctic Circle to research the effects of climate change on local Sámi communities, major energy companies, and the Arctic Council's policy priorities
- Training Director; SC Outfitters: Developed and implemented a curriculum to train a class of upcoming wilderness guides, with an emphasis on sustainability to minimize environmental impact. Outlined a plan to minimize legal liabilities in anticipation of upcoming growth within the organization

PERSONAL INTERESTS

- Rock climbing, thru-hiking, alpinism, snowboarding, surfing, landscape photography, freediving, wilderness first aid
- DJing and music production

Daniel Gunitskiy

Bachelor of Arts in Geography (Honours)
Minor in GIS



SPECIAL SKILLS & ACHIEVEMENTS

- Effective leader with several years of experience in project management and team leadership
- Successfully coordinated projects within the automotive sector valued at over $100,000
- Significant experience working with complex problems that require logical thinking and out-of-the-box problem solving.
- Ability to maintain a levelheaded attitude and carry out complex strategies in high-stress environments
- Excellent negotiation skills acquired by adapting to various clientele and B2B sublets.
- Consistently keeps up with disruptive technology, environmental, real estate, and financial markets.
- Developed excellent time management skills while working simultaneously on time-sensitive projects, on and off-campus involvement and maintaining an excellent academic record.
- Approachable with exceptional interpersonal and communication skills
- Proficient in Microsoft Office, GIS (ArcGIS, QGIS, RS)
- Fluent in Russian

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts in Geography (Honours) with a GIS Minor, University of Guelph, Class of 2021

RELEVANT EXPERIENCE

- GIS Capstone Project at the University of Guelph: Using GIS network analysis and geo-tracking to understand the economics of food access on different socioeconomic regions within Toronto; Developed a business strategy and suggestions that benefit both business and communities.
- Real Estate Market Analyst Intern, Lightstone Group - Manhattan: Researched, consolidated, and summarized Multifamily housing data into Buy/Sell/Hold reports within the New York and Detroit area; Presented findings to the management with descriptive written reports.
- Volunteer Peer Helper, Center for International Programs at the University of Guelph: Assisted students by providing information, application assistance and coordination; Facilitated many presentations to raise awareness for international programs with the university.
- Service Advisor/Vehicle Delivery Manager, North York Chrysler Fiat: Closed service sales and provided professional automotive service advice; Coordinated projects valued over $100,000 with external sublet companies and internal technical staff; Increased efficiency by organizing vehicle stock and implementing modern team workflow tools; Scheduled shifts and organized payroll for technicians.

PERSONAL INTERESTS

- Traveler with a keen sense for intercultural experiences and architecture
- Avid amateur cyclist completed a few century rides (160km) endurance routes
- Passionate cook, influenced by legendary chefs such as James Beard and Anthony Bourdain



Maimuna Hafiz

Bachelor of Arts (Hons. Distinction), Major in Environmental Studies, Minors in Economics and Environmental Science

SPECIAL SKILLS & ACHIEVEMENTS

- Well-versed in data collection and analysis through working with large datasets (50000+ rows)
- Proficient in project management tools such as PERT Charts, Gantt Charts, Work Breakdown Structures, and Critical Path Method
- Experienced in leadership roles through academic and professional work
- Awarded MScSM Program Entrance Scholarship for incoming high academic performance
- 3rd Place in "Speak Up for the Planet: How to Combat Carbon Emissions in 2050" (2016)
- Received Sustainable Development Goals Advocacy and Implementation training

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Honours Bachelor of Arts (with Distinction), Major in Environmental Studies, with Minor in Economics and Environmental Science, University of Toronto, Class of 2021

RELEVANT EXPERIENCE

- Strategic Sourcing Intern, BGIS: provided monthly analytics on supplier diversity; prepared French and English team KPI dashboards; audited supplier certifications; co-wrote an ESG Analysis and Sustainability Plan for the Strategic Sourcing and Procurement team; designed and implemented the team website
- Research Assistant, Environmental Governance Lab (EGL): Researched COVID-19 green-recovery policies; built a database containing analytic insights on environmental frameworks; co-researcher for Smart Prosperity Institute Ph.D. projects, specifically examining Green Economy Canada; provided in-person and online event coordination; created a communications guideline
- Workshop Facilitator, University of Toronto Scarborough International Development Conference: led two innovative workshops focused on micro-sustainability and the SDGs; worked with varying age groups (15-60+) in large and small groups; strategized various presentation methods to best acquire to different learning styles
- Group Lead, UTSC Sustainability Office: delegated tasks and schedules for team members and volunteers; facilitated 15+ sustainability initiatives on campus
- Co-Project Manager, Integrated Dam Removal Guideline: Established a cost-benefit guideline with a graphical model to illustrate the geopolitical, socioeconomic, and biophysical impacts to aid in preliminary decision-making for dam decommissioning

PERSONAL INTERESTS

- Hiking, writing, reading, photography, embroidery, painting, and museums

Daniel Henke Tarnow

Bachelor of Science in Environmental Sciences
Major in Natural Resource Management



SPECIAL SKILLS & ACHIEVEMENTS

- Strong, proven ability to successfully execute initiatives and achieve positive results, both individually and when leading teams
- Significant experience in project management, data analysis, case study/business case development, technology deployment, strategy/operations assessments
- Naturally empathetic approach when working in teams and contributing to organizational success
- Ability to learn quickly and action feedback to consistently improve performance
- Voted by classmates to receive the JJ Wettlaufer Scholarship at Ivey Business School; for excelling in activities both in and outside the classroom

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Hons. Business Administration (HBA), Ivey Business School at Western University, Class of 2018

RELEVANT EXPERIENCE

- Senior Account Manager – DealMaker, Toronto: Onboarded and managed US, Canadian, and International capital-raising companies, working directly with C-Suite and legal counsel; launched 30+ digitally powered capital raises for a total of over $26MM USD. Internally, implemented new processes to enable organizational scalability, including project management boards, project plan templates, and an issuer compliance questionnaire.
- Consultant, Strategy and Operations – Deloitte Canada, Toronto: Engaged on 8 strategic transformation and advisory projects for clients across a wide range of industries, including financial services, manufacturing, power & utilities and healthcare. Consistently exceeded team and client expectations through timely, high-quality deliverables in a variety of key areas including change management, maturity assessments, business process analysis, stakeholder mapping and business requirement gathering
- Co-President, Ivey Sustainability Club – Ivey Business School, London (ON): Led club operations, including the first ever Social Impact Conference at Ivey; conducting digital campaigns for sustainable holiday giving and earth week with total direct engagement of 5,000+ students; and forming the new Ivey "Social Impact Club"
- Food Services Manager – YMCA Camp Queen Elizabeth, Georgian Bay (ON): Directly supervised kitchen staff team of five in a fast paced environment, achieving strong team performance results; achieved 91% satisfaction rate through high-quality meal delivery for 1400+ seasonal campers

PERSONAL INTERESTS

- Camping, Canoeing, Basketball, Biking, Cooking



Alannah Hoops

Bachelor of Commerce

SPECIAL SKILLS & ACHIEVEMENTS

- Enthusiastic and patient when helping or teaching others. Gained through teaching swimming to children and adults
- Empathetic and highly personable in large groups
- Seeks out new experiences and enjoys leaving her comfort zone
- Thorough and creative problem solver
- Enjoys using her education and skills to help the community. Has done tax returns for two community groups under the Community Volunteer Income Tax Program (CVITP)

EDUCATION

- MMaster of Science in Sustainability Management, University of Toronto, Class of 2023
- CPA PEP program, Western School of Business, Designation 2022
- Bachelor of Commerce, University of Victoria, Class of 2018

RELEVANT EXPERIENCE

- Junior Accountant at Metalab Design Co in Victoria BC. Part of a three-person finance team. Responsible for AR/AP, liaison to employees on finance issues, and end of month closing entries.
- Junior Accountant at investment firm, Tiny Capital Co, in Victoria BC. Responsible for AR/AP.
- Research assistant to Dr. Rebecca Grant on a case study for the rise of e-businesses.
- Teaching assistant to Prof. Chris Graham for two intro accounting courses. Marking assignments and exams and invigilating exams.
- AR Clerk at BC Pension Corporation, co-op placement. Client payment reconciliation and client reach-out for issues. Created an inter-company presentation to connect each department's responsibility on payment processing. Wrote an Excel macro to automate the analysis of late payment data.
- Sales and Account Management intern at AbeBooks, Inc in Victoria BC. Organized monthly book promotions by adjusting prices and communicating with sellers. Created in-depth documentation about a new tool for clients by collaborating with an account manager in Germany and software developers in the engineering department.
- Tree Planter, Haveman Brothers. Worked out of a mobile camp for 2.5 months to plant trees near Thunder Bay, Ontario. Best day was 3,050 trees planted.

PERSONAL INTERESTS

- Hiking and camping. Eating and cooking. Lifting weights and jogging. Reading and watching movies. Intramural/non-competitive team sports. Chess.

Allan Huang

Bachelor of Applied Science – Nanotechnology Engineering



SPECIAL SKILLS & ACHIEVEMENTS

- Strong critical thinking skills honed through years of training as an engineer/scientist. Able to quickly define a problem, and design a solution
- Highly proficient at working in an interdisciplinary setting; wide breadth of knowledge in all things chemistry, physics, energy, and biotechnology
- Open minded attitude. Excellent listening and analysis skills to allow for a comprehensive, well-thought-out solution to almost any problem.
- Armed with a versatile set of technical skills including Python and Matlab coding, academic research, lab techniques, and report writing
- Solid understanding of project design, management, and finance

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Applied Science – Nanotechnology Engineering, University of Waterloo, Class of 2020

RELEVANT EXPERIENCE

- Chemical engineer, AUG Signals: Worked with researchers and scientists to create an automated, real-time water quality testing system. Tested samples, optimized testing apparatus, and designed chemical test SOPs.
- Research Assistant, University of Waterloo: Conducted research on high performing aqueous lithium ion, and zinc ion batteries. Synthesized and incorporated graphene nanoparticles for fast charging battery tech
- Solid-State Energy Research Assistant, National Research Council of Canada – Energy, Mining, and Environment: Investigated next generation lithium-ion battery tech with government researchers and University of Ottawa researchers. Reported on strategies and trends in the battery space towards faster charging, longer lasting, safer battery tech. An emphasis was placed on potential use in electric vehicles and renewable energy systems.
- Fourth-year Design Project technical lead: With help of friends, designed an environmentally friendly, controlled release fertilizer to help reduce greenhouse gas emissions and increase crop nutrient use.
- Energy Systems Engineering Project: Together with classmates, conducted and presented on the energy and greenhouse gas impacts of recycling vs mining common metals

PERSONAL INTERESTS

- Music (video game, kpop, playing saxophone, singing)
- Digital art and gaming
- Cooking and baking

Lauren Jelinek

Bachelor of Arts Degree in Geography
Minor in International Development Studies



SPECIAL SKILLS & ACHIEVEMENTS

- Strong research skills developed from various academic, extracurricular, and employment-related projects.
- Comprehensive communications skills in a variety of formats, for a wide range of audiences, and across different social media platforms.
- Experience in project management from developing and implementing sustainability-focused community projects and initiatives.
- Keen interest in taking on projects that allow me to think creatively and critically, and engage me in finding sustainable, smart, and interesting solutions.
- A natural team-player who values collaboration and sharing ideas, skills, and perspectives.
- Ability to be a self-sufficient, independent worker, with significant leadership experience from spearheading various projects and events.
- Achieved First Class Honours during my studies at McGill University.
- Recipient of McGill University's 2020 Catalyst Award for Sustainability in Research and Education as part of the organizing team of the Sustainability Research Symposium.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts Degree in Geography with minor in International Development Studies, McGill University, Class of 2021

RELEVANT EXPERIENCE

- Communications Assistant, Desautels Faculty of Management, McGill University: Created content, devised strategy and spearheaded engagement activities related to Professor Henry Mintzberg's projects, the Declaration of our Interdependence and Rebalancing Society.
- Marketing Intern, Nutritower Inc.: Created online marketing and blog content and conducted research and outreach to facilitate collaboration with community organizations.
- Sustainability Commissioner, Students' Society of McGill University: Supervised the Society's sustainability-related endeavors, managed the Environment Fund, led committee meetings, organized community events, and consulted on policies and proposals to provide a sustainability perspective.
- Research Intern, Institutional Canopy of Conservation: Conducted research into sustainability, governmental and community-related issues in Kenya's conservancies.
- Research-Creation Intern, Building 21: Conducted an independent research project into urban planning, social issues and sustainability in refugee-camp "cities."

PERSONAL INTERESTS

- Spending time outdoors and being active by doing yoga, hiking, running, or kayaking. Experimenting with vegan baking, enjoying live music and reading and partaking in book clubs.



Sean Kavanagh

Bachelor of Commerce, Major in Finance

SPECIAL SKILLS & ACHIEVEMENTS

- Fluently bilingual in English and French
- Certified Lean Six Sigma Black Belt
- Certified Financial Modeling and Valuation Analyst
- Proficient in Microsoft Office
- Sourced an investor for a climate-tech venture capital fund
- Led a management consulting project with a digital marketing client, reducing labour costs by implementing improved tools and processes and generating six figures in annual value
- Leveraged market research and financial modelling, helping to secure a multi-million-dollar grant from FedDev Ontario for the expansion of a recycling firm
- Sourced, analyzed, and closed a bolt-on acquisition target for a mid-market distributor of construction materials
- Co-led the turnaround and scaled a Montreal-based food chain startup until its acquisition

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Commerce, Major in Finance, McGill University, Class of 2013

RELEVANT EXPERIENCE

- Intern - Office of the CEO, Efficiency Capital: Supported the executive team of an investor and developer of energy efficiency projects on multiple business development initiatives, including major funding applications, prospect database building, and sales deck tailoring
- Management Consultant, Carpedia International: Worked alongside clients on site, providing them a proven methodology and the skills, tools and coaching they need to rapidly attain organizational alignment and to achieve sustainable performance improvement with no capital investments required
- Operations Manager, Aliston Capital: Led strategic, operational, and financial initiatives across several of the private equity firm's portfolio companies in various industries, including food and beverage, construction, and plastics recycling
- Leaders in Environmentally Accountable Foodservice, Board Member: Launched the non-profit's first-ever fundraising initiatives, developing grant and sponsorship programs

PERSONAL INTERESTS

- Soccer and long-distance running
- Reading, with favourite books including The Case for Climate Capitalism (Rand), The Waste-Free World (Gonen), Doughnut Economics (Raworth), The New One Minute Manager (Blanchard), Built to Last (Collins), and Hacking Planet Earth (Kostigen)
- Listening to podcasts including Catalyst with Shayle Kann, The Carbon Copy, Green Economy Heroes with Dianne Saxe, The Energy Gang, The Interchange, etc.
- Travelling abroad and learning about new cultures and cuisines

Michele Kim

Bachelor of Science, Anatomy and Cell Biology
Minor in International Development



SPECIAL SKILLS & ACHIEVEMENTS

- Founding member of Bridgeable's Diversity, Equity and Inclusion committee, conducting internal research and co-creation sessions to invite all colleagues to discuss anti-racism and anti-oppression strategies in a safe and collaborative space.
- Proud to work with CommuniVax, a coalition to strengthen the community's role in an equitable COVID-19 vaccination campaign.
- Particular talent for learning quickly and pivoting effectively, when a project calls for it. She is very flexible and nimble which allows her to leave behind what no longer serves a project to experiment and try a new direction.
- Great at quickly identifying gaps in her own knowledge and knows how to ask the right questions to gain clarity and bring her team out of the dark. She's also able to pinpoint gaps in knowledge the team has and quickly fill them.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Anatomy and Cell Biology with Minor in International Development, McGill University, Class of 2016
- Certificate in User Experience and User Interface Design, BrainStation, 2018

RELEVANT EXPERIENCE

- Service Designer, Bridgeable: Planned and facilitated remote collaborative sessions with stakeholders to validate solutions, synthesized data from user interviews to identify key insights and opportunity areas, and created visually compelling, data-driven customer journey maps and service blueprints to serve as organizational decision-making frameworks.
- UX Lead, meshMD: Spearheaded the company's first user research and testing session with nurses and healthcare practitioners across Ontario, created the SmartMESH design system, and led in-person usability assessments with healthcare practitioners and internal stakeholders.
- Junior Project Manager, meshMD: Managed 5+ ongoing SaaS platforms used by physicians and patient support programs (PSPs) across North America and led weekly client meetings and managed change requests, new releases, and bug fixes.

PERSONAL INTERESTS

- Sustainable fashion, clean beauty, and destigmatizing mental health.
- Creative activities such as wheel pottery, painting, and playing piano.
- Outdoor activities such as hiking, kayaking, and bouldering.



Hailey Knox

Bachelor of Science (Hons.), Specialization in Environmental Biology

SPECIAL SKILLS & ACHIEVEMENTS

- Awarded Queen's Excellence Scholarship & Dean's Honour List all four years of undergrad.
- Good understanding of biological and scientific research principles and concepts.
- Strategic problem solver and fast learner.
- Innovative and enthusiastic individual, with critical thinking skills developed through various professional and academic experiences.
- Participated in community education programs on sustainability developing excellent communication and interpersonal skills.
- Effective and cooperative team member in ways of problem solving and innovative thinking.
- Demonstrates creativity, and leadership skills through camp counselling and extracurriculars.
- Exceptional organizational and time management skills demonstrated through balancing coursework, extracurriculars, volunteer and work experience.
- Ability to draw insights from large amounts of data and communicate those insights effectively and concisely to drive decision making.
- Self-motivated individual with the ability to adapt amongst changing work environments.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science (Hons.), Specialization of Environmental Biology, Queen's University, Class of 2021

RELEVANT EXPERIENCE

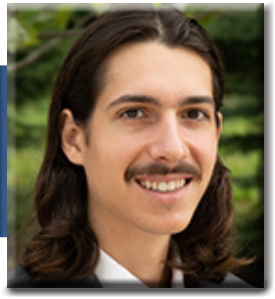
- Executive Assistant, Robertson James Group: Carried out office support tasks, assisted with property management, dealt with tenant issues, and supported accounting with payments using the software QuickBooks.
- Active Board Member of Queen's Soul Food: Provides support, oversight, advice, and mentorship to present Co-chairs who manage the organization's executive team and volunteers, ensuring continuity and progress.
- Capstone Study, Queen's University: Developed a proposal for the City of Kingston to adopt a commercial emissions disclosure agreement.
- Independent Academic Tutor, London, Ontario: Tutored students in math, science, geography, and English. Developed personalized lessons and work sheets for each student to further customize their learning experience.
- Summer Intern, Concentric Associates International Incorporated: Analyzed lab results for environmental concerns (asbestos, lead, mercury, etc.) from construction projects, and developed designated substance survey (DSS) reports to provide results and recommendations for clients.
- Student Volunteer, Freshwater Fisheries Conservation Lab, Queen's University: Weekly data collection and regular maintenance of multiple fish environments to facilitate effective freshwater aquaculture in an aquaponics system.

PERSONAL INTERESTS

- Hiking, camping, swimming, yoga, playing volleyball, scuba diving, travelling, cooking/baking, exploring local farmers' markets, and photography

John Kupis

Bachelor of Science in Nutrition and Nutraceutical Science



SPECIAL SKILLS & ACHIEVEMENTS

- Awards: Lionel Bradley Scholarship and Brian L. Walker Memorial Scholarship for outstanding academic achievemnets and extracurricualr participation at the Univeristy of Guelph
- Proficient in extracting and summarizing key details in scientific literature
- Significant Knowledge in project management, stakeholder communication, team leadership, and progress management
- President of Nutrition and Nutraceutical Sciences Student Council for three years, acted as a liaison between fellow students, professors, and alumni
- Ability to concisely translate knowledge through writing to different audiences
- Inclined to collaborate and effectively integrate ideas within a team environment

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science in Nutrition and Nutraceutical Sciences, University of Guelph, Class of 2019

RELEVANT EXPERIENCE

- Sustainability Consultant, Toronto Brewing: Initiated a sustainability action program to reduce plastic waste, improve shipping practices, as well as integrate with local environmental initiatives. Focused on cost-efficient materiasl, optimizing packaging and the distribution process with a focus on accuracy and health.
- Food Technologist, Maple Leaf Foods: assisted product developers in developing new, and improving existing, products through sample generation in pilot plant productions. Participated in the conception of a product from recipe to target marketing, and execution of plant trials.
- Research Project, University of Guelph Department of Human Health and Nutritional Sciences: Conducted a detailed investigation into the edible cricket industry with a focus on public health and sustainability
- Nutrition Educator, University of Guelph: designed and executed seminars for children on healthy living, nutritional choices, and sustainable food practices.
- Peer Mentor Program Organizer, University of Guelph: connected 120 first year students with mentors.
- Bicycle Scool Instructor, Lund, Sweden: collaborated with a rotational group of 10 volunteers at a cooperative initiative to coach students on bicycle skills and maintenace.

PERSONAL INTERESTS

- Outdoor Activities such as hiking, rock climbing, camping, cooking, and travelling



Enoch Lam

Bachelor of Arts in Geography
Minor in Economics

SPECIAL SKILLS & ACHIEVEMENTS

- Forward-thinking individual driven to find effective problem-solving strategies and solutions
- Excellent verbal and written communication skills
- Proficient interpersonal skills that boost strong performances while working in a team setting
- Multilingual: Fluent in English, Cantonese, and Mandarin
- Proven data analysis and research skills in research projects and coursework

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts in Geography with a Minor in Economics, University of British Columbia, Class of 2021

RELEVANT EXPERIENCE

- Building Surveyor Intern, TMK & Associates Architects & Surveyors Ltd., Hong Kong: Inspected external drainage systems of 50+ residential buildings. Prepared reports with written and photo records on the drainage conditions.
- Interior Design and Project Management Intern, DCM Interior Service Ltd., Hong Kong : Facilitated overall interior design process, from created digital floorplans to finalize design outlook and materials with clients. Provided on-site management support and supervision throughout the construction period.
- Associate Editor, Trail Six (UBC), Vancouver: Edited research papers which are published in Trail Six, an undergraduate journal publication issued annually by the UBC Geography Department. Engage in collaboration with authors for constant feedbacks and improvement.
- Operations Assistant, Wise International Strategies Ltd., Burnaby: Provided logistic support and domestic Canadian delivery services for a US activewear brand. Managed daily delivery orders, organized inventory count and storage area to ensure proper workflow and efficiency.

PERSONAL INTERESTS

- Hiking, jogging, basketball, travelling, live sports and music, swimming, living a minimalistic lifestyle

Nya Lazarus-Munnick

Bachelor of Science, Biological Sciences



SPECIAL SKILLS & ACHIEVEMENTS

- Proven ability to write laboratory reports with information collected from data and lab tests through 4 years of chemistry, biology and environmental science lab courses.
- Effective science communication and presenting skills gained from curating various course research projects.
- Acquired 3 years of customer service experience from retail and office environments.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science, Biological Sciences with minor in Environmental Science, University of Windsor, Class of 2021

RELEVANT EXPERIENCE

- Environmental Research and Socials Intern, Lorcan Technologies: Assisted in creating presentations for meetings and overviewed the information in them. Researched content and stayed up to date on relevant environmental news for social media posts. Created visuals for posts on the company's Instagram page using Canva.
- Senior Well-Being Coordinator, Seva Foodbank: Managed, supervised and trained groups of volunteers to ensure smooth running of the organization. Initiated projects with the goal of limiting food waste as much as possible within the foodbank and among clients. Educated senior clients on resources available to them within the community to assist in their overall well-being.
- Accounts Payable, Ontario Heating: Kept track of all payments and expenditures, including purchase orders, invoices and statements. Payed vendors by scheduling pay checks and ensured payments were received for outstanding credit. Continued to improve the payment process.
- Volunteer, Malton Community Services: Organized public events with the goal of bringing citizens of the community together to promote positivity and inclusivity, through games and cultural food. Educated the public and spread awareness on resources available within the community that offer help, guidance or assistance to those in need.
- Jull Environment Club Member, University of Windsor: Educated students and the community on environmental issues and climate change through events such as community clean up and documentary night. Created new ideas on how to promote and shine light on pressing environmental issues around campus.

PERSONAL INTERESTS

- Bike riding, watching documentaries, meditation, plant based cooking, regenerative agriculture



Hayley MacDonald

Bachelor of Arts (Hons.) English and Environmental Studies

SPECIAL SKILLS & ACHIEVEMENTS

- Approaches research tasks and projects with enthusiasm and confidence.
- Excellent attention to detail while also able to communicate and understand the big picture.
- Excellent communicator with strong written and verbal skills developed through years of English Literature training.
- Experience working under tight deadlines and flexible in creating time when new tasks arise.
- Successfully managed and trained a customer-service team to deliver a province wide Energy Savings Program.
- Designed a to-scale tiny home model, highlighting sustainable materials and building practices using SketchUp Software.
- Highly developed research skills with the ability to communicate complex sustainability concepts with a high degree of effectiveness.
- Proficient in Microsoft Excel and PowerPoint.
- Accredited LEED Green Associate 2020

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts (Honours), Medial in English and Environmental Studies, Queen's University, Class of 2019

RELEVANT EXPERIENCE

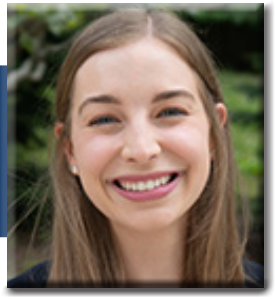
- Sustainability Intern, Epic Investment Services: conducted research for best practices surrounding energy efficiency, decarbonization and climate resiliency, and created high level deliverables for clients, property managers and tenants.
- Marketing Lead, Queen's Solar Design Team: worked with both Business and Education teams to create educational workshops and presentations on solar energy for the student body and the public.
- Program Coordinator, Greenbrain: serviced a government funded energy conservation program on behalf of multiple utility companies across Ontario.
- Research and Outreach Coordinator, Seeds for Eco-Communities: researched sustainable building methods within and outside Canada and implemented sustainable and diverse funding strategies to support objectives of the organization.
- Queen's University: successful completion and presentation of undergraduate thesis project, Understanding the State of Agriculture in the Frontenac Arch Biosphere Reserve.

PERSONAL INTERESTS

- Travelling and experiencing new cultures, running, hiking, reading, journaling.

Hannah MacRae

Bachelor of Science (Hons.), Major in Zoology
Minor in Ecology



SPECIAL SKILLS & ACHIEVEMENTS

- A hard-working, dedicated, and reliable individual who is eager to learn and highly motivated.
- Excels in both group and individual work settings due to strong written and oral communication skills and a high degree of self-directedness.
- An analytical mind with the ability to process large amounts of information.
- Extensive experience directing environmental initiatives and managing teams.
- Recipient of the Lynn Medal in Zoology, awarded to the graduating student with the highest average in the Zoology program at the University of Guelph.
- Recipient of a McCall MacBain graduate scholarship, awarded on the basis of exceptional academic and personal merit.
- Intermediate/Advanced understanding of French.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science in Zoology with a minor in Ecology, University of Guelph, Class of 2021

RELEVANT EXPERIENCE

- Undergraduate Research Assistant, Agriculture and Agri-Food Canada: researched causes and effects of insect damage in fruit orchards. Developed skills in planning and executing ecological research, reviewing literature, and collecting and analyzing data.
- President, My World My Choice Ontario: directed an environmental mentorship program for elementary and high school students. Designed and delivered educational programming on environmental science to young students while managing a team of university student volunteers.
- Director, Canada's Next Top Sustainability Leader: created and launched a nationwide contest in which high school and university students submitted their ideas for sustainability initiatives. Gained experience in advertising, acquiring funding, event planning, and facilitating networking opportunities.
- Member, Lang School of Business Student Board of Directors: collaborated with other student leaders to improve sustainability initiatives and student experience. Developed skills in public speaking, advocacy, and management.
- Independent Research, ecology: completed undergraduate research projects in plant and animal ecology in both field and online settings. Gained experience in project planning, field data collection, background literature review, and management of large quantities of data.

PERSONAL INTERESTS

- Strong interest in dance and vocal music, has completed the professional Advanced I Cecchetti Ballet certification.
- Enjoys travelling, hiking, practicing yoga, reading, and spending time with loved ones.



Nicole Mayer

Bachelor of Arts (Hons.) in Environmental Studies with a Management Option

SPECIAL SKILLS & ACHIEVEMENTS

- Excellent written and verbal communication skills
- Proven ability to build and maintain relationships with people of different ages and levels of authority
- Works efficiently without compromising attention to detail
- Founding member and Chair of the Diversity & Inclusion Committee at Earth Rangers with a focus on expanding the diversity and accessibility of the organization
- Received "Best Self-Directed Research Project" Award on the topic of Limnology, The Blooming Problem of Cyanobacteria, from the Department of Geography and Environmental Studies at Wilfrid Laurier University

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts in Environmental Studies with a Management Option, Wilfrid Laurier University, Class of 2019

RELEVANT EXPERIENCE

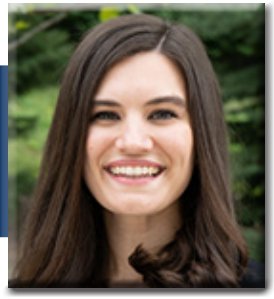
- Program Coordinator, Earth Rangers: Lead the recruitment, engagement and marketing communications for the School Assembly Program for the over 1,000 elementary schools in British Columbia.
- Water Quality Specialist and Environmental Steward, Seguin Township: Worked with a partner to conduct water quality testing on over 120 lakes within the township. Additionally, Nicole organized an annual 4-part speaker series focused on a variety of different local environmental issues and personally delivered a presentation on single-use plastic substitutes to an audience of over 50 people
- Human Geography Instructional Assistant, Wilfrid Laurier University: Marked and provided feedback to students to further their understanding of human geography, within short turnaround times.
- Orientation Week Team Leader, Wilfrid Laurier Students' Union: Led a team of Orientation Week volunteers, to ensure an excellent experience for over 4,500 first year students

PERSONAL INTERESTS

- A strong love for anything outdoors including paddle boarding, hiking, snowboarding and playing tennis
- Keen interest in travelling, cooking, baking and spending time with family and friends
- Passionate about social justice issues

Katelyn Moyer

Bachelor of Arts (Hons.) in Environment
Minor in Marketing



SPECIAL SKILLS & ACHIEVEMENTS

- Exceptional leadership, team management, and organizational skills developed by leading diverse teams located locally, internationally and remotely
- Highly detail-oriented, with the ability to present high level summaries to key stakeholders
- Eager to embrace opportunity, change and challenge
- Ability to attract, satisfy and retain customers and revenue
- Intrigued by sustainable development, adoption of the circular economy, and corporate social responsibility
- Completion of Emerging Leaders Course through the Leadership Delta Academy and member of the Delta Academy Alumni Forum
- Conversational Spanish

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Post Graduate Certificate in Family Mediation, York University, Class of 2021
- Honours Bachelor of Arts in Environment, Minor in Marketing, McGill University, Class of 2016

RELEVANT EXPERIENCE

- Research Assistant in the Department of Geography, McGill University: Investigated how local neighborhood change and transportation development affect health outcomes
- Thesis: Transportation Investment and Neighborhood Change Across Five Canadian Cities (1995 - 2015), McGill University: Investigated whether Canadian public transportation investment from 1995 - 2015 across five Canadian cities (Toronto, Ottawa, Montreal, Vancouver and Calgary) resulted in the formation of Transit-Oriented Developments
- Team Lead, Legal, Tax & Accounting Customer services, Thomson Reuters: Public speaking experience acquired through the leading of monthly team meetings, presentations across the Thomson Reuters global business, and providing Customer Service updates at the annual sales conference with 200+ attendees. Training and teaching experience demonstrated through the onboarding of new staff across Manila, Philippines and Toronto, Canada, as well as training a US Sales team to handle Canadian order desk calls. Experience leading a team of 15 frontline customer service agents with a 24-hour service level agreement

PERSONAL INTERESTS

- Gardening, travelling, exercising and wellness, experimenting with new recipes, & gathering with friends and family



Elyse Muir

Bachelor of Science (Hons., Distinction) in Biology

SPECIAL SKILLS & ACHIEVEMENTS

- Detail-oriented, effective working both autonomously and collaboratively
- Excellent interpersonal and communication skills, successful in conveying ideas clearly and concisely, can adapt content to various audiences
- Strong technical research background with the ability to creatively solve complex issues and develop pragmatic solutions
- Analytically inclined: proficient working with R, Excel and the GIS software ArcMap
- Molecular laboratory, aquatic and terrestrial field experience gained locally and internationally

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science (Honours, with Distinction) in Biology, Queen's University, Class of 2020

RELEVANT EXPERIENCE

- Research Assistant, Ontario Ministry of Agriculture, Food and Rural Affairs: Conducted a comparative analysis of policies and regulations governing the agricultural application of biosolids in Canada, the U.S. and EU. Prepared a literature review and Ministry factsheet on microplastics in land-applied biosolids.
- Project Officer, Learning for a Sustainable Future: Developed presentations, monthly newsletters and marketing content for social media platforms to increase awareness and outreach of national educational programs, integrating sustainability into school curriculums.
- Coordinator, Ontario Water Works Association: Co-authored an advocacy program, highlighting the Association's focus on innovative technologies and policy development to deliver safe and sustainable drinking water.
- Honours Thesis, Queen's Biology Department: Conducted field surveys in the U.S. Pacific coastal dune systems and performed statistical analyses to investigate the ecological effects and propose a management strategy for the invasive European beachgrass.
- Finance Chair, Queen's Society for Conservation Biology: Secured a $10,000 grant to fund and collaboratively develop a plastic-free Queen's campus initiative.

PERSONAL INTERESTS

- Enthusiastic outdoors person who enjoys running, snowboarding and paddle boarding.
- Passionate about fine-tuning my culinary skills, seeking to find the perfect Nanaimo bar recipe.

Tushar N.P.

Master of Arts in Natural Resources & Governance (Gold Medalist), Bachelor of Business Administration (Distinction)



SPECIAL SKILLS & ACHIEVEMENTS

- Applying systems thinking to identify the linkages between variables in any problem and an inclination towards finding solutions.
- Awarded University Gold Medal for MA Natural Resources Governance program 2019-21
- Awarded Best Student of First Year in MA Natural Resources Governance, TISS 2019-20
- Recipient of IRO (International Relation Office) Scholarship for International Summer School Exchange Program at University of Birmingham, United Kingdom for 'Contemporary Challenges in World Politics'
- Winner of Youth Money Olympiad. Ranked 1st in the top 5 percentile of Graduation College.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Master of Arts in Natural Resources & Governance (Gold Medalist), Tata Institute of Social Sciences, Hyderabad, Class of 2021
- Bachelor of Business Administration (With Distinction), GGSIP University, Delhi, Class of 2017

RELEVANT EXPERIENCE

- Sustainability Analyst Intern – SAGE Sustainability & Frontlobe Insights: Drafted project documents in line with 'land use & land use change' & 'energy efficiency' guidance methodology for carbon offsetting projects seeking registration for issuance of Gold Standard emission reduction certificates. Coordinated with clients and stakeholders, estimated emission reductions, designed baseline & project surveys, questionnaires and presentations. Gained crucial practical exposure to author his dissertation on "Project Characteristics Affecting Issuance of Emission Reduction Certificates in Voluntary Carbon Markets'
- On-Field Research Intern - Foundation for Ecological Security: Used 'participatory rural appraisal' tools such as social mapping, resource mapping, transect walks, problem matrix, occupation chart and health indicators in rural parts of India. Carried out IFRI (International Forestry and Research Institute) survey conduct the IFRI (International Forestry and Research Institute) survey to understand the resource-dependency pattern on the nearby reserve forest and revenue waste land. Analysed the robustness of the institutional governance systems using IAD (Institutional Analysis and Development) Framework
- SDG Impact Analysis Intern – Frontlobe Insights: Undertook comparative analysis of SGD India Index reports and authored blogs.
- Policy Research Intern – Amnesty International: Policy analysis and mapping of COVID-19 impact on Indian Labour force. Scrutinized the dilution of labour laws & relief packages during COVID 19 pandemic

PERSONAL INTERESTS

- Soccer, Trekking, Singing, Sketching



Theresa Nguyen

Bachelor of Science - Combined Major in Oceanography and Biology

SPECIAL SKILLS & ACHIEVEMENTS

- Extensive knowledge of applying systems-based thinking to develop holistic solutions for complex environmental challenges
- Strong communication and interpersonal skills honed through extensive experience working in fast-paced environments
- Advanced organizational and problem-solving skills developed through working in the finance industry
- Awarded Dean's Honour List 2019 - 2021
- Proficient in R, MATLAB, Adobe Suite, and Microsoft Office
- Fluent in English and Vietnamese

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science - Combined Major in Oceanography and Biology, University of British Columbia, 2021

RELEVANT EXPERIENCE

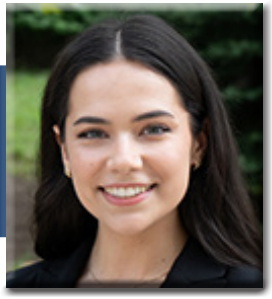
- Office Manager and Bookkeeper, North Water Paddle Sports: Actively encouraged the incorporation of sustainable materials (such as recycled fabrics) in the production of water safety equipment in addition to managing the company's finances.
- Behaviour Interventionist, British Columbia Ministry of Children and Family Development: tutored a child with additional social and educational needs on topics ranging from climate change to computers.
- Customer Experience Associate, TD Canada Trust: processed clients' financial transactions per standardized operating procedures and industry regulations. Also partook in sustainability initiatives such as TD Tree Days.
- Earth Symphony Project, Independent Study: analyzed wide-ranging environmental data sets representing ecological changes for signals and trends to prepare their conversion to sonic representations.
- Field Course, Bamfield Marine Science Centre: designed and conducted an experiment to compare the chemical profile patterns indicating the absence of oxygen in the Sarita Hole and Imperial Eagle Channel.

PERSONAL INTERESTS

- Running, hiking, biking, participating in beach clean-ups, travelling, reading, and watching documentaries.

Caelin Palmer

Bachelor of Science, Major in Biology



SPECIAL SKILLS & ACHIEVEMENTS

- Experience producing written policy analysis reports of environmental issues, synthesizing ecological and social dynamics to comprehensively review factors and possible solutions
- Strong oral communication skills, with experience presenting scientific evidence and compelling sustainability strategies to general audiences, tailoring delivery to specific groups
- Ability to multitask and maintain attention to detail in a fast-paced work environment
- Approaches problems with critical thinking, initiative, and a collaborative mindset
- Demonstrated interpersonal and leadership skills, developed through customer-facing and peer training positions
- Proficient in Microsoft Office and statistical analysis in R programming
- Fluent in English; basic fluency in French
- Graduated on Dean's Honour List for Outstanding Academic achievement while maintaining a full course load
- Winner of UBC Sustainability Initiative 2030 Contest

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science with Major in Biology, University of British Columbia, Class of 2020

RELEVANT EXPERIENCE

- Server, Cactus Club Café, Bentall 5: Gained problem solving skills in a fast-paced environment with a customer service emphasis, requiring collaboration with fellow servers, hostesses, and management. Developed leadership qualities and was responsible for training newly hired staff members.
- Diamond Ball Marketing Coordinator, Ronald McDonald House BC & Yukon: Supported event planning and obtained local and corporate sponsorship for annual philanthropy softball tournament for Ronald McDonald House BC & Yukon which raised over $20,000. Responsible for marketing and expanding the reach of the event and assisted with event setup & takedown, working independently and as part of a team as necessary.
- Independent Study, UBC: Studied the effects of ocean acidification, warming temperatures, and drug exposures on sea urchin and chick embryos through course-based undergraduate research experiences at the University of British Columbia. Responsible for posing a research question, designing the experimental procedure, and analyzing results to compile a final paper.

PERSONAL INTERESTS

- Recreational athletics including soccer, skiing, football, and dodgeball
- Listening to podcasts, reading mystery/fantasy novels, and exploring new cities



Nicola Radatus-Smith

Bachelor of Science in Biology
Minor in Biochemistry

SPECIAL SKILLS & ACHIEVEMENTS

- Advanced verbal communication, interpersonal skills, time management and diplomacy acquired through past professional experience in the service industry
- Planned and coordinated events for the international student center at the University of Windsor demonstrating organization and leadership
- Strong ability to work independently and to collaborate with others when finding effective solutions to problems
- Proficient research, problem solving, and analytical skills honed through bachelor's degree at the University of Windsor
- Experienced working with Microsoft office (Word, PowerPoint, Excel)
- Awarded University of Windsor Entrance Scholarship for incoming high academic standing

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor's of Science in Biology with minor in Biochemistry, University of Windsor, Class of 2020

RELEVANT EXPERIENCE

- Volunteer on the eco team- Golden Skybridge, Golden, BC: proposed solutions to reducing the waste impact of the facility in addition to leading community events to clean up waste from the natural areas around the town
- Team lead server - Serbian Centre, Windsor, ON: lead the team in serving events, coordinated service and enhanced stakeholder engagement
- Pleistocene rewilding group debate project- University of Windsor: formulated arguments and counterarguments where writing skills, critical thinking and problem solving were enhanced as well as team collaboration
- Predator perception research project- University of Windsor: hypothesized a novel topic in area of research in the field of behavioural neurobiology and proposed methods to test the hypothesis using research skills, analytical skills and time management

PERSONAL INTERESTS

- Love spending time outside hiking and exploring new places. Also interested in reading, yoga and cooking.

Aravinth Raghavan

Bachelor of Science in Mechanical Engineering



SPECIAL SKILLS & ACHIEVEMENTS

- Excellent leadership skills shown as the Business team lead of multiple engineering projects at UC Davis, focusing on outreach, sponsorship acquisition, writing grant proposals and delegating responsibilities.
- Technical skills: MS Suite, R programming, AutoCAD, SolidWorks, MATLAB, Tableau, CNC Machining.
- Strong team collaboration skills indicated by participating in the yearly Hyperloop pod competition organized by SpaceX and helping in designing a pod that placed in the top 10 among multiple universities.
- Received a certificate for the highest grade in Environmental Management in Malaysia during the Cambridge O-Levels.
- Exceptional time management skills and delivering results on time showcased through numerous engineering and thesis projects.
- Well-versed grasp of sustainability issues in different countries and industries through living and interning in various regions around the world.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Science in Mechanical Engineering, University of California - Davis, Class of 2021

RELEVANT EXPERIENCE

- Track Manager - OneLoop (Hyperloop at UC Davis): Successfully led the OneLoop team in writing a technical whitepaper detailing the concept of a Hyperloop facility and incubator for Accelerated Transportation Development in the Sacramento Valley as a means of pollution-free mass transportation.
- Design Engineer - Oiled Wildlife Care Network (OWCN): Modelled a functional Net Gun for Wildlife Conservation to capture birds and small mammals affected by oil spills to be rehabilitated and released back into the environment.
- Engineering Intern - Daimler AG: Performed analysis on the assembly line of heavy duty and medium duty vehicles to improve efficiency by reducing the cycle time during production. Independently carried out research into methods of reducing waste and carbon emissions during the assembly process.
- Volunteer - Habitat for Humanity: Organized and led a team of students on an expedition to Medan, Indonesia to construct houses with the help of local builders for impoverished communities affected by flooding due to heavy rainfall.
- Office Intern - Petrofac: Overlooked and analyzed high volumes of employee data to determine compensations for overtime pay.

PERSONAL INTERESTS

- Playing and watching sports, especially basketball, learning about new cultures and roadtripping.



Xi Shao

Bachelor of Arts (Hons.), Human Geography Specialist

SPECIAL SKILLS & ACHIEVEMENTS

- Highly motivated and well-rounded student with a proven record of strong problem-solving, stakeholder engagement, business development, customer orientation, research and the ability to help businesses and organizations achieve their sustainability goals
- Experience working in demanding, project-based, collaborative and diverse environments
- Exceptional people skills with a strong knowledge of multiple communication styles
- SASB FSA Level 1 candidate
- Proficient in PowerPoint, Think-cell, Excel, Word, R, GIS, Python, Photoshop

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts (Honours) in Human Geography specialist, University of Toronto, Class of 2021

RELEVANT EXPERIENCE

- Intern – United Nations Environment Programme: Assisted in the full project cycle of the launch of sustainable finance webinars, high-level political forums, COP15, and Gender Plan of Action to contribute to the implementation of the Post-2020 Global Biodiversity Framework
- Intern – Taskforce on Nature-related Financial Disclosure (TNFD): Participated in the preparation and successful launch of the TNFD to help companies and financial institutions channel investments into more sustainable opportunities
- Organizer and master of ceremonies – TEDx York University: Led panel discussion on the hottest topics in venture capitalism, artificial intelligence, and blockchain
- Brand ambassador – China Mobile International: Guided and designed public relations presentations, marketing strategies and digital advertisement in Canada to increase new Canadian customer accounts by 18%
- Journalist intern – Canada National TV Inc: Represented CNTV in two on-air segments with a 3000-member audience in Toronto and interviewed eight Members of Parliament
- Operations director – University of Toronto Beacon Forum: Organized 2018 University of Toronto China Forum in downtown Toronto to connect mentors and investors with start-up founders, with the goal of creating a sustainable start-up environment in Canada

PERSONAL INTERESTS

- Fine artist for 16 years
- Épée fencer
- TV anchor and master of ceremonies

Muhammad Talha

Bachelor of Science (Hons.), Environmental Science and Biology
Minor in Sustainability



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 Sustainability, Sustainable Infrastructure, and Environmental Site Assessments

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Honours Bachelor of Science in Environmental Science and Biology with a Minor in Sustainability, University of Toronto (Mississauga), Class of 2021

RELEVANT EXPERIENCE

- Loans & Grants Administrative Assistant - Researched and identified grant funding opportunities. Effectively and efficiently communicated with various target audiences and key stakeholders. Evaluated the effectiveness of current initiatives and programmes while developing and delivering new initiatives that build on their successes.
- Undergraduate Research Assistant - Conducted research alongside 4 fellow students for the Biology Department at the University of Toronto. The research project topic was on the impact of deer on an urban environment: studying ecology and natural history. Research responsibilities included complex statistical data analysis, testing a suitable hypothesis, analyzing and interpreting data, and synthesizing this information in a final report.
- Climate Action Catalyst Youth Challenge International (YCI) - Worked alongside a local team of Climate Action Catalysts in order to plan and implement a project that aims to provide underrepresented youth with the tools and training to address climate change issues in their communities through engagement with elected officials and local government, leading to youth-initiated, shared decisions.

PERSONAL INTERESTS

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



Cayra Tansey

Bachelor of Commerce in Entrepreneurship (High Distinction)

SPECIAL SKILLS & ACHIEVEMENTS

- Strong problem-solving and systems-thinking skills with the ability to see broader impacts of large decisions.
- Experienced with cross-cultural communication and culturally safe systems development, particularly with Indigenous Peoples of Canada.
- Engaging and highly effective public speaker, coach, and lecturer.
- Excellent leadership capabilities, regardless of technical position or level of authority.
- Incredibly organized with a high level of attention to detail, as shown through experience with contract management and document review.
- Recipient of many merit-based scholarships and recognized as ranking within the top 5% of undergraduate class.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Commerce in Entrepreneurship, Gustavson School of Business, Class of 2020

RELEVANT EXPERIENCE

- Sustainable Development Analyst, Two Worlds Consulting: Strategized and developed operational policies, tools, and procedures to promote sustainable growth and positive social impact in and outside of the company. Managed Indigenous community engagement and social impact assessment projects by keeping the project team within scope, on budget, and on schedule. Researched new business opportunities for the company to expand service offerings into sustainability strategy consulting, ESG guidance, and climate change impacts analysis.
- Founder, Every Leader Sustainability Education (ELSE): Developed a non-profit start-up organization to educate youth about becoming sustainability leaders in their communities. Working to create a high school program curriculum and a virtual conference series.
- Enterprise Risk Management Intern, BC Investment Management Corporation (BCI): Managed the implementation and communications of a new business continuity program and software to ensure a smooth transition and proper program education for the staff. Assessed, monitored, and reported on non-investment risk data to inform executive decisions on corporate risk approach.
- Volunteer, Synergy Sustainability Institute: Built a website and social media plan to coordinate all World Oceans Day events in Victoria, BC into a collective effort. Supported the EcoStar Awards by recruiting local sustainable businesses to apply for awards.

PERSONAL INTERESTS

- Passionate about youth leadership education and sustainable business start-up strategy.
- Love to cook and bake, dance, garden, and travel the world.

Uyen Tran

Bachelor of Arts in Business Administration (Concentration in Finance), Bachelor of Arts in Environmental Studies



SPECIAL SKILLS & ACHIEVEMENTS

- Highly organized and responsible individual with attention to details;
- A fast learner with high level of adaptability, perseverance, and an open mind to different ways of thinking and doing;
- Hands-on experiences in waste management, public procurement and contracting, and project planning;
- Solution-oriented: Using comprehensive approach, systematic thinking, research frameworks, and data-backed analysis to support decision making; Work effectively in individual and team settings; creative in collaboration and conflict management;
- Strong research skills: conducted individual as well as group research on various case studies and sustainability topics; Proficient in data collection, manipulation, analysis, synthesis, and presentation.

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Arts in Business Administration with a Concentration in Finance, University of Washington, Class of 2018;
- Bachelor of Arts in Environmental Studies, University of Washington, Class of 2018.

RELEVANT EXPERIENCE

- Planning & Investment Professional Staff – Hanoi Urban Environment Company (URENCO): Conducted research, assessed feasibility, and drafted proposals for investment projects, including waste-to-energy plants, geogrid-enforced retaining landfill wall, and avocado-extracted environmental deodorizer.
- Accounting Technician III – Seattle City Light (SCL): Initiated and planned for the implementation of an Enterprise Content Management solution. Administered eProcurement module in the City's financial system and applied business process improvements.
- Business Data Analyst Intern – Seattle City Light: Procured goods and services to support company's core business while acted as liaison between SCL and vendors. Tracked and reported unit's performance metrics.
- Sustainability Benchmarking Research Intern – UW Sustainability: Conducted research on higher-education institutions' best practices for sustainability initiatives and involvement. Wrote and presented capstone thesis titled: "Sustainable Finance & Investment in Higher Education Institutions: Reasoning and Best Practices."
- Student Project Team Member – 2018 Special Olympics USA Games: Brainstormed, reported, and presented ideas for sustainability gamification at the Special Olympics Games as an alternative approach to environmental education.

PERSONAL INTERESTS

- Volunteering, exploring new neighborhoods and culture, learning new skills through reading, self-paced courses, and listening to podcasts.
- Outdoor activities, coffee brewing and tasting, live music events, traveling, meditation and mindfulness, and spending time with friends and family.



Masato Webb

Bachelor of Business Administration, Management Information Systems; Emphasis in Data Analytics, Certificate in Sustainability

SPECIAL SKILLS & ACHIEVEMENTS

- Native level proficiency with reading, writing and speaking skills in both English and Japanese
- Winner of the Terry College of Business' 2019 Case Competition
- Advanced proficiency in BPMN and supply chain modelling
- Advanced proficiency in Java, SQL, AWS EC2, Cloud Deployment and Dynamic Web Applications
- Recipient of the HOPE Scholarship ($50,000+) for four years through the Georgia Student Finance Commission

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Business Administration in Management Information Systems w/ an emphasis in Data Analytics, University of Georgia, Class of 2021
- Certificate in Sustainability, University of Georgia, Class of 2021

RELEVANT EXPERIENCE

- Data Analytics and Optimization Intern for the Athens-Clarke County Solid Waste Department: Researched and developed automated data organization and visualization tools for the department. Continuously monitoring new incoming datasets from external partners to ensure the smooth flow of data through the department's relevant parties.
- Waste Reduction Information Systems Intern for the UGA Office of Sustainability: Identification of local communities that have most consistently put out contaminated recyclables and cross referenced GIS data to support awareness campaigns to help at-risk communities throughout the city.
- Global Technology Sustainability and Carbon Reduction Framework Intern for the InterContinental Hotels Group: Successfully researched and identified ideal solutions for feasible carbon reduction initiatives within IHG and worked to create a holistic case study summarizing IHG's current position as it pertains to sustainability and key opportunities for growth and improvement.
- Summer Analytics Intern for Kibidango Crowdfunding: Analyses of the crowdfunding market throughout Japan with a focus on conversion rate and created a statistical model to interpret a potential startup/client's rate of success on Kibidango's platform based on the data collected from over 500 past projects with the intent of streamlining the process of identifying new leads.

PERSONAL INTERESTS

- Physical activities, especially martial arts, distance running, canoe tripping and hiking.
- Coffee roasting and tea brewing, primarily Japanese teas and South American-origin coffee.

Abby Zhang

Bachelor of Business Administration (High Distinction), Specialized in Finance Co-op



SPECIAL SKILLS & ACHIEVEMENTS

- Strong time management and planning skills, highly detail-oriented to efficiently prioritize and organize logically
- Excellent team-working and leadership skills achieved by actively communicating, solving conflicts, and re-aligning goals and priorities within teams
- Project management, negotiation, and presentation skills demonstrated through selecting new service providers at Suncor Energy
- Proficient in Python-based data analytics, ability to develop reporting dashboard using Excel or Power BI
- A life-long learner with superb adaptability, with an open-minded attitude, curiosity and passion in sustainability

EDUCATION

- Master of Science in Sustainability Management, University of Toronto, Class of 2023
- Bachelor of Business Administration with high distinction, specialized in Finance Co-op, University of Toronto Scarborough, Class of 2019

RELEVANT EXPERIENCE

- Business Analyst, New Grad Program, Suncor Energy: contributed to the decision making, negotiation, and transition of service providers as part of the core committee with senior stakeholders; interviewed leaders of Electric Vehicle project and NGO partners as part of GTA Green Team for company-wide newsletter
- Site Coordinator, the Great Canadian Shoreline Cleanup, WWF: initiated and organized 3 cleanup events, led 30 volunteers to help restore 15+ km GTA shorelines
- Business Data Analyst, RBC Upskill Project, University of Toronto: led team to improve user satisfaction and understand user profiles by performing statistical modelling and machine learning analysis using Python; aimed to help more people transition to careers that match their interests and skillsets

PERSONAL INTERESTS

- Travelling worldwide and learn about different cultures, photography
- Outdoor activities including camping, kayaking, biking and hiking
- Mindfulness and meditation
- Live music, reading, and collecting unique earrings

Program Contact Information

For more information on hiring an MScSM Student:

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