

PUBLIC APPOINTMENTS SECRETARIAT

Appointments Information Form for Submission to the Standing Committee on Government Agencies

Board Name: Ontario Parole Board (Tribunals Ontario)

Position: Member (Part-Time)

Part-time/Full-time: Part-Time

Candidate Name: GORDON STENCELL

Candidate Information: Attached

Responsibilities of the Agency, Board, or Commission:

The Ontario Parole Board is dedicated to the process of promoting public safety by making responsible decisions regarding the return of offenders to the community through supervised conditional release (parole and unescorted temporary absences). The Board derives its authority from the federal Corrections and Conditional release Act, the federal Prison and Reformatory Act and the Ontario Ministry of Correctional Services Act and Regulations. The board, responsible to the Minister, provides in-person parole hearings automatically for offenders who are serving sentences six months or longer. Those serving sentences of less than six months or offenders interested in a temporary absence must apply to the parole board in order to receive a hearing. Inmates are eligible for release on parole after having served one-third of their sentence. They may, however, apply for early parole consideration under exceptional or compelling circumstances. A quorum of two board members, reviews all available information on an individual case prior to the in-person hearing. Additionally, the board conducts case reviews, in quorum, and undertakes a wide scope of administrative functions and decisions. The primary goal of the board is to assess an offender's risk to society by reoffending and to help protect society by assisting in the offender's reintegration into the community. The Ontario Parole Board is designated as part of an adjudicative tribunal cluster by regulation made under the Adjudicative Tribunals Accountability, Governance and Appointments Act, 2009.

Public Appointment Application

<i>Applicant</i>	GORDON STENCELL
<i>Position</i>	Member (Part-Time) Ontario Parole Board (Tribunals Ontario) Attorney General
<i>Advertisement</i>	PAS-200093
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Application Notes/Comment/Additional Data

Serving as Student Senator during university started of pattern of being relied on to correlate policy, rules, procedures and governance bylaws with specific situations or declared intentions. This innate ability, since further refined, has resulted in being called upon to do the same in a volunteer athletic association, as a post-secondary educator, in my profession as a career development practitioner and to lead a team of practitioners accordingly. More recently, I am applying all of my experience as a Commissioner of the Board of Directors for Parks of the St Lawrence. As a Professor, and Career Counsellor/Resiliency Coach, my experience working with up to 10,000 clients and students, interviewing, gleaning information and intentions, then advising and making decisions based upon their intent, available support, and personal actions plans has exposed me to diverse and challenged populations on whose behalf I act in accordance with policy and their well-being in mind.

Language(s)

English Proficient

Education

Institution	Credentials	Year
Trent University	Honours Bachelor of Administrative Studies	1993 to 1997
George Brown College	Career and Work Counsellor Diploma	2005

Employment

Employer	Position/Title	Dates	Responsibilities
Morneau Shepell	Supervisor, Career Services	04/01/2017 to 09/13/2019	• Advance and optimize operations policies to realize efficiencies and improve service • Perform budgeting, forecast demand, and chair department planning sessions to solicit innovation and achieve buy-in • Apply data analytics to design new metrics that empower staff to self-manage and better work their way to targets • Serve as liaison and product expert to support account managers and engage their clients in presentations further promote utilization • Support leaders with Balance Scorecard Reports and summary data for business cases

Employer	Position/Title	Dates	Responsibilities
Morneau Shepell	Career Development Practitioner / Resiliency Coach / Career Transition Coach	08/03/2006 to 04/01/2017	Leadership • Served as Acting Supervisor weekly, conducting periodic peer consults, processing escalated requests, and created QAR solutions in absence of Career Supervisor • Recognized with nominations, awards, and acknowledgements by inspired clients and colleagues for being a prepared, professional, productive, and genuine professional • Selected as a top performer for Shepell's Focus Committee to improve employee engagement and appointed to a Centre of Excellence Team to launch a strategic Operations Portal • Entrusted to serve as liaison with other business units, to coordinate, troubleshoot, and expedite First Access and WSP programs related to Career Services Clinical Contributions • Coached and roleplayed clients through conflict management helping them grow more conscientious, issue focused and able to constructively mitigate, deescalate or resolve issues • Guided students ages 14+ about academic planning, performance, and career direction
President	President	10/01/2010 to Present	• Coaches emerging executives to win jobs and get to the top • Experiments within NEXT RIGHT, under the banners Right Grad, Career Ferocious, and Roaring Résumés to improve and modernize career services delivery via technologies • Built and license online career management tools, including Right Grad PlacementPro and Résumé Amplifier web apps, that shorten delivery of short-term solution focused programs • Prepares and delivers keynote addresses that garner exceptional attendee feedback • Participated with the SLC School of Business, Spark Production House to create online content
St Lawrence College	Professor, Career Strategies	09/04/2009 to Present	• Engages students in the School of Business as part-time and partial load faculty member by designing, preparing and delivering curriculum employing a variety of learning modalities • Upholds learning community norms by limiting negative behaviours, modelling what is expected and does so according to each Program Coordinator's expressed preferences • Volunteered on the Marketing Program Review Committee by brainstorming with faculty, staff and students about key objectives which helped the Coordinator to propose modifications
The Empire Life Insurance Company	Director, Talent Solutions	09/16/2019 to 07/03/2019	• Develop improved and functional relationships with Executive Leadership Team to re-establish and restore a reputable Talent Acquisition strategy • Support the transition of the legacy Recruitment & Talent Acquisition technology to a more advanced, nimble and integrated system • Establish qualitative standard operating procedures, means of measurement, and metrics for progressive and ongoing management • Built an effective department that is service oriented, professional, proactive and productive • Created a new and more comprehensive employee onboarding strategy and then modified it for remote implementation adjusting for Covid-19 lockdown • Oversaw 75 hires at Empire Life ensuring that the business of hiring was conducted in accordance with relevant Ontario employment and labour legislation • Trained new Recruitment & Talent Acquisition staff so they quickly became capable perform independently • Negotiated job offers

Employer	Position/Title	Dates	Responsibilities
Parks of the St Lawrence	Commissioner	10/01/2019 to Present	• Prepare for meetings by reviewing the Board package to orient self to operations and business of the Parks to participate and contribute strategic direction and affairs • Prepare for meetings by reviewing the Board package to orient self to operations and business of the Parks to participate and contribute strategic direction and affairs • Prepare for meetings by reviewing the Board package to orient self to operations and business of the Parks to participate and contribute to strategic direction and affairs • Leverage prior experience and core expertise (leadership, data analysis, Human Resources) to help guide priorities and decisions • Act collegially, in good faith, and with positive regard when interacting with commissioners, executive, management and staff • Learning the business cycle to think proactively, demonstrate foresight and help to mitigate risk
St Lawrence College	Professor	09/08/2020	• Following a year break serving The Empire Life Insurance Company as an HR Director, rehired to teach Employment Law in the School of Business, Human Resources program • Structure course delivery in alignment with Core Learning Outcomes and Vocational Learning Outcomes • Engage students openly, constructively and ethically to support their learning and experience • Exercise judgement to negotiate and resolve violations by students of academic standards, policies and procedures • Develop accountability in students and maintain standards that align students with what they will encounter in the workplace and society for their future success • Adhere to College's business cycle, policies and standards to be an effective individual, self-managed contributor to produce a consistent teaching and education experience for students within the School of Business
Fulfillment Coordintor	T1 Fulfillment	09/07/2003 to 12/30/2004	• Created Standard Operating Procedures and templates for T1 Fulfillment launch • Issued and evaluated Requests for Proposals for key materials and transportation providers, creating mini budgets to project costs and revenues • Hired and managed 6 staff, delegated duties, and effectively accommodated scheduling needs
Bankside Chase	Client Relations Manager	04/14/2000 to 06/18/2003	• Hired, led and mentored approximately 12 staff in total to serve the needs of corporate clients • Held lunch-and-learns to help staff build key skills and be briefed on emerging employment trends or technologies of consequence to the client roster or headhunting industry • Interviewed candidates, critiqued documentation, and coached clients to win jobs • Managed a team of approximately 5 headhunters by gathering corporate client requirements and coordinating searches within the scope of RFP or Service Level Agreements
B.A.M. PHOTO	Operations Manager	Summers, 1994 to 1997	• Led team of 24 staff, responsible for P&L, planning, budgeting, scheduling, assignment of duties, inventory and deposits, resulting in revenue targets being met • Recognized with promotion to Operations Manager for exemplifying service, mastering processes and taking initiative to build a functional rapport with GBL Captains • Maintained a retail services contract with Gananoque Boat Line through quality controls to execute \$125,000 sales for 3 consecutive years managing a \$60,000 payroll • Facilitated a pilot project with St Lawrence Parks/Fort Henry to expand services

Community

Organization	Position/Title	Dates Involved	Responsibilities
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			Because I work full-time, plus as a professor, I usually volunteer my time to those former students that regularly outreach to me for additional support in the years following graduation.
Church Athletic League	Pee Wee Division Convenor	2013 Season	Approached by the league, based upon reputation as a hockey parent and coach, to fulfill the function of Convener. There were contentious behaviours and conflict in the division. My presence was a signal of accountability and my presence caused negative behaviours to subside. Furthermore a made recommendations on the suspensions of adults and players in my and other divisions as the conveners worked as a team on disciplinary decisions. We made decisions in accordance with our own policies, with a standard of quality in mind to deter an appeal to the Ontario Hockey Association.
Trent University	Student Senator	09/01/1994 to 04/30/1995	- As part of the Senate ensured the student perspective on academic rules and policy was represented - Sat on the Library Services Committee (sub committee) and helped guide the strategy and operating standards resulting in changes that better met academic needs - Member of the Student Senate Caucus that met with the university President bi-weekly to discuss and inform Senate related issues - Critique the PPPSC, Presidential Planning, Priorities and Steering Committee about the future direction of the University in relation to the school's mandate

Associations

Organization	Dates Involved
Candidate Career Development Practitioners Certification Board of Ontario - CCDP Designation	Present