

LARRY JOURNAL

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SUMMARY OF QUALIFICATIONS

- Certified Project Management Professional (PMP)
- Strong ability to identify, engage and manage stakeholders
- 17 years of Executive level management experience
- Proven leader, managing up to 10 direct reports and teams of up to 60 staff members.
- Extensive experience in the private, not-for-profit, public and Government sectors
- Substantial experience in developing, revising and updating; legislation, regulations and policy
- Extensive experience in the creation and monitoring multi-million dollar budgets
- In-depth experience in developing, analysing and monitoring business plans
- Experience in developing and executing marketing plans
- 23 years direct knowledge in Government processes
- Significant experience in negotiating with both Provincial and Federal Governments
- Dynamic Interpersonal and Customer Relations skills
- Strong belief in an outcome-based and continuous improvement business models
- A strong commitment to community involvement

MANAGEMENT SKILLS PROFILE

PROJECT MANAGEMENT

- Certified Project Manager (PMP Certification, currently in good standing until 2023)
- Participated in all aspects of Project Management
- Participated in fourteen projects over the past six years
- Strong ability in stakeholder identification, analysis, engagement and management

PEOPLE MANAGEMENT

- Strong delegation skills with established follow-up process.
- Involved in all aspects of the Human Resources process including staff selection, training, progressive discipline, annual reviews, professional development plans and dismissal
- Put in place strategies to increase morale and to improve workplace culture and employee engagement.

COMMUNICATION AND INTERPERSONAL SKILLS

- Strong oral and written communications skills.
- Development, execution and monitoring of communication plans
- Effective in working with a diverse range of clients.
- Extensive partnership and stakeholder building experience.

FINANCIAL MANAGEMENT

- Budget preparation, variance report analysis, spending control strategies
- Business and strategic plan development
- Development and implementation of financial controls
- Effective in all aspects of risk management

POLICY DEVELOPMENT

- Preparation of Briefing Notes, Legislative Proposals, Policies, Cabinet Request for Decision and Directives.
- Significant Policy and Procedure development and review for the Government of Nunavut.
- Developed all the HR and Credit Counselling policies for the Employment and Education Centre over a 10-year period.

Employment History

Department of Family Services, Government of Nunavut

August 2015 to Present

- Director of Income Assistance
- Direct the Income Assistance Division within the department of Family Services by overseeing all aspects of Income Assistance Delivery within Nunavut and leads all staff involved.
- A member of the Department's Senior Management Committee that analysis and recommends all major department decisions and developed significant knowledge of government processes.
- Managed multiple projects: For example, installation of electronic delivery system, developed online training, updated policy, procedure and training manuals, Managed Income Assistance Review and Reform, developed and executed a community engagement process across the territory, developed promotion and communication strategies.

Department of Finance, Government of Nunavut

June 2014 to August 2015

- Manager of Corporate Policy
- Manage and prepare Briefing notes, Requests for Decision, Finance Management Board submissions and manage the annual business plan process
- Managed the community consultation and development of Nunavut's first beer and wine store.

Nunavut Housing Corporation

September 2011 to June 2014

- Manager of Mortgages and Investments
- Developed a comprehensive Collection Policy and Procedure manual for the territory
- Visited many of the communities and worked directly with District Offices, Local Housing Authorities and community residents

City of Brockville, Brockville, Ontario

1994 to 2011

- Elected Council Representative
- Experienced as member of all of the major City Committees
- Chaired the Finance, Budget, Social Housing and Social Services Committees
- Developed an excellent knowledge of government processes and procedures.

Youth Employment Assistance Headquarters Incorporated, Brockville, Ontario

1996 to 2011

- Assistant Executive Director
- Sign cheques, contracts and reports on behalf of the organization and could bind the Agency
- Managed all day to day activities and managed the Agency budget
- Prepared all business and work plans
- Negotiated contracts with the Provincial and Federal Governments, ensured deliverables met all contract requirements
- Created and Managed the 1000 Islands Credit Counselling Service
- Analysed statistics on a monthly basis to ensure all programs were on track, implementing changes where necessary

Blackburn Financial, Brockville, Ontario

1994 to 1996

- Partner/Mortgage Broker

Canada Trust, Brockville, Ontario

1982 to 1994

- Sales and Service Manager/Credit Manager
- Approved loans, lines of credit and mortgages

EDUCATION & PROFESSIONAL DEVELOPMENT

- Project Management Professional (PMP) – last certification update - 2017
- Masters of Arts in Integrated Studies, Athabasca University, Areas of focus: Education and Community Development - 2016
- Commissioner For Oaths in Nunavut/Ontario since 2002 - 2016
- Attended many Government of Nunavut training courses like; cultural sensitivity; dealing with difficult people; Excel, PowerPoint, and Word level 2; managing from and distance - 2011-2016

- Threat Risk Assessment Training Level 1, Lethbridge College - 2010
- IAPA Health & Safety Certification level one and two - 2009
- Accessibility Customer Service Certificate - 2009
- Microsoft Word level 2, Power Point level 1, Excel level 2 - 2002
- Certified as a Bankruptcy Insolvency Act Counselling - 1997
- Certified Member Ontario Mortgage Brokers Association -1993
- RSP, RIF, MF and Canada Trust Internal Courses, 1982 to 1994
- Canadian Securities Course (C.S.I.) - 1990
- Credit Management (C.C.I.) - 1981 to 1985
- Trent University - Bachelor of Arts, Humanities - 1979
- Many upgrading courses and seminars on a wide diversity of topics

AFFILIATIONS & COMMUNITY DEVELOPMENT

- Past Member of the City of Brockville core committees; Operations, Social Services, Policy Development, Budget, City Vision, Social Housing.
- Past Member of the Board of Directors of Children and Family Services.
- Past Member of the Board of Directors of Brockville Housing
- Past Director of First Works – an organization that advises the Ontario Ministry of Training Colleges and Universities on Youth Employment issues.
- Co-Chaired The Community Wide Clean Up Committee.
- Was Treasurer of the Maritime Discovery Centre advisory board, YMCA, Chamber of Commerce, Victoria Order of Nurses, St. John's United Church and Crime Stoppers.
- Past member of the Brockville Police Services Board.
- Past Board member with many local organizations including Brockville History Book, DBIA, Chamber of Commerce, YMCA, Computers for Schools, Riverfest Committee and others
- Past President of the Rotary Club, Royal Brock Fitness & Racquet Club, Brockville Country Club
- Current member Iqaluit Rotary Club
- Co-chair of the Federal, Provincial and Territorial committee on Income Support.
- Member of various Provincial Territorial committees and working groups.

Exemplary References Available Upon Request

Many remember Larry from his 17 years as a member of Brockville City Council. Larry's most notable commitments and accomplishments during these 17 years - he participated and chaired on all standing committees that were active during his tenures. Larry was an integral member and/or leader of Community Clean-up, Poker Run, YMCA, Chamber of Commerce, DBIA, St. Lawrence Lodge, Heritage Brockville, Family and Children Services, the Police Services Board and the Brockville and area tourism committee. Larry also remains an active member of the Rotary club and was President of the 1000 Island Rotary Club from June 2011- June 2012.

Larry has remained committed to Brockville. Although he and his wife Jacquie spent the last 7 years working and residing in Iqaluit, Nunavut, they never lost sight that Brockville was where they wanted to retire. Larry has been a homeowner in Brockville since 1987.

Larry will retire from his current position as the Territorial Director of Income Support, Department of Family Services, Government of Nunavut. Larry led important community and income support projects that required oversight and accountability for multi-million dollar projects. Larry returns to Brockville with an increased appreciation to the importance of Community and the need for community to support its residents.

Larry's philosophy of "service above self" has not wavered. He is an educated individual who believes in lifelong learning. Larry recently completed a Masters degree and not surprisingly, his focus was on community and community development. He is also a certified Project Manager, having a PMP designation. Larry's achievements have also been on a global level. His work and ability to ensure his commitment and participation on committees achieve improved sense of community guided and inspired him to do humanitarian missions to Malawi Africa.

A fellow city councilor once stated, "he knows of extremely few people anywhere who give so much leadership and hard work to their community in such a diverse set of activities and never seeks to take any credit. Far from the stereotype of attention seeking politicians."

Larry is married to Jacquie Pepper-Journal, he has two children Kelvin and Nicole and two beautiful grandchildren, Thomas and Rosalind.

Larry Journal's Top 10 list

1. He will enhance economic development and jobs through promoting Brockville to attract quality industry, businesses, and residential developments.
2. He will seek to minimize tax increases by scrutinizing costs and increasing tax assessments
3. He will ensure decisions are made to create a more vibrant downtown core.
4. He will encourage entrepreneurship programs to retain and promote small business in our community.
5. He will focus efforts to promote youth development programs.
6. He will endorse Brockville as a tourist destination.
7. He will work hard to ensure programs and services are available for seniors.
8. He will make long term fiscal planning a priority, focusing on replacing aging infrastructure.
9. He will analyze the benefits of working closer, cost sharing services and discussing mutual interests with neighbouring municipalities.
10. Promoting a clean environment and protecting Brockville's beauty is a Key priority.