

**Kandis Neth, P.Eng., M.Ed.**  
*Learning and Development Specialist*  
JUNA Consulting Inc.

### Skills and Competency Summary

*Kandis is a certified adult educator with experience in training and facilitation, curriculum development, design, and delivery for both technical and soft skills.*

- effective and comfortable public speaker, presenter and facilitator
- curriculum development, design and delivery for technical and soft skills workshops
- excellent organizational abilities
- experienced trainer, mentor and leader for multidisciplinary groups
- experience at developing, editing and implementing a variety of documents including:
  - course curriculum, advertising material, policies and procedures
- experience on non-profit executive committees and executive board of directors
- experience implementing document control systems for engineering companies
- able to problem solve and multitask in a fast paced, time-sensitive environment
- able to function successfully under pressure and with minimal supervision
- proficient and adaptable to any computer system, rapidly learning new programs
- experience gained in many stages of project management: project definition and scope, process engineering simulations, design, estimation, and implementation
- experience with project management strategies for defining team goals, creating project milestones, and successful completion of project deliverables on time
- trained as six sigma green belt project leader and experience with Lean and 5s methodologies
- enhanced problem-solving, technical report writing and laboratory competence

### Professional Consulting and Facilitation Experience

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#### Learning and Development Specialist

JUNA Consulting Inc.

- curriculum development, design and delivery for various team building, technical, and soft skills workshops including but not limited to: leadership, effective communication, understanding behaviour, conflict resolution, coaching, time management, delegation methods, negotiation techniques, project management, and presentation skills
- in 2015 partnered with ASET to develop, design and deliver a preparatory examination seminar for ASET's Professional Practice Exam (PPE) and APEGA's NPPE candidates
- experienced trainer with various DISC and Colors Personality Assessments
- experience as a keynote speaker, focus group facilitation and team building

#### President

R3K Consulting

- providing consulting services to businesses for team and leadership optimization, project management, and various other training and facilitation topics
- certified adult educator with experience in training and facilitation, curriculum development, design, and delivery for technical and soft skills
- focused on "Real, Relevant, Results" to enhance individual and team performance
- contract to like-minded organizations

## Professional Consulting and Facilitation Experience Continued

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### Western Canada Regional Facilitator

WinSETT Centre

*The Canadian Centre for Women in Science, Engineering, Trades and Technology (WinSETT Centre) is an action-oriented, non-profit organization that aspires to recruit, retain and advance women in science, engineering, trades and technology (SETT).*

- western Canada facilitator for WinSETT Centre's Leadership program and special topics
- supporting women in SETT in their professional development
- programs may be facilitated full day or part day workshops, topics including:
  - Becoming Leaders: An Introduction to Leadership Skills and Strategies
  - Effective Communication for Women in SETT
  - Negotiating for Success
  - Navigating the Politics of the Workplace
  - Networks, Mentors and Sponsors
  - Emotional Intelligence
  - Towards a Gender Inclusive Workplace (unconscious bias and microaggression)

### PeerSpark™ Facilitator

Alberta Women Entrepreneurs

- facilitator for AWE's PeerSpark program supporting women entrepreneurs in growing their businesses with minimal business advising and coaching
- program includes facilitated half day modules and facilitation of weekend retreats
- topics include, strategic planning for growth, leadership and communication, strategic marketing, human resources, profitability, operations and execution
- update program materials, including content, activities, and facilitator guides

### Subject Matter Expert – Engineer

Bow Valley College – Directions for Immigrants in Trades and Professional Careers

- designed and developed an online preparatory course for APEGA's National Professional Practice Exam (NPPE) to be uploaded to D2L platform
- developed 11 online learning modules for an 8-week, self-paced course; complete with learning objectives, definition summary flash cards, sub module content PowerPoints, learning activities, self-study reflection questions, transfer of learning plan, and over 250 multiple choice questions; including a pre and post mock exam

### Senior Instructor

Western Canada Fire and First Aid Inc.

- instruct Emergency and Standard First Aid, including CPR & other safety courses
- assist in development (i.e. O2 Therapy) and refinement of course materials

### Associate - Lean Services

OEM Consultants Inc.

- trained and certified in Lean Methodologies and 5s
- re-designed Lean Thinking Course advertising material
- planned and facilitated Lean Thinking corporate full day courses
- on-site visits and consultation with companies during Lean implementation

## Professional Engineering Experience

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### Chemical Engineer, P.Eng, various positions

Dow Chemical Canada Inc.

- process design engineer supporting teams on local and global projects
- focused on safety while minimizing environmental impact in designs
- manufacturing representative for two capital subprojects totaling ~\$7 million CAD
- used the Global Project Methodology (GPM) work process to refine plans for specific subprojects to prepare for the shutdown of two processes
- resolved issues with all stakeholders ensuring safe, cost effective subprojects
- lead a six sigma project to evaluate compliance with Dow EHandS Standards
- responsible for defining subprojects estimated to total ~\$15 million CAD in 2005
- facilitated and coordinated efforts to develop a high level cost-effective plan for decoupling three operating plants and designing a standalone operation
- created and lead an interdisciplinary team to achieve project goals
- focused on aiding team members in development of high level sub-projects
- facilitated update and training sessions to all stakeholders of projects
- coached and trained new operator in Dow Process Automation Technician Role
- implemented plant directed process control changes and improvements effectively
- supervision, evaluation and mentorship of engineering coop students

### Engineering Document Control Coordinator, EIT

G.L.M. Tanks and Equipment Ltd

- implementation of document control system for engineering department
- developed engineering drawing tracking system
- developed engineering drawing receipt and issuing system
- set-up procedures for internal document handling

### Operations Engineer Process / Environment and Infrared Project Coordinator

Inland Cement Limited

- project management and engineering of various assigned capital projects
- improved plant efficiency and operating coefficients through process suggestions
- assisted and/or lead process trials and made recommendations for improvement
- process trending and analysis of daily operations and long term studies
- provided assistance in determining the cause / effect of environmental incidents
- assisted in the development of Plant Operating Procedures
- assisted in the development of the Environmental Management System (EMS)
- communicated operational and systems changes to relevant plant personal
- worked with contractors for non-destructive testing, purchase and installation of projects
- organized an Infrared Survey testing procedure around the process equipment
- recommendation of preventative maintenance based on long/short term analysis
- developed and maintained historical survey system and database

### Engineering Coop Student Process Technician

Alberta Newsprint Company

- acquisition, analysis, presentation of data, and data management using excel spreadsheets to aid in de-bottle necking the plant
- trained in TAPPI testing procedures for pulp, paper, steam and condensate quality
- tested screening/cleaning efficiency for thermo-mechanical pulping optimization
- gained 4 months experience towards Power Engineering Tickets by performing boiler water quality testing routines and iron / oxygen testing of the condensate
- enhanced problem-solving, technical report writing and laboratory competence

## Notable Volunteer Experience

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### Outreach Program

APEGA

- promoting science and engineering to children through hands on activities
- promoting engineering at career booths, science Olympics and classroom presentations
- presenting awards and information on behalf of APEGA

### President and Past President

Les Bouts d'Choux – Preschool – Executive Board of Directors

- President and Chair of the preschool's board of Directors
- help set direction for preschool improvements, maintenance and growth strategies
- regained financial stability for preschool by overhaul of budget and salary negotiations
- coordinated with Board members and preschool staff for the day to day operations
- created Parent Handbook, and during which revamped preschool policies and procedures
- on-going liaison with parents and government agencies

### Victim Services Unit (VSU)

Edmonton Police Service

- followed up on police files to assist all victims of crime and tragedy
- extensive training which included a certification for crisis and suicide intervention
- assisted in training of new advocates
- was a part of 24 hour emergency crisis call list to be available to assist police onsite

### Executive Council Member

Canadian Red Cross Society

- created and promoted READY (Red Cross of Edmonton Action Driven Youth) program
- assisted in creating constitution for youth program
- participated in many charitable events promoting youth and red cross mandates
- awarded Red Cross Humanitarian Award for efforts

## Education and Select Specialized Training

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### **University of Alberta**

- Bachelor of Science, specialization Chemical Engineering, Cooperative Program

### **Yorkville University**

- Masters of Education in Adult Education

Completed courses included:

- Foundations of Adult Education
- Adult Learning
- Program Planning and Development
- Research in Education
- Diversity in Adult Education
- Evaluation and Assessment in Adult Education
- Teaching Adult Learners
- Learning and Organizations
- Learning and Teaching Online
- Proposal Writing in Education
- Thesis/Capstone Major Academic Research Project Topic:  
*"Understanding the Factors that Impact an Adults' Motivation to Learn in Mandatory Workplace Professional Development Training"*

### **Northern Alberta Institute of Technology (NAIT)**

- Adult Education "Becoming a Master Instructor" Certification Program (BMI 300 level)

### **Emergency Medical Responder (EMR)**

- Emergency Services Academy (ESA) *EMR certification from 2001 - 2019*
- Professional Medical Associates (PMA) *EMR certification in 2001*

### **Dow Chemical Canada Inc.**

- Six Sigma Green Belt Project Leader
- Six Sigma Green Belt
- Global Project Methodology

### **OEM Consultants Inc.**

- OEM Lean Manufacturing 101 Certification Course

### **Edmonton Police Service, Victim Services Unit**

- VSU various courses, including certification in basic training, suicide intervention, advanced crisis management and intervention

## Professional Affiliations and Memberships

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### **Association of Professional Engineers and Geoscientists of Alberta (APEGA)**

- Registered Professional Engineer (P.Eng.) in Alberta *since 2005*

### **Emergency Medical Responder (EMR)**

- Previous Registration with Alberta College of Paramedics *from 2001 - 2004 and 2012 - 2019*

### **SHAD VALLEY Alumni (SHAD Survivor)**

- promotes science, engineering, technology, creativity and entrepreneurship in youth
- Host Campus - University of New Brunswick