

André Rousseau
OCCUPATIONAL HEALTH AND SAFETY
AND HUMAN RESOURCES - TRAINER AND CONSULTANT

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**MY
PROFILE**

As an O.H.S. and a H.R. Consultant on special assignment, I assist managers and employees to reach their goals. I have achieved a solid experience, managing HS and HR services and departments, to implement processes and solutions at Bell Canada and for their subcontractors, at LM Wind Power, at ArcelorMittal, and other major businesses.

My ambition is to make success on hand to supervisors and top managers, and help them overstep the marks.

Planning, practical processes and being on the floor are my brands.

During my career and at all my mandates, I establish a winning and a productive work environment, either in unionized and non-unionized environments. I am use to multiple structures and objectives.

I am a trainer for "Emploi Québec" - support to the development of skills, and with different corporations in Ontario, in New-Brunswick and in Quebec).

Bilingual : English and French.

**MY
SKILLS AND
COMPETENCIES**

Education and communication University degree oriented and, experiences focused on the management of human resources, good working relationships, O.H.S. processes and applications, to maximize performances :

- Implement processes and training programs for O.H.S., operations and H.R. ;
- Implement O.H.S. control procedures, 5 S program and international standards for several business and industrial environment ;
- Human Resources and Health and Safety advisor for managers and leaders ;
- Implement performance assessment, develop of management talent ;
- Recruitment programs, effectives and strength planning ;
- Continuous improvement programs - quality, safety, work organizational ;
- Coordinate and supervise changes and, promote employees' accountability.

**MY
WORK
EXPERIMENTS**

OCCUPATIONAL HEALTH AND SAFETY AND HUMAN RESOURCES, TRAINER AND CONSULTANT EXPERIENCES AND ENVIRONMENTS : ~ SINCE 2009

- **OHS :** environment and workplace evaluation, defining processes and procedures in regards of corporate policies, legal requirements, local, national, and international standards, training, coaching and controls.
- **H.R.:** providing «HR service à la carte», performance evaluation, define procedures, employees' guide, training programs on HR management process coaching to managers and employees.
- **ENVIRONMENTS :** telecommunications services and technics, steel industry, wind power energy manufacturer, construction sites, manufacturers operation, public corporations, government agencies.

MY WORK EXPERIMENTS

- O.H.S. Consultant for ArcelorMittal - Canada (iron and metal sites)
 - Assist the Management and HS Committees processes and requirements ;
 - Define procedures, training on O.H.S. programs, implement, maintain and audit processes, to reach internal and international standards ;
 - ◊ Confined Space ◊ Crane and Lifting ◊ Incident Investigation
 - ◊ Emergency Preparedness ◊ Isolation - Lockout ◊ Machine safety
 - ◊ Managing Contractor ◊ Rail Safety ◊ Risk Analysis – HIRA
 - ◊ Shop Floor Audits ◊ Vehicles & Driving ◊ Work at Height
- O.H.S. Trainer for subcontractors of Bell Canada and Cable distributors;
 - Work at height on aerial network - *risk nearby electricity installation* ;
 - Risk analysis, PPE, Emergency and rescue, Bell Practices (*internat. stands.*) ;
 - Trenches and excavation- *risk nearby electricity & gas installations* ;
 - Work in Confine Space – man hole, cable vault, construction sites ;
- O.H.S. Consultant for Construction Entrepreneurs and on sites, on risk of falls, incident investigation process, lift truck operator, confined spaces, etc. ;
 - Training to employees, supervisors and managers for construction Companies, on their responsibilities, due diligence and tools to perform their work, and projects safely.
- H.R. Consultant at the S.T.M. – planning, processes and management services
 - Manager advisor and corporate procedures on performance evaluation
 - Corporate Processes for 850 managers in the organization.
- H.R. Consultant for the C.F.D.C. and “Emploi Québec” (*government agencies*)
 - Assessments and recommendations to improve business’ performance ;
 - Diagnostic and analysis on operation, marketing, finance and HR.

WORK EXPERIMENTS ...

- **SENIOR MANAGER HUMAN RESOURCES AND O.H.S. AND ENVIRONMENT**
- LM WIND POWER ~ 3 YEARS

Senior Manager Human Resources and Health & Safety for LM Wind Power, Canadian division located in Gaspé, Danish Company establish on 4 continents, manufacturing blades for wind turbines. I was responsible of the HR and HS departments for more than 290 employees and workers, and I was an active member of the international communications board.

Responsibilities

- Start up activities and implement H.R. and H.S. departments ;
- Hi level of international quality standards achieved ;
- Responsible of the H.S. and H.R. Departments and activities ;
- Coaching top managers and supervisors ;
- Workforce and HR administration, resources and planning ;
- Assessment and development processes – employees and managers ;
- Co-Chairman of the H.S. Committee from the beginning ;
- Develop, implement and formal guardian of the Company’ values ;
- Kaizen improvement process and 5S program Coordinator ;
- Leader officer on the Labor Relation Committee and work agreement ;
- Adjustments of the international corporate policies and training programs, to Canadian and provincial environments.

MY TRAINING

for more information
please go to my :
www.ressourceshumaines-sst.com

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- **TRAINER AND OPERATION MANAGER - AEC AND AJILON TELECOM ~ 1 AN**
Responsibilities
 - Certified developer and trainer for Telecom Companies – *operation quality controls, O.H.S., Bell Practices, managing contractors.*
- **SENIOR MANAGER - BELL CANADA ~ 25 YEARS**
Responsibilities
 - Human Resources recruiter (*Managers and Technician*) ;
 - Trainer at the “Bell Professional Training Institute” – *OHS, operations*
 - Regional Administration Manager, Coach and H&S representative on prevention and investigation committees, training and audits ;
 - Installations and repairs Manager - 500,000 telecom services / operation and H&S for 270 technician on the road.

OTHER EXPERIENCES ...

- Former President of a Chamber of Commerce in my municipality ;
- Certified trainer for “Emploi Québec” and by the “Commission des partenaires du marché du travail au Québec” ~ Ministry of Labor and agency to support training in businesses ;
- Business Mentor for entrepreneurs through the “M” network of the “Fondation de l'Entrepreneurship du Québec”.

ACADEMIC TRAINING

- University degree : Education Bachelor - education and group dynamics
École Normale Jacques Cartier – Master Teacher Program (U.Q.A.M.) :
 - Education and group dynamics ;
 - Individual and group psychology ;
 - Diagnostics and interventions.
- Languages spoken and written :
 - French and English

EXPERTISE & PROFESSIONAL SKILLS

- Other professional programs on O.H.S. :
 - Health and Safety Environment Programs and Expertise - Bell Canada, LM Wind Power, ArcelorMittal global standards on operations and work procedures ;
 - Work in Confined Space, Work at Height, WHMIS, H.S.E. ;
 - ASP - safety on construction and manufacturers sites ;
- Other professional expertise on H.R. Management and processes :
 - Tasks assessments, risks and salaries scales : Mercer International ;
 - Salaries management - managers and employees : Mercer Inter. ;
 - Assessments and psychometric tests : SHL International ;
 - Certified management trainer for managers and leaders : Domscheit Institute – Germany ;
 - Human Resources quality services management : Oakland Consulting and audits – United Kingdom ;
 - ISO-9001(2008).