

# *Ginette A.M. Soulières*

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## SENIOR EMERGENCY MANAGEMENT PROFESSIONAL

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Emergency prevention, mitigation, response, recovery and business continuity;  
program development, implementation and assessment; preparedness analysis;  
corporate leadership; strategic planning; stakeholder engagement;  
coaching and mentoring; technical and simulation training; project management

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### *Profile*

Ginette Soulières has 20 years' experience, both as a senior staff member within public-sector organizations and post-secondary institutions and as an independent consultant serving federal government agencies, district health units, regional service centres and local/regional hospitals. Skilled in all facets, all hazards of emergency-management programs, coaching, training and business recovery, she effectively leads, prioritizes, recruits for and coordinates concurrent multi-disciplinary programs, while also managing staff, contractors and budgets. Ms. Soulières works across government jurisdictions as relevant on a given plan to achieve consensus and buy-in, while also engaging private-sector stakeholders as needed. An accredited emergency-management assessor, she can evaluate or institute a program. She also excels at community engagement, strategic planning, change management and identifying increased efficiencies for program and organizational sustainability. Ms. Soulières is founder and President of G&EM Emergency Management Consulting and Training Inc, established in 2004.

### *Experience*

#### STAFF POSITIONS

##### **Centennial College, School of Community and Health Studies, Toronto, Ontario**

Manager, Emergency Management and Public Safety Institute (2010–present)

Launched and leads the EMPSI to establish best practices in curriculum development (professional development and continuing education), research and the development of new core competencies, all built from successful collaborations now underway with key public- and private-sector and community stakeholders.

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**Library and Archives Canada, Ottawa, Ontario** (formerly National Archives of Canada and National Library of Canada): 1992–2004

Developed in-depth experience in personnel management and recruitment; proactively ensuring safety and security of persons, property and buildings through emergency planning (all hazards); designing and delivering training and awareness programs, while meeting all levels of safety legislation, codes and standards. Positions held include Publications and Collections Manager; Environmental and Facilities Planning Coordinator; Administrator, Disaster and Emergency Management; Acting Manager, Safety, Security and Emergency Management; and Acting Director, Accommodation and Security.

### **CONSULTING POSITIONS**

#### **Defence Research and Development Canada (DRDC)**

Chemical, Biological, Radiological, Nuclear and Explosives (CBRNE) Research and Technology Initiative (CRTI 08–0180TD) (January 2010–present)

#### **Director, Public Sector Engagement and French Language Adaptation:**

Establishing a national, cross-level, integrated training system for health, psychosocial and communication emergency responders

#### **Youthab Habilitation Quinte Inc.** (June–January 2010)

Developed an integrated Emergency Management and Business Continuity Plan, including senior management, Board and staff training, and tabletop exercise for an influenza pandemic

#### **Quinte Health Care** (March 2010)

Developed and implemented a blood-shortage tabletop exercise

#### **Halton Healthcare** (November 2009)

Conducted senior management training in the Incident Management System (IMS)

#### **Health Care Network of Southeastern Ontario—Regional Incident Management Coordinator** (2004–2009)

Provided strategic direction, leadership, program management, training and evaluation on the integrated Regional Emergency Management and Business Continuity Plan (all hazards), engaging seven hospitals, three public health units, the Southeastern Community Care Access Centre, public-sector stakeholders and Queen's University's School of Health Sciences

#### **Pembroke Regional Hospital** (July–October 2009)

Developed mass-casualty tabletop exercise (Code Orange curriculum design, delivery and debriefing); and mock mass casualty trauma simulation exercise

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**Centennial College, School of Community and Health Studies (2008)**  
Professor and course designer, IMS module in the Emergency Management  
Certificate Program

## *Education*

**École nationale d'administration publique (ENAP),  
L'Université de l'administration publique**  
Advanced graduate diploma in public administration (DESS, Master's: 2002–2005)  
Postgraduate diploma in governance, crisis management and business continuity  
planning (2002–2004)

**Queen's University School of Business**  
Executive Coaching Development (2006–2007)

**Emergency Management Accreditation Program (EMAP)**  
Emergency Management Program Assessor (2007)

## **PROFESSIONAL CERTIFICATION**

**Provincial Certification from Emergency Management Ontario (2012)**  
IMS-100: Introduction to Incident Management System (IMS)  
IMS-200: Basic Incident Management System (IMS)  
IMS-300: Intermediate Incident Management System (IMS)

## **PROFESSIONAL MEMBERSHIP, AFFILIATIONS AND SERVICE**

Canadian Risk and Hazards Network (2008–2009)  
Ontario Association of Emergency Managers (OAEM) (2005–present)  
Disaster Recovery Information Exchange (2001–present)  
Healthcare Security and Emergency Measures Management Network (2005–2009)  
Provincial Emergency Services Coordinators Network (2005–2008)  
Board of Directors: Canadian Society for Industrial Security, Inc. (2004–2005)  
Treasury Board: Public Safety and Emergency Preparedness Canada Business Continuity  
Planning Working Group (2000–2004)  
Public Safety and Emergency Preparedness Canada: Quebec Regional Operations  
Committee on Risk Preparedness (2000–2004)  
Chair and Secretary of the Interdepartmental Committee on Risk Preparedness for the  
Federal Cultural Institutions in the National Capital Region (2000–2004)