

PUBLIC APPOINTMENTS SECRETARIAT

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

Board Name: Licence Appeal Tribunal (Tribunals Ontario)

Position: Member (Part-Time)

Part-time/Full-time: Part-Time

Candidate Name: Leo Demarce

Candidate Information: Attached

Responsibilities of the Agency, Board, or Commission:

The Licence Appeal Tribunal hears appeals from decisions concerning compensation claims and licensing activities regulated by the Ministry of Consumer Services, the Ministry of Transportation, the Ministry of Children and Youth Services, the Ministry of Training, Colleges and Universities, the Ministry of Municipal Affairs and Housing, and the Ministry of Community Safety and Correctional Services. The Licence Appeal Tribunal 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

Applicant

Leo Demarce

Position

Member (Part-Time)
Licence Appeal Tribunal (Tribunals Ontario)
Attorney General

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Application Notes/Comment/Additional Data

Language(s)

English Proficient

Education

Institution	Credentials	Year
University of Windsor	Honors Bachelor of Commerce (Economics) combined degree	1989

Employment

Employer	Position/Title	Dates	Responsibilities
Sage Salon + Spa Inc.	Owner	2/3/2014 to present	As the owner of Sage Salon + Spa, a successful and growing organization. I have over 25 employees, most of whom have been with me since the opening of the business. This is a \$700K operation with over \$400K in payroll. I'm proud to provide these hard working service providers and receptionists with a safe and industrious environment to work in. We service over 400 clients a week and provide full service hair and esthetics. As a business owner I am charged with managing all aspects of the business, from concept to implementation, financing, financial reporting, HR, asset management, career development, business development, risk management, budgeting, forecasting, and many other responsibilities.
Blackie's Corner (2001) Ltd.	Owner	7/1/2001 to present	I own and manage a commercial and residential property with 4 commercial units and 3 residential units. I have grown the value of this property from \$650K to \$1.5M in the last 20 years. It is an institution in the small town of Tecumseh and has been a part of my family since 1977. I'm responsible for managing all aspects of the property including: finding tenants and negotiating leases, property maintenance, all financial and bookkeeping responsibilities, acquiring financing.

Employer	Position/Title	Dates	Responsibilities
Independent Business Analyst Consultant	Self Employed	01/01/2017 to present	I am an Independent Business Analyst Consultant and have implemented, customized, designed and deployed ERP systems into over a hundred companies primarily in the manufacturing and agri-food industries. I have consulted internationally across Canada, the US and Ireland. As an ERP implementation specialist I have had the opportunity to develop my skills in managing and developing business systems, managing implementation and development teams, managing projects, and implementing key reporting tools. I have managed dozens of large projects requiring multiple processes with various skill sets to ensure deliverables are on time and in budget. I am exceptional at focusing on key issues and resolving conflicts and bottlenecks, ensuring initiatives remain on task, prioritizing and reorganizing as required. I am a very dedicated and focused individual, capable of taking on new initiatives, and always thinking outside of the box.
Britec Computer Systems - Net@Work	Senior Business Analyst Consultant	01/01/2014 to 12/31/2016	In my role as senior business analyst I am responsible for the design, installation, implementation and project management of ERP systems such as: • core financials • custom reporting • inventory control, purchasing and sales • data warehousing • project and job costing • HR - Time and Attendance – Payroll • EDI • warehouse management • Point of Sale systems These projects were implemented with an eye towards business process improvements, increased data accuracy and timeliness, and efficiency gains; all based on the customer's requirements, needs and goals.
Monaghan Mushrooms Ltd.	Manager, System Development	06/01/2005 to 10/31/2013	In my function as the Manager of System Development I was responsible for developing new systems and processes as well as improving existing processes in the multi-site agricultural business. As a senior administrator in the company I was responsible for working with multiple department heads, leading projects from inception to completion, on time and within budget. I was tasked with developing long term strategic initiatives focused on improving systems, enhancing management information, reducing costs, and streamlining processes. I was responsible for identifying the workflows and processes which then defined the bottlenecks, disconnects, and inefficiencies that would be corrected through automation and information integration. In this process I was responsible for implementing: • Database Maintenance • Data Transformation and development of custom database information systems • Business Intelligence reporting • HR systems • Time and Attendance system • Payroll
Synergy Plus Solutions	Senior Implementation Analyst	02/01/1998 to 05/31/2005	In my role as senior implementation analyst I am responsible for the design, installation, implementation and project management of ERP systems such as: • core financials • custom reporting • inventory control, purchasing and sales • data warehousing • project and job costing • HR - Time and Attendance – Payroll • EDI • warehouse management • Point of Sale systems These projects were implemented with an eye towards business process improvements, increased data accuracy and timeliness, and efficiency gains; all based on the customer's requirements, needs and goals.

Employer	Position/Title	Dates	Responsibilities
Consulting Services America	Business Consultant	08/01/1996 to 01/31/1998	As a consultant I was responsible for providing needs analysis and organizational development consulting services to small companies looking to acquire these technologies. The needs analysis focused on identifying the customer's deficiencies in their business processes and making recommendations for improvement. The consulting engagement focused on implementing: • Strategic plans • Vision, Value, Quality, Mission and Core Competency statements • Disaster planning • Implementation of accounting processes to allow for improved analysis focusing on margin and mix, operational, and costing issues.
Canada Life	Sales Consultant - Life Insurance	09/01/1993 to 07/31/1996	Provided financial and insurance products to qualified customers.