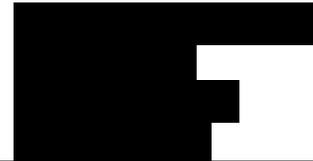


Annie M. Randell

Experienced Executive



Overview

I am an indigenous executive, from a shared organizational vision, I effectively and efficiently deliver programs and services to indigenous communities. Throughout the past thirty plus years working in senior management positions, I have gained ample experience in negotiating, designing, and implementing programs and services for the Mi'kmaq of Newfoundland. I have demonstrated a strong ability to engage people, organizations, stakeholders, and partners to achieve the timely, accurate and quality completion of initiatives and the delivery of program outcomes. I have a track record for translating vision and policy into concrete direction, and plans, for the rigorous management of human and financial resources and for ensuring that my teams have the knowledge, capacity, support and tools they need to be progressive and ensure they meet current and long-term organizational objectives.

Employment

First Peoples Development Corporation

Liaison Officer

August, 2022-March 2024

As the Liaison Officer, I report to the Project Manager and support strategic partnerships by providing advice, facilitating knowledge management and providing technical assistance in project planning, coordination, monitoring and reporting. As Liaison Officer I act as the key contact for designated Small Medium Employers, Trade Schools and Colleges, and Apprentices participating in the Apprenticeship Support Project.

Indigenous Services Canada

Regional Program Manager

January 21, 2019-September 2022

As Manager of Strategic Partnerships and Initiatives I manage the Community Well-being Jurisdiction Initiative as part of the reform for Child and Family Services (CFS) in Atlantic Canada, I was the regional lead for Innu litigations and Inquiry, I lead the Implementation of the Act respecting First Nations, Inuit

and Metis children, youth and families and I was the national lead for an indigenous coordination table that will see that community assert jurisdiction over their own child and family services.

Newfoundland & Labrador Housing Corporation

Western Regional Director

April 3, 2017- Jan 9, 2019

As a member of the corporate management team, I ensured the effective delivery of housing programs and services administered by the Corner Brook and Stephenville Regional Offices. I constructed workplans, directed, and supervised the activities of technical, administrative and maintenance staff and ensure that program and service objectives were met. This includes participating in the formulation of five year strategic plan, operating plans, maintenance, modernization and administration budgets; controls and monitors related expenses; prepared reports/briefing notes for executive; guided the development of regional staff and provided feedback on performance. I took complaints from clients seriously and really tried to make a difference in peoples lives that lived in social housing. I always investigated and responded to complaints and to enquiries from provincial and municipal government officials, community groups, businesspeople, clients and the general public. I had fifty-eight full time employees.

Indigenous & Northern Affairs Canada

Atlantic Regional Programs Manager

September 2016- March 31, 2017

I developed a project plan for the Region to facilitate Comprehensive Community Plans with First Nations in Atlantic Canada. Each community to establish a variety of priorities with their membership, such as: Education, Social programming, Housing developments and maintenance, Water and Sewer infrastructure, etc. From those plans the community will establish priorities. I used a Community Integrated Approach with a team of Project Managers to support Aboriginal Communities obtain their strategic priorities. To achieve this mandate, I managed a team of project managers and clerical staff. Management of a unionized team includes deployment of staff, establishing staffing pools, orientation, training plans, performance appraisals and building a culture that everyone is happy to come to work each day and work toward our mandate. I was responsible for a regional budget; this responsibility includes various levels of approvals for internal expenses and programming to communities, coding and reporting. I reported to Director of Funding Services and I liaison directly with the Chief and Council of each community to advance this initiative.

Qalipu First Nation

Chief Executive Office

September 2011-August 2016

As the Chief Executive Officer of the Qalipu First Nation Band I was responsible for the operations of the Band, its program and services and Economic Development Corporations. Bands operations included responding to membership concerns and inquiries. The Band and its legal entities delivered programs and services such as, post-secondary education (PSE), medical benefits (FNIHB), employment programs, band employee benefits programs and economic development programs, commercial and communal fisheries projects (AFS & AAROM) all of which are controlled by national regulations. I was responsible for administering, coordinating, managing and protecting the organization from all liability. To mitigate

risk and provide efficient services to members I initiated and implemented ISO 9001 operational standards throughout the entire organization.

Federation of Newfoundland Indians

Member of Implementation Committee Enrolment Process

2008-2016

The Federation of Newfoundland Indians (FNI) and Canada are parties to an Agreement to form the Qalipu Band. This Agreement includes an enrolment process and an Implementation Committee, I was one of six members on this committee. This process is entirely unique in nature and its mechanisms were to review approximately 12,000 applications. However, the process received more than 100,000 applications. During my time on this team I have become very aware of the use of legal language in agreements and ensured all direction provided to the Enrolment Committee provided fair and equitable treatment for all applicants. As a part of the Implementation Committee I assisted with the creation of implementation plans for various stages of the process, monitored the progress, created a quality assurance process, prepared annual budgets, recruited, retained and supervised employees, established work locations, developed capacity building plans/ tools and assisted in training.

Member of the Negotiation Team to form Qalipu Band

2002-2008

In 2001, I wrote a proposal to Canada for the Board of Directors of the Federation of Newfoundland Indians (FNI). The proposal was presented to the Minister of Indian and Northern Affairs for consideration of recognition of the Mi'kmaq people of Newfoundland to end the decade old court case that was launched against the Federal Government by the FNI. A term of six years was spent in writing the Agreement-in-Principle. This is a historic project and I have gained a wealth of experience through those years. Working with the Federal government, as a party to the Agreement, it became regular business to assist with writing communication products for each announcement, oral briefings and advising Ministers, Ministers' Office, Board of Directors of FNI on complex policy and operational issues. Managing the Agreement within the context of Federal Government regulatory approvals is a vast experience.

General Manager Federation of Newfoundland Indians (FNI)

1988-2011

We pioneered own source revenue for the organization to function and meet its mandate "to receive status recognition as an *Indian Act* Band". With more than two decades of experience in various positions, starting with secretarial duties, accounts payable/receivable and budgeting; then promoted to Business Administrator. Using strategic planning, project management processes, accountability procedures, following program guidelines and amalgamating synergies of one program to assist other programs the

Annie M. Randell

organization evolved from an annual budget of \$47,000 when I started to \$8.5 million by 2011. I led each service delivery project so that it would build the credibility and accountability of the organization. During this employment I established a relationship with the Department of Fisheries and Oceans that provided access to funding allocations to purchase commercial fishing licenses. Upon my departure from the organization it had 14 commercial fishing licenses through the AAROM body called MAMKA. Another noteworthy program that I started in 1999, that is still ongoing within Qalipu, was a Traditional Land Use Study. More than 3000 individuals were interviewed; each of these interviews has been transferred to a digital format and often used for various reasons to advance the organization.

Entrepreneur and Business Development

Aboriginal Employment Services, co-owner established in 2004, Aboriginal Employment Services (AES Inc) is an Indigenous-led independent consulting firm. Most recent experience is a five year agreement with Economic Social Development Canada to develop and implement measures, including processes and tools, which supports ongoing collection of labour market information that is annual at a minimum, ongoing (throughout the pilot and beyond) and local (community level) by participating First Nation communities. AES Inc. is working closely with ISET Program Agreement Holders and First Nations collecting data over the course of the Pilot to fine-tune processes and approaches as well as the funding approach required.

Also, AES Inc. has over 14 years of experience working with more than half of all Indigenous Skills and Employment Training Strategy Agreement Holders (ASETS) providing service to more than half of all First Nations in Canada to successfully help collect and store service delivery data. Further, collectively the AES Inc. team has evaluated a number of federal-funded indigenous-based programs, designing questionnaires, developing indigenous-based methods to conduct community-level research.

Currently, AES with me as the lead is Indigenous Lead on a Federal Procurement project in St. Johns, NF and I'm the Table Lead for Canada for a Coordination Table for a First Nation to exercise jurisdiction for Child and Family Services.

Additional Employment & Personal Notes

- **Employment Equity:** I am Status Indian, under the *Indian Act*, with the Qalipu First Nation.
 - **Lifelong Learner:** I have a personal growth mindset and I influence people around me to have the same. This mindset enables increased motivation and productivity.
 - **Entitled to Work in Canada:** I am a Canadian Citizen
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Annie M. Randell

EDUCATION

- 2014 Bachelor of Business Administration, Grenfell Campus/Memorial University
 - 2014 Certified Quality Assurance Auditor, ISO 90001 Atlantic Halifax
 - 2013 Masters Certificate in Project Management, York University/Memorial University
 - 2013 “Becoming a powerful negotiator- Alternative Dispute Resolution” program at Stitt Feld Handy Group, Toronto.
 - 2006 Diploma in Management, Saint Mary’s University
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REFERENCES

Will be supplied upon request