

# Resume

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## GENERAL PROFILE

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Working with large and small organizations, Al Gorley is an experienced executive with a proven track record in the public sector in Canada. He has demonstrated skills as a strategic thinker, leader and manager. He has honed a facilitative management style that generates productive relationships amongst stakeholders and brings out the best in staff.

His strong background in natural resource management includes working with all levels of government, academic institutions, non-profit organizations and resource industries. He has demonstrated effectiveness at leading change and improving performance in public sector organizations.

## SPECIFIC QUALIFICATIONS

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1. Executive Experience: Over 40 years of progressively more senior positions in forestry and management, including operations, policy, and strategic initiatives. Executive positions have included President of several small organizations, Chief Operating Officer of a Crown Corporation, Assistant Deputy Minister, and Chair of British Columbia's Forest Practices Board.
2. Other Board/Governance Experience: Chaired the Board of Governors, Northwest Community College 1992-1994; Chaired the Association of BC Professional Foresters Council 1990-1991; and a founding director of the Canadian Model Forest Network in 2006. A member of the Environmental Appeals Board and the Forest Appeals Commission 2004-2009, and the Forest Practices Board 2009-2010.
3. Education/Professional Qualifications: A Registered Professional Forester (RPF) with progressive professional development in public policy and organizational management.
4. A strategic and creative thinker. A reputation for looking at the longer term possibilities and formulating strategies to succeed. Demonstrates innovative thinking and linking of others' ideas into potential strategies.
5. Demonstrated ability to implement and apply highly effective performance management methods to change the culture and bottom line of an organization.
6. Interpersonal skills: Good written and verbal communications skills. A good listener and facilitator, able to bring groups to solutions and results. Is able to communicate expectations

in a manner that leads to positive results.

7. A good overall understanding of natural resource industries in BC, and of land use and environmental issues, including direct experience dealing with land use decisions, First Nations and community impacts.
8. Has worked successfully with senior industry staff and political leaders at all levels. Has developed and maintained constructive relationships with mayors, MLAs, Ministers and special interest groups.
9. Is able to cope successfully with a wide range of issues and tasks in a changing environment without losing sight of the ultimate goal.
10. Works with the system but challenges the assumptions. Relies on intuition for initial direction and on information and advice to assess the risks.

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## **SUMMARY OF EXECUTIVE AND SENIOR MANAGEMENT EXPERIENCE**

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**PRESENT (since 2002): President, Triangle Resources Incorporated.** Providing senior level professional services to governments at all levels and others in the natural resources sector, projects have involved the forest industry, petroleum industry, communities, First Nations, government agencies, professional associations, academic institutions, the service sector and non-profit organizations. Through this small consulting company the services provided include: strategic planning, facilitated problem solving, policy advice, project management and implementation support. Details about specific projects are available on request.

### **PAST POSITIONS:**

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#### **Chair, Forest Practices Board (2010 – 2013)**

- The Chair is the senior executive and statutory authority for the Province's independent watchdog for forest and range practices. Duties include recommending board appointments and leading the appointed board; providing guidance to staff through the executive director; content approval on all board reports; liaison with the Minister(s) and ministry executive team(s); communication with stakeholders and the media.

#### **Director, Federal Mountain Pine Beetle Secretariat (2007/2008)**

- Work with FP Innovations and Natural Resources Canada to guide implementation of the Canada-British Columbia Mountain Pine Beetle Program.
- Support the interdepartmental executive Steering Committee including chairing the Ministers' Advisory Board (comprised of a cross-section of local government, First Nations, industry and public sector leaders), and facilitating coordination of information and program delivery amongst a variety of federal and provincial organizations.

#### **President, McGregor Model Forest (2004/2007)**

- Appointed by the Board of Directors this is the senior executive officer for the model forest. On a part-time basis, the President provided guidance to the Board of Directors and direction to the General Manager, worked with stakeholders and partners on strategic initiatives, and ensured the Model Forest had and implemented a strategic and operational plan. The President participated in strategic planning and direction of the Canadian Model Forest Network and the activities of the International Model Forest Network.

**Assistant Deputy Minister**, Business Initiatives, BC Ministry of Forests (2001/2002)

- A member of the executive team sharing the responsibility for overall direction of the ministry during a period of rapid and substantive change.
- Responsible for the design of a new Timber Sales Program to meet the test of commercial effectiveness and the policy objectives of government.

**Chief Operating Officer**, Forest Renewal BC (2000/2001)

- Accountable to the Board of Directors, through the Chair and CEO for effective and efficient implementation of the strategic plan and the \$350 million annual business plan.
- Responsible for all on-going financial and operational activities of the corporation, including human resources and business planning.
- Initiated and successfully implemented a comprehensive performance management system to enhance efficiency and accountability of the corporation.

**Vice President of Forests & Environment**, Forest Renewal BC (1998/2000)

- Senior Vice President, accountable to the CEO for management of the corporation's forest and environment investments and for regional operations.
- Responsible for implementation of a substantial change initiative within the corporation, including a new strategic plan, focusing on more commercial approaches to investment, demonstrating improved accountability and downsizing the staff by 40%.

**Regional Manager**, BC Ministry of Forests, Prince George Region (1994/1998)

- Accountable for the management of regional operations, administering a budget of over \$100 million and a staff of over 500.
- Working with the individual companies and associations to implement government forest policies.
- Responsible as a statutory decision maker for Forest Act and Forest Practices Code decisions, including the award of licenses, appeals and reviews.
- Working with other agencies, community and industry leaders to facilitate land use decisions and resolve conflicts arising from multi-sector natural resource development.

**Executive Director**, BC Ministry of Forests (1995/1997)

- As a temporary assignment on a half-time basis for six months and full-time for eight months, lead the implementation of the new Forest Practices Code.
- As a member of the ministry executive team provide overall leadership to the organization.
- Accountable to the Deputy Minister to find and facilitate operationally feasible approaches for industry and the ministry to implement the new legislation and standards.

**District Manager**, BC Ministry of Forests, Houston (1988/1994)

- Accountable to the Regional Manager for the operation of the Morice Forest District, including financial, operational and human resources functions.
- Work with industry and communities to effectively implement land use planning and forest policy and generate benefits for the participants.
- As a statutory decision maker, issue licenses, make legal determinations and resolve conflicts arising from forest development.

**Regional Protection Officer**, BC Ministry of Forests, Smithers (1986/1988)

- Lead a team of wildfire and forest pest specialists in the planning and implementation of regional programs.
- Direct forest fire suppression activities.

***From 1973 to 1986 AI held a number of operational positions in forestry throughout northern and central BC.***

**Summary of Relevant Current or Past Memberships and Volunteer Activity**

- Past President, Association of BC Professional Foresters (served four years on Council)
- Past Chair, Board of Governors, Northwest Community College (regional college serving the area between Prince Rupert and Houston)
- Past Director, Houston & District Chamber of Commerce, Chair Houston Toastmasters
- Member, Canadian institute of Forestry (past director for Skeena Region)
- Chaired the joint task force on regulation of professionals (Professional Foresters, Technicians and Technologists)
- Past member, ABCFP Discipline Committee
- Honorary member – Applied Science Technologists and Technicians of BC
- Member, Resources North Association

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**References:**

To be provided upon request.