

THOMAS VULPE

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A senior manager with twenty years experience in the private, public and non-governmental sectors leading and managing multidisciplinary teams to success in national and international organizations. Expertise in business relationship and innovation with particular skills in the delivery of high-quality programs, services and advice. Proven track-record in setting and realizing demonstrable results through vision, creativity and compassionate leadership.

PROFESSIONAL EXPERIENCE

Public Sector

- **Director, Policy and Procedures Directorate, Immigration and Refugee Board of Canada** December 2008 – present <http://www.irb-cisr.gc.ca/>
- **Director, Learning, Diversity and Employee Programs, Public Health Agency of Canada** – July – November 2008 <http://www.phac-aspc.gc.ca/>
- **Director, Centralized Support and Quality, Canada School of Public Service** – January – June 2008 <http://www.myschool-monecole.gc.ca/>
- **Director, Orientation to the Public Service Program, Canada School of Public Service** – 2005 - 2007
- **Director, Centre for Intercultural Learning, Canadian Foreign Service Institute, Foreign Affairs and International Trade Canada** 1998 – 2005; **Deputy Director** 1997 – 1999 <http://www.intercultures.ca/>

Private Sector

- **President, Loeffler-Vulpe Consulting Inc.** 1993 - 1996
- **Vice-president, International Briefing Associates (IBA), Inc.** 1991 – 1993; **Program Manager** 1987 - 1991

Non-Governmental Organizations

- **Director, Board of Directors, Association of Professional Executives of the Public Service of Canada**, 2007-2010 <http://www.apex.gc.ca/>
- **Chair, Advisory Committee on Executive Health, Association of Professional Executives of the Public Service of Canada APEX** 2008 – 2009; **Committee Member** 2007 - 2008
- **Founder, Director, Vice-president, Secretary/Treasurer, Canadian Association of International Development Consultants**, 1991-1995 <http://www.caide-rccdi.ca/>
- **Chair, Governing Board, South Hull Elementary School, Western Quebec School Board**, 1998 – 2000
- **Vice-president, Anthropology Course Union, University of Western Ontario**, 1986

PROFESSIONAL ACHIEVEMENTS

Leadership

- Established the Centre for Intercultural Learning as a recognized leader in intercultural theory and practice
- Secured renewals and expansions of interdepartmental cost-recovery agreements through high-level negotiations and sound day-to-day relationship management
- Managed training and international development consulting firms involved in human resource development, training, research, and support services for international development:
- Launched the Orientation to the Public Service Program within 5 months, flagship of the Federal Government's new Policy on Learning, Training and Development, for the on-boarding across the country of 8,000 new federal employees per year from entry-level to third level executives

Relationship Management

- Advocating for policy review of human resource management practices of federal government in support of employee and executive health – workplace wellbeing – to senior public service leaders
- Expanded Centre for intercultural Learning's relationship reach with national and international clients, stakeholders and partners in the private, public, academic and NGO sectors through:
 - Advanced product and service development efforts including launching significant new service lines: iPASS – International Personnel Assessment System and iFOD – Intercultural Facilitation and Organizational Development
 - Research partnerships with academia and non-governmental organizations
 - National and international publications and speaking engagements
 - Investment in marketing and communications including re-branding of Centre
 - Creation of www.intercultures.ca which features a subscription-based web magazine – *Intercultures*; cultural information resource on all UN recognized countries – *Country Insights*; online course registration; and a *Members' Zone* – online service delivery (personnel selection tool) and e-learning tools.
- Represent departments on interdepartmental committees and to numerous central ministries and committees (HR Council, Heads of Learning Forum, Network of Learning and Development Institutes, etc.)

Service Excellence

- Exceeded quality expectations of clients through the establishment of industry leading personnel certification requirements and product development standards
- Increased service delivery efficiency by 35% through internal restructuring, continuous process improvements and strategic outsourcing
- Created client contact database to track clients, reduce data error and reduce client input during service interactions

Action Management

- Vision and strategic and business planning within public, private and non-governmental organizations
- Manage financial resources from \$250K to \$6.8M/year in public and private sectors
- Direct 25+ member teams of specialists, administrators, researchers, contractors and support personnel within complex unionized and non-unionized organizational contexts
- Secured contracts, liaised with clients and suppliers and coordinated associate consultants in the execution of contracts in North America and internationally with the public, NGO and private sectors

PROFESSIONAL RECOGNITION

The Mercer Vision Award for Innovative Design & Implementation of a Human Resources Program and/or Project (nominated), 2005

Public Service Award of Excellence, as member of Interdepartmental Taskforce for the Canada Ukraine Election Observation Mission (nominated), 2005

PROFESSIONAL TRAVEL

Australia, South Korea, Japan, People's Republic of China, Indonesia, Hong Kong, England, France, Germany, Italy, Switzerland, Malta, United States

EDUCATION AND TRAINING

Bachelor of Arts (Honours), Anthropology, University of Western Ontario
Certificate in Adult Education, St. Francis Xavier University

LANGUAGES

Bilingual: English and French (EEE/EEC)

AVAILABLE ON REQUEST

Selected Publications
National and international speaking engagements
References