

YPG Quarterly Newsletter - Spring 2016

This newsletter is the third of four that will be circulated by the 2015/2016 ACEC-BC Young Professionals Group (YPG) steering committee. Established in 2006, our committee is tasked with promoting young professionals within the industry, advancing their knowledge of business practice, and helping YPs integrate and succeed in the consulting engineering field in British Columbia.

Labour market projections have long identified that the engineering field will face leadership challenges associated with the retirement of the Baby Boomer generation. These studies have identified that while there is an abundance of engineering students and young professionals, this group is seen to be lacking in practical and leadership skills.

It is often said of Millennials that while we lack experience, we want instant gratification and rapid advancement. I believe that this is simply poor branding for our generation. What we want is to be engaged by our companies, to have our values align with corporate culture, and to have an opportunity to advance and develop our careers in our field of choice. We have a lot of energy and optimism about our careers and desire transparency from our leaders. As a committee we believe this presents an opportunity for YPs to engage with our companies to develop or enhance existing programs, cultivate leadership skills, and shape the future of our organizations.

In this newsletter we have reached out to member firms and leadership development specialists to find out what is being done across the industry to fill this leadership gap through training and mentorship programs. If you are interested in learning more about any of the programs described don't hesitate to contact us at info@acec-bc.ca. We are always happy facilitate knowledge transfer and promote best practices within the industry.

In this newsletter we will also share details of recent and upcoming ACEC-BC YPG activities, shine a light on our YP of the Quarter who is deserving of recognition, and provide opportunities for you to get involved with our committee. Please feel free to contact us for more information or to get involved! You can find us on Facebook, Twitter, or through email at info@acec-bc.ca.

Siobhan Robinson, Chair, ACEC-BC YPG Provincial Steering Committee



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Cultivating Leadership at Stantec

Achieving success in professional consulting eventually comes down to one thing - trust. Conventional wisdom says companies don't build trust - people do. That's why Stantec has learned that paying attention to our people - including helping them succeed internally - is actually one of our foundational pieces in support of continued growth for the company.

One important consideration regards who will lead the company in the future, and this is why Stantec's Emerging Leaders program was first piloted in British Columbia, with a focus on

development, engagement and retention of the next generation of Stantec leadership. The intent of the program is to seek out and further cultivate leaders at various ages, experience levels, and positions. It also supports the principle that professional consultants should be recognized leaders in our communities, fully part of the conversation, and not just suppliers of expertise.

There were three primary objectives for this: First, as a growing organization, Stantec needed to expand the pool of credible leadership professionals; second, employee retention is an ongoing challenge due to a very competitive marketplace; and finally, as a company that emphasizes Design with Community in Mind, we needed to provide the proper tools, coaching, and support for our leaders to actively participate in the communities we operate within.

Emerging Leaders are encouraged through self-discovery, training, and collaboration with like-minded colleagues from across the organization. Far more than a training module, Emerging Leaders emphasizes coaching and provides the knowledge and tools to bolster the unique leadership strengths and characteristics of individual participants as they move through their careers and assume informal and formal leadership positions.

Led by a facilitator, the program features a series of custom-designed modules. These are designed to examine one's personality type, relationships, organization and environment, and community. The outcomes of each module differ for each participant, and each gains a better understanding of their leadership style and how to integrate it back into their daily and professional lives. However, a strong emphasis on collaboration through all of the modules directly mirrors the importance of teamwork and cooperation necessary for success in professional consulting, in disciplines such as engineering and architecture.

There is clear evidence that it is working - 22 participants have been promoted into higher-level management roles since the program began. Other results of the program are more far reaching. Volunteerism has increased amongst the group as many are engaging with charities and organizations they are passionate about. Participation in professional associations, boards, and committees has increased as Emerging Leaders get more involved in shaping their careers and their professions.

There is also a strong correlation to increased business for Stantec. One engineer calculated an increase of \$1.5 million in business development revenues over a two year period that were a direct result of strategies and skills he refined while in the Emerging Leaders Program.

Now implemented corporate-wide and recognized by external organizations as a model to emulate, the Emerging Leaders program truly embodies Stantec's shared value that 'We are Better Together'.

Ray LeBlond
Marketing and Communications Manager | Stantec

Knowledge Transfer - The Key for Organizational Success

Knowledge transfer is a critical factor in the transition of responsibility and authority to the next generation of organizational leaders. It is the duty of existing leaders and management to initiate this process and be active participants to ensure that the transition is completed effectively. Given the demographic trends of the eminent departure of a large numbers of senior leaders (Boomers) over the next 5 years, an intentional and sustained transition plan is critical if organizational stability and profitability is to be maintained.

In the early 2000s, I was cautioning my clients regarding the impending generational shift that would be impacting organizations and encouraging them to take action. However, business was good and companies were simply trying to keep up with the business opportunities at hand. In addition, most leaders were not giving serious consideration to their own retirement. Then came the recession and everyone became focused on survival and dealing with the market challenges. All the while, existing leaders were continuing to age, and in most cases, not providing their younger employees with the coaching and mentoring that was wanted and required.

The depth of knowledge, experience and wisdom that senior leaders possess must be proactively transferred to the next generation of leaders to ensure organizational success and the economic stability and growth of firms. In light of the continued strength of our provincial economy and the need to not only attract, but also retain and develop engineers, knowledge transfer of technical, leadership and management skills is a priority.

Knowledge transfer must address more than technical skills alone. We live in a relationship-based economy where the sharing of knowledge and being connected through common areas of interest and values is a dominant force in how the next generation of leaders operates. Today's young engineers are looking for support to develop their relationships, networking and "soft" skills that align with their personal values.

In light of this, a more holistic and balanced approach is required to develop future leaders for the new work environment. Organizations committed to effective knowledge transfer would be wise to address the following 3 areas:

1. Corporate Vision and Culture
2. Engagement
3. Timing

Corporate Vision and Culture

Corporate culture is directly linked to an organization's vision of what it is, and who it serves. The current vision and associated culture for most firms was cast by previous leadership, but may no longer be relevant or reflect how the company operates. Today's most successful organizations demonstrate a deep sense of commitment to, and caring for, their employees, and clients, which leads to higher levels of employee engagement. I have seen first-hand the impact that an inspiring vision and authentic corporate culture can have. Through my involvement with conducting leadership development and coaching programs for companies and engineering associations across North America, I consistently hear that this is one of the key motivators for attracting, engaging and retaining today's young engineers.

A healthy corporate culture leads to a positive environment that builds trust, encourages openness and is conducive to knowledge transfer and employee development. Stated values and vision must be modeled by leadership on a daily basis, but particularly in challenging times when difficult decisions must be made that impact a broad range of internal and external stakeholders. Consulting engineering firm's intent on creating a shared vision and common culture should encourage their employees to develop their own vision and goals that align with those of the organization to create a rich, robust and truly sustainable culture.

Engagement

The lack of a path for advancement can have a negative impact on aspiring leaders. The way forward may be obscured due to their lack of experience, company politics, or managers that are afraid to

relinquish control or feel threatened by a capable employee. Employee engagement and profile building must be championed by all levels of management. This can be a challenge if those charged with the responsibility of leading do not want to lead, or lack the skills to lead effectively.

Furthermore, differing intergenerational values and perspectives between Boomers, Gen X and Gen Y, present a challenge for many organizations. They create a gap between aspiring leaders, their managers and other senior staff who have the potential to serve as coaches and mentors. Organizations should create opportunities for employees of all ages to connect with each other in a constructive manner. Drop the “young” and “old” labels as they do nothing more than segregate and alienate people. Create a positive space where trust is built and the exchange of ideas flourishes in order to train, coach and develop future leaders and managers.

To increase employee engagement and contribution, create a plan for talent development. Those currently in leadership or senior management have an opportunity to create a pathway for the next generation of leaders and to begin the knowledge transfer process. This is essential in order to help those who are moving up within the organization and transitioning from being associates, supervisors and managers into successful leaders. The risk of waiting is that the best and brightest become disengaged and stay only for the paycheck, or worst, leave and become your competition.

Timing

In a competitive market with limited sources for talent and where a premium must often be paid to entice people to move, companies must shift the focus from recruiting the best people for the job to developing talented leaders through knowledge and skill development.

Identify future leaders’ talents and potential as soon as possible. Use the hiring and on-boarding process to assess personality traits, strengths, interests and passions, for both “soft” - relationship and E.Q. skills and “hard” - technical and I.Q. abilities. Ensure that the development of future leaders’ career path include activities and goals that go beyond technical job requirements and include intrinsic and altruistic motivators to foster deep levels of engagement with the current cohort of millennials.

A priority for every consulting engineering firm should be to develop the talent pool from which future senior leaders will come. An effective succession strategy should include identifying future leaders early in their careers and tailoring their training, responsibilities and special assignments to develop their individual talents to meet the demands of the most challenging jobs.

We no longer have the option of delaying the knowledge transfer process. An integrated talent development strategy must become a priority. Think of the process as a three legged stool which has talent positioned on the top and is supported by the legs which address attracting, developing and retaining the future leaders. Each leg should have a well-defined strategy and action plan that is implemented by leaders in all departments.

Creating a knowledge transfer strategy requires time, energy and money. The financial resources required to develop a knowledge transfer strategy should be viewed as an investment and not a cost. The investment in mentorship and knowledge transfer not only helps ACEC-BC member firms, it has a positive impact on the industry as a whole. By developing and equipping our young professionals for advancement, they remain engaged and active within our member companies and association.

*Ralph Kison,
President | Growth Through Learning Inc.*

Mentorship and Knowledge Transfer at Urban Systems

Urban Systems is a professional consulting firm committed to supporting vibrant communities. As a network organization and a living company, our success and longevity relies on continuous knowledge transfer among multi-generational staff.

We encourage initiative, proactively seeking connections, and responsibility for learning from each other. Our culture recognizes that we are all teachers and learners at different times and to varying degrees. We believe outcomes relate to the degree of an individual's personal investment and active participation.

Urban Systems likes to 'grow our own' professionals. We hire coop students who generally return each year between studies, and often join the firm after graduation. We help young professionals build their leadership capacity and resilience through changes that will inevitably face them through the course of their careers as market demands fluctuate.

We confidently invest in our young professionals and entrust them to continue the company's legacy. Urban Systems has numerous vehicles of knowledge transfer. We have a Young Professionals Groups, Getting Better (formal and informal learning), and a 'Simple Truths' series (timeless wisdom handed down from our founders through stories and examples). In addition, most employees have a coach to guide their career. With 'long hallways' of accessibility across 12 branches, individuals have the freedom to seek input from any of the (over 400) members of the organization at any time.

Formally, we have Building Leadership Capacity (BLC) programs to ensure wise, capable and effective leadership throughout Urban for generations to come. Everyone's needs are different; so Urban Systems has three options to accelerate development with varying commitments.

- In Applied Leadership, a cohort focuses on real-time business issues and opportunities. The group collaborates on a key project that they have chosen for themselves. The 8-month commitment includes 3 weekend gatherings.
- Leadership Basics is self-paced through online modules, but also has ongoing mentorship and periodic cohort discussions.
- Leadership Thinkers is a series of noon-time sessions available to any employee to attend on an optional as-and-when basis.

One of these options is likely to match an individuals' knowledge/skill set needs and learning styles, evidenced by high attendance and follow through.

Urban Systems' BLC programs provide forums for young professionals to solidify connections with future team members and potential advisors. Participants increase self-awareness through supportive feedback and guidance.

Opportunities to focus on real-time issues with more senior support help individuals grow in confidence and leadership skills. They learn to use initiative, make better informed decisions, and successfully accomplish tasks. Building Leadership Capacity sets the stage for proactive life-long learning and enriches potential toward an enduring and successful career.

Annie Zalezsak,
Information Coordinator | Urban Systems Ltd.

Rob Bedard - Interview about Mentorship

Rob Bedard, a senior project manager at McElhanney with 35 years of work experience on everything ranging from government, consulting, and construction, talks about the value of mentorship.

Rob is very active in the industry, sitting as the vice-chair of the P.Tech Certification Board, the director for the Public Works Inspectors Society (PWIS), and has been awarded the ASTTBC Professional Achievement Award for his projects and contribution to the industry. He has his Limited License and is one of the first six Professional Technologists in BC.



What got you interested in engineering?

My father was in construction and I grew up on a farm building things, both of which eventually led me to a career in construction. I went to the Northwest Territories as a design tech for a few months after graduation, then became a project manager, and then a construction manager. I really liked the atmosphere of engineering where I get to interact with a lot of different professionals.

What's your most interesting project?

I'd have to say it was the Sea-to-Sky Highway with Kiewit. We did the preliminary options and during the Design-Build portion, we did the route selection, detailed design, and construction at Horseshoe Bay and Lions Bay. The project was challenging since it ran through mountainous terrain, but we had an incredible team!

I was the design coordinator and had to coordinate all the disciplines and make sure all the facets melded together. We had to use context sensitive design, which meant that we had to use design elements to safely introduce an urban roadway from a highway.

It was rewarding that we won many awards for that project, from BCMOTI and ACEC-BC.

How does mentorship play a role in your company and in the future of engineering?

In my view there are two ways to grow a company; develop a mentee within the company or hire specifically for the position. One thing that is important is employee retention; you want to support the employees who are here to develop. Keep nurturing them so it's challenging or else they'll go somewhere else. Mentoring helps them grow in technical ability and by being a role model, you can help staff grow their soft skills too.

Mentoring will be even more important as BC engineering firms start competing internationally. The future in BC for engineering will count on the strength of ACEC.

Our Design-Build sector has been very strong with the Hwy 1/Port Mann Bridge and the Sea-to-Sky projects where a bunch of companies teamed up to remain competitive. Ours had the edge on local knowledge, local standards, risks, competitive costs, and suitability for the environment. Individually, no consulting firm is big enough to do the work of a large P3. By doing one of these projects, the knowledge of our entire industry goes up. We have to up our game to compete internationally.

What were some of the unexpected benefits of being a mentor?

One of the best things about mentorship is seeing people grow and succeed. I worked with a young professional who worked hard with the young professionals, had initiative, and now is the branch manager of one of our offices.

It's great seeing people advance their self-confidence and their ability to make decisions and ask questions. I never stop learning; I still have mentors. That's what's cool about the industry.

What can a company do to encourage mentorship?

Encourage a team environment and teamwork. Give people the ability to help train others and you create an environment that fosters the growth of everybody. A company can help by keeping a flatter organization structure which helps create the feeling that you can talk to anybody.

What's important to a mentorship / mentee relationship?

It's important to have mutual respect and an open door policy. A person can't have a feeling that you're bugging them if they come to you for help. Mentorship means to never belittle somebody, but provide constructive criticism to help them grow.

If you could go back in time and tell yourself one thing you wish you knew then, what would you say?

I don't think I'd change anything! I travelled a lot, saw a lot of countries and have had a varied career. These were goals I wanted to achieve and was able to make it happen.

What is your best advice for a young professional?

Be keen. You can't be afraid to move around. Don't pigeon hole yourself. You need to know when to ask questions. Do the little things to show interest, such as offering to take meeting minutes. I also recommend getting construction experience so you know what you can or cannot build.

*Rob Bedard, Technical Transportation Lead | McElhanney
Interview Conducted by Joey Chiu, Design Engineer | McElhanney*

ACEC-BC YPG Regional Group Updates

Lower Mainland Group

The Lower Mainland YPG has had a very successful quarter thus far. We will continue to deliver engaging professional development seminars and networking events, while also reaching out to the student population and our general community.

Professional Development Seminars

The YPG Committee is pleased to have Lianna Mah (Associated Engineering) present at the next breakfast seminar on April 8th. Lianna is the VP of Business Development and AE's YPG Corporate Champion. The focus of her presentation will be marketing advice for young professionals.

For more details, please visit <https://www.acec-bc.ca/events>

Networking Events

The ACEC-BC Young Professionals Group and Baywealth Wealth Management recently hosted the Keep Calm and Retire Well “Dinner and Learn” at the St. Regis Bar and Grill in Vancouver. It was standing room only, with a sold out crowd of over 70 Young Professionals coming out to learn about smart retirement planning.

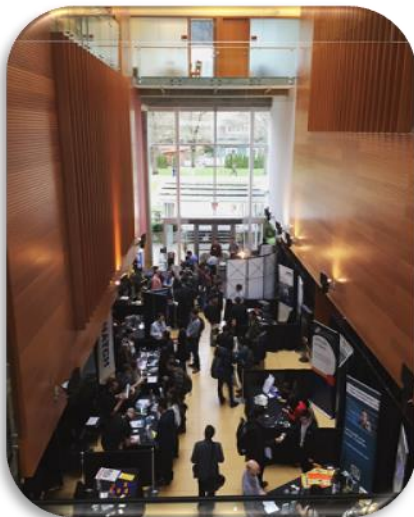
The next two months will be packed with more exciting events, including the following:

- Mar. 22 YPG Curling Night
- Apr. 2 YPG Whitecaps
- Apr. 7 YPG Pub Night (joint event with the Planning Institute)
- Apr. 9 ACEC-BC Awards Gala
- Apr.24 YPG Consultants’ Contraption Charity Event



Additionally, we will be teaming up with the Young Lawyers and Young Accountants groups towards the end of Spring to host joint events, including the much acclaimed whiskey tasting night at the Shebeen Whisky House. We will also be hosting a networking event in cooperation with the ACEC-BC Municipal Engineering Committee which will allow young professionals from the consulting industry an opportunity to network with our counterparts from the municipal community.

Student Outreach



The ACEC-BC Young Professionals Group was represented at a number of events early in 2016 at both UBC and BCIT. On January 21 and February 18, members of the Lower Mainland steering committee attended the UBC CSCE Industry Night and BCIT CSCE Professional Night, respectively. Both events provided a great opportunity for students to meet and mingle with industry professionals.

On February 4, ACEC-BC had a booth set up at the UBC Engineering Career Fair. The event was attended by a number of organizations and firms throughout the industry for students graduating in the near future and looking for summer co-op terms. Representatives from the YPG were also at the booth throughout the day to give advice to new grads on starting their careers in consulting engineering.

Although the spring semester is quickly coming to an end, the YPG will be out in full force at social events at BCIT, UBC, and SFU to let students know about the exciting opportunities in consulting engineering.

Community Involvement - The Consultants' Contraption

Planning for the Consultant's Contraption is well on its way with 5 confirmed teams for this year including Hatch Mott Macdonald, SNC-Lavalin Inc., MMM, R.F. Binnie and Associates Ltd., AECOM and Associated Engineering!

Preliminary designs for the Rube Goldberg Machine have been submitted, the venue is set and date confirmed as Sunday, April 24, 2016 from 10am - 6pm at Guildford Town Centre (10355, 152 Street, Surrey).



If you are interested in helping out with this fundraising event in support of Geering Up UBC Engineering & Science for Kids, please email consultantscontraption@acec-bc.ca
Curious to see what the event will look like? Check out this video from the 2014 event <https://www.youtube.com/watch?v=UH54uGHYego>

We hope to see you all there in celebration of the 2016 machine!

Volunteer Call! CAN you dig it?

Canstruction Vancouver is looking for volunteers to help build their massive structures on April 30th and May 1st.

Canstruction is an annual design and build competition that takes place in over 160 cities worldwide. Teams of architects, engineers, designers and schools get together to CANstruct fantastic, giant sized sculptures made entirely out of canned food. After the structures are built and the winners declared, the creations are displayed to the general public as giant art exhibits. At the end of the event, 100% of the food used in the structures is donated to the Greater Vancouver Food Bank.

To get involved, contact Scott Gray 604-418-7705 or scott@metprinters.com.

YPG Ambassador Program

The ACEC-BC Young Professionals Group cannot succeed without the assistance of all the corporate champions and volunteers we have in our network. We want to thank anyone who has been involved. We have lots of opportunities and events coming up, and are always looking to expand our company champion network and grow our volunteer bank.

To better engage our volunteers we are rolling out a new volunteer position - ACEC-BC YPG Ambassador. Through the ACEC-BC YPG Ambassador program, we will train interested volunteers to become ambassadors for ACEC-BC, to help promote what our organization does. A few brave volunteers have taken on this role at recent student outreach and networking events and, as we move into 2016, we hope to encourage more people to become Ambassadors and be confident that they can represent ACEC-BC. We will be holding a webinar on March 16, 2016 at 12-1pm PST.

If you are interested in becoming an Ambassador please contact Katherine (Katherine.miller@hatchmott.com) or Lia Spidlen (lia@acec-bc.ca) as well as keep a look out for more detailed information to come. The Ambassador information sheet is also available here: [http://www.acec-bc.ca/young-professionals/outreach/\[acec-bc.ca\]](http://www.acec-bc.ca/young-professionals/outreach/[acec-bc.ca]).

Okanagan Group

The Okanagan YPG hosted the young professionals from the Lower Mainland and Vancouver Island on March 4th for night skiing at Big White. This was a great opportunity for the Okanagan YPG to meet other young professionals from around the province.

Another upcoming event includes a Breakfast Seminar on April 14th. Keep your eyes peeled on the ACEC events page for more information.



Vancouver Island Group

Vancouver Island recently hosted a breakfast seminar where Mr. Chris Chalecki from Kinetic Construction Ltd. spoke about contractor/consultant relationships from a contractor's perspective. The interactive format inspired great questions and discussion from the attendees. We would like to thank Mr. Chris Chalecki for speaking with our group.

Max Scruton and Caroline Silins attended the Camosun College Trade and Technology Fair on January 28th. At the event, they answered questions about applying to jobs, their experiences in the field, and provided some resources for students interested in the consulting engineering industry.

A few upcoming social events include:

Mar. 17 St. Patrick's Day Curling Night at the Victoria Curling Club

Apr. 1 The Great Escape at the Epic Escape Victoria

Exciting breakfast seminars are planned for the next few months so keep an eye on the website!

If you are interested in becoming a company champion or have any feedback or comments please contact Caroline Silins (csilins@thurber.ca)

ACEC Canada - Young Professional Network

In an effort to connect the Young Professional Groups across the country, the Association of Consulting Engineering Companies - Canada (ACEC) Young Professional Network (YPN) was created few years ago by Provincial Young Professional (YP) group members.



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES | CANADA

The YPN had its second meeting of the year in February and representatives from provincial and territorial member organization YP groups provided update on their group's activities. Being more established, ACEC-BC YPG is very active and provides its members with many networking and education opportunities, such as breakfast seminars and social events. However, there is always room for improvement and YPG will be looking at Alberta to learn about their Annual YP Conference that the group has been organizing for the past several years.

The YPN also assists in development of the YP business program at the ACEC Annual Summit and National Convention, and YP Chair sits on the conference advisory board. This year the format of the conference is changing and it will be combined with the annual ACEC Awards Gala. The conference

will be held in Ottawa in October and will allow delegates to participate in ACEC’s “Parliament Hill Day”. The YPN is currently working on developing a YP only activity for the Sunday afternoon/night prior to the conference start.

The YPN also maintains a close relationship with the International Federation for Consulting Engineers (FIDIC) Young Professionals Forum (YPF) - the global voice of consulting engineers. Two Canadian FIDIC YPF representatives regularly attend YPN meetings and share global initiatives with the group. Currently the FIDIC YPF is launching its first Young Professionals Award and ACEC has decided that the winner of the ACEC Allen D. Williams award will be the Canadian candidate for the FIDIC YP award.

For more information on the ACEC Allen D. Williams award, visit the ACEC website:
http://www.acec.ca/events_awards/allen_d_williams_scholarship_award/nominations.html

For more information on the FIDIC YPF Young Professionals Award, go to:
<http://fidic.org/node/9114>

Featured YP of the Quarter

Alex McBride, PE, CFM

Alex McBride is a Project Engineer in the Water Division of Parsons Infrastructure Group. Alex graduated from The Ohio State University in 2007 with a BASc in Civil Engineering, focusing on hydrology and hydraulics. Alex is a registered Professional Engineer in the State of Ohio and a registered Certified Floodplain Manager, a professional certification obtained through the Association of State Floodplain Managers based in the United States. The Certified Floodplain Manager certification requires comprehensive training and examination on the national programs and standards to reduce flood losses throughout the United States.



Early in his career, and prior to specializing in water resources engineering, Alex concentrated on private site development where he was involved in all aspects of a project from field survey to plan production. Using the skills derived from these experiences and certifications, Alex applies a strong intuition in the evaluation and analysis of drainage issues to develop cost-effective and sustainable project solutions. He has worked in over ten states in the Midwest and eastern coast of the United States and has had the opportunities to lead progressive stormwater designs while meeting the needs and requirements of all stakeholders involved.

“I’ve been very fortunate to have clients with projects that moved all over the eastern United States and internationally. Every project involved new regulations and unique challenges, all being reviewed by municipalities that are unfamiliar with your capabilities and your company. I very quickly realized the importance of proactive communication and leading the design efforts rather than reacting to feedback and delaying the project schedule.”

In addition to being a leader in planning, designing, and preparing hydrologic/hydraulic studies; Alex also served as a consultant to provide comprehensive stormwater, floodplain management, and construction plan review services for five communities in Central Ohio. Experiences as both the designer and reviewer of technical stormwater and floodplain projects has enhanced his perspective when evaluating projects from environmental, economical, and social standpoints.

“Wearing the hat of both the design engineer and the municipal reviewer has been paramount in my development as a problem solver and Project Manager. Understanding both sides of the process lead to better designs, smoother submittals, and enhanced relationships between the designers, reviewers, and clients.”

Alex is well-versed in the application of various stormwater modeling platforms to predict the performance of both conventional and innovative stormwater management amenities. Combined with the knowledge of construction practices, Alex can make sound recommendations on the most feasible approach to addressing both system capacity and water quality objectives. Alex has managed both large public and smaller private stormwater master planning efforts, making him a key contributor when assessing the impacts and performance of stormwater infrastructure as it is applied at various scales of development. Alex is currently working on the drainage design of the Regina Bypass Project as well as leading a project to develop street and rainwater management design standards for a local municipality.

Social Media

To get information regarding upcoming YPG seminars and events please find us at your favourite social media outlet.



Like us on Facebook: <http://www.facebook.com/acecbc>,



Follow us on Twitter: @acecbc,



Join our group on LinkedIn: ACEC British Columbia Young Professionals Group, or



Check out our webpage: <http://www.acec-bc.ca/young-professionals>.

Young Professional Company Champions

Want to keep your company and yourself informed about ACEC-BC YPG events and updates? Become a Young Professional (YP) Company Champion! The YP Company Champion is the go-to person for whenever the ACEC-BC YPG steering committee needs to establish communication with a member firm's YPs.

We are looking for one representative from each member firm to act as a liaison between their company and the ACEC-BC Young Professionals' Group. Please email us at ypg@acec-bc.ca to become your firm's ACEC-BC YPG Company Champion.

ACEC-BC website with the instructions on how one can submit a YP of the Quarter article.
[http://www.acec-bc.ca/young-professionals/ypg-newsletter/\[acec-bc.ca\]](http://www.acec-bc.ca/young-professionals/ypg-newsletter/[acec-bc.ca])