

Donald Howe

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Initiative-taking individual with experience in business strategy, operations, and customer service. Proven track record of developing innovative solutions to complex challenges and driving successful implementations. Skilled in data analysis, project management and process improvement. Committed to helping organizations achieve goals through streamlined processes and effective strategies.

EXPERIENCE

NOV 2023 – PRESENT

PRINCIPAL CONSULTANT, DE WATER SOLUTIONS INC.

- Manage day to day business operations including financial, business development, research and marketing while expanding clientele base.
- Network with others in the industry and business communities to assist growing directly and indirectly business opportunities.
- Complete site visits with clients to assess and evaluate current operation and assist with troubleshooting persistent or emerging problems with treatment system.
- Provide clients with products and services.

DEC 2021 – PRESENT

PRINCIPAL CONSULTANT & OWNER, FOURFRONT ENVIRONMENTAL CONSULTING CORP.

- Manage day to day business operations including financial, business development, research and marketing while expanding clientele base.
- Network with others in the industry and business communities to assist growing directly and indirectly business opportunities.
- Provide service proposals specific to clientele's needs with appropriate level of technical information however tempered to allow others the ability to make an informed decision.
- Perform site inspections for water and wastewater treatment, and solid waste facilities to trouble shoot existing problems or optimize existing operations addressing non-compliance.
- Perform intrusive environmental investigations including Environmental Site Assessments and Corrective Action Plans with appropriate remedial/mitigating actions addressing environmental impacts.
- Completed Corrective Action Plans which include the requirement of a Decommissioning and Reclamation Plan (D&R) forgoing the need for a separate D&R Plan.
- Completed Operation and Emergency Response Plans.
- Pre-Investigation assessment includes review of published or raw data for local and regional geology, hydrology, hydrogeology, stratigraphy, and lithology for the successful execution of the intrusive investigation for the development of a drilling and sampling plan.
- The development of a drilling and sampling plan based on the pre-investigation identifies the intended media for which samples will be collected, location or depth, and required analytes for contaminants of potential concern.
- Direct driller on the placement and construction of each well including the placement of the screening, silica sand and bentonite.
- Collect, examine, assess, and log media samples in accordance with industry acceptable sampling techniques and methodologies such as Guidance Manual on Sampling, Analysis, and

Data management for Contaminated Soils (CCME) or The British Columbia Field Sampling Manual.

- Soil samples are examined and assessed using the Unified Soil Classification Standard (ASTM D2488-17) followed by logging for creating borehole logs.
- Sample location (GPS location identified) will be logged with unique identifier for future reference should further investigation be required.
- Development of monitoring wells by removing three times the well volume and allowing the well to recharge to grab one sample for all analyses and in the event of insufficient recharge, wells will be purged dry two well volumes using the initial static water level allowing for the collection of a representative sample.
- Combustible gas vapours are recorded for soil samples by penetrating the probe into the sample bag while agitating the sample, and for monitoring wells, by placing the probe within the slightly breached well cap using the photoionization detector.
- Collect media samples in the laboratory supplied containers/vials/bag, which were pre-labeled, using appropriate sampling techniques and methodology, preserved, followed by inventorying and preparation for transport accompanied by chain of custody.
- Review and interpret driller logs by assessing lithology, static water level, and well and screening placement.
- Create accurate representative detailed borehole logs using borehole plotting software.
- Prepare detailed Environmental Site Assessments in accordance with either the Site Assessment Code Chapter or Phase II Environmental Site Assessment (2018) CSA Standard that assess potential environmental impacts that may be considered anthropogenic.
- Prepare detailed Corrective Action Plans in accordance with the Corrective Action Plan Code Chapter that identify information relevant to the site that may affect remediation and reclamation success while implementing processes and protocols identifying potential environmental impacts to eliminate receptor pathways.
- Select appropriate environmental quality standards for site specific end land use which may include Tier 2 or 3, site specific criteria relative to background conditions or acceptable risk assessment when contaminants of potential concern have exceeded acceptable criteria.
- Collected required surface and groundwater samples and any additional samples to appropriate assess current situation on site.
- Assess and apply corrective actions or mitigative measures appropriate for the protection of human and ecological pathways and receptors in accordance with industry standards, including provincial, federal, and local laws and regulations.
- Conducted 2D groundwater modeling to identify flow direction when determining up and down gradient receptors and potential impacts.
- Complete annual monitoring as either identified in the existing permit, approved CAP, or necessary analytes to confirm or evaluate environmental impact which has included sample collection, and compiling current and historical laboratory data that has included trend analyses and assessment of impacts and implementation of mitigation measures.
- Collaborate with industry cohorts when necessary to discuss mitigative measures or work together and utilize the strengths and skillsets of others when successfully completing a project.
- Perform municipal (water, wastewater, and solid waste) operational assessments improving efficiencies, increase functional life while reducing overall operational expenses.
- Represent Sponsors as their Project Manager on municipal major or minor capital projects, ensuring projects achieve goals identified in the Project Charter while completing projects on schedule and within budget.
- Prepare grant applications and necessary tasks to secure funding on behalf of clients for various funding programs such as ICIP.
- Created research plans to outline objectives, methodologies, budgets, and deliverables of projects.

- Prepare, edit, and amend technical reports, proposals, and presentations for regulators and clients.
- Developed successful solution tailored to clients' specific needs.
- Conducted data analysis to identify process improvements for water treatment facilities.
- Used statistical software to interpret and analyze data for potential trends when assessing mitigative or remedial measures.
- Design and implemented new methods for conducting research.
- Communicated results of research to clients or other stakeholders in written reports or presentations.
- Maintained documentation of findings and all work completed for each project.
- Reported technical status of systems with accuracy and completeness.
- Conducted preventive and corrective maintenance to maintain proper safety and functionality of field equipment.
- Read and interpreted maintenance manuals and specifications to determine feasibility and method of repairing or replacing components.
- Contacted and coordinated testing with contract laboratories and vendors.
- Isolated, identified, and prepared specimens for examination.
- Placed orders for laboratory equipment and supplies.
- Wrote deviation reports, testing protocols and trend analysis technical documents.
- Compiled laboratory test data to perform appropriate analyses.
- Evaluated analytical methods and procedures to determine need for improvement.
- Conducted routine and non-routine analysis of in-process materials, raw materials, and environmental samples.
- Cleaned, maintained, and prepared supplies and work areas.
- Interpreted test results to compare to established specifications and control limits.

MAY 2020 – PRESENT

SENIOR ENVIRONMENT OFFICER, INDIGENOUS SERVICES CANADA

- Overseen and directed the modernization and development of the solid waste program for the Saskatchewan Region which includes funding (Major & Minor) capital infrastructure and annual operation and maintenance costs, waste diversion initiatives, operator training, remote inspection report and regulatory compliance for 74 First Nations.
- Overseen all major and minor capital projects as the primary reviewer and approver for all design, construction of new and upgraded waste facilities.
- Manage an annual budget (2020 - \$20 million, 2021 - \$12 million, 2022 – \$23 million)
- Responsible for developing new Solid Waste Operating Instructions incorporated into ISC's overall Capital Operating Instructions.
- Responsible for review and approval of all Phase I, II, III ESA and CAPs, Operation and Emergency Response Plans, Feasibility Studies for solid waste facilities on reserve land.
- Reviewed and approved Phase II, and III ESA and Remedial Action Plans for contaminated sites such as spills or discoveries on reserve land.
- Ensure all assessments, corrective action or remedial action plans have identified all appropriate receptors, with results measured against the correct environmental quality standards for the applicable end land use.
- Ensure proposed Tier 2 or 3 end point selection based on risk assessment and management or administrative controls are appropriate for the specific site and identified impact/s and are considered reasonable based on risk.
- Developed an understanding of Electromagnetic Survey results confirming or questioning consultant interpretation of the survey.
- Completed triangulation calculations confirming groundwater flow direction of intrusive investigations.

- Reviewed and approved solid waste Annual Monitoring reports or requested additional information to satisfy condition required for approval.
- Sponsored third-party development and build of the first digital inspection report for Indigenous Services Canada allowing First Nations the ability to conduct inspections which are uploaded to ISC portal facilitating First Nations self governance and assists with the goal of achieving waste reduction of 30% by 2030.
- Acted as sponsor with third-party developer for the Solid Waste Virtual Reality Training Program, first ever, with purchased oculus headsets allowing First Nation Solid Waste Operators a platform with endless training scenarios improving their waste management knowledge, and improved facility management.
- Assisted in the development of an illegal dump reporting system by creating the risk matrix for smart phone app, allowing Band Managers to report illegal dumpsites in real time that notifies the department immediately in extreme cases.
- Supported First Nations and championed understanding, interpretation, and implementation of regulations, permit conditions, for the protection of the environment while maintaining positive relationships.
- Facilitated change of solid waste management on reserve land through cultural understanding, commonalities, and pragmatic solutions that align with First Nation beliefs.
- Responsible for direction of all regulatory and mitigation measures to protect air, land, and water.
- Extracted and entered relevant scientific data and information into appropriate databases.
- Inspected finished products for quality and compliance.

JUN 2018 – MAY 2020

ENVIRONMENTAL PROTECTION OFFICER, SASKATCHEWAN MINISTRY OF ENVIRONMENT

- Provide industrial clients (Potash, Agriculture and Industrial) advice, technical support and guidance based on researched analyses and government's strategic direction concerning their operation and environmental management system to maintain regulatory compliance.
- Support clients and champion the understanding, interpretation, and implementation of the new Saskatchewan Environmental Code and associated Acts and Regulations while maintaining stakeholder relationships.
- Assessed chemical analyses and verified data interpretation from client submitted documentation which included surface water, groundwater, and passive and active air sampling.
- Utilized my knowledge and understanding of Electromagnetic Survey and Air Dispersion Modeling to confirm, question or request additional information to meeting regulatory requirements.
- Provide compliance through direction, Notice of Intents, or Protection Orders and Letters of Non-Compliance.
- Provide advice, interpretation, and clarification of the various Provincial and Federal environmental regulations.
- Access SEEMS to retrieve operational information including historical data.

OCT 2012 – JUN 2018

ENVIRONMENTAL PROTECTION OFFICER, SASKATCHEWAN MINISTRY OF ENVIRONMENT

- Developed and revised landfill policy in collaboration with other Ministry staff in support of the Saskatchewan Environmental Code.
- Reviewed, recommended updates, and approved Site Assessments, Corrective Action Plans, Operation and Emergency Response Plans, and Design Plans/Drawings for and Landfill and Transfer Stations.

- Applied in-depth knowledge of field practices and techniques required to complete intrusive investigations for the preparation of Phase I, II, III Site Assessments, and Corrective Action or Remediation Plans when reviewing submissions requiring approval.
- Ensure all assessments, corrective action or remedial action plans have identified all appropriate receptors, with results measured against the correct environmental quality standards for the applicable end land use.
- Ensure proposed Tier 2 or 3 end point selection based on risk assessment and management or administrative controls are appropriate for the specific site and identified impact/s and are considered reasonable based on risk.
- Developed an understanding of Electromagnetic Survey results confirming or questioning consultant interpretation of the survey.
- Completed triangulation calculations confirming groundwater flow direction of intrusive investigations.
- Provide advice, technical support and guidance based on researched analyses and government's strategic direction to communities, and industrial clients.
- Provide leadership, advice, and direction to fellow staff members, Conservation Officers, and mentor summer students.
- Support clients and champion the understanding, interpretation, and implementation of the new Saskatchewan Environmental Code and associated Acts and Regulations while maintaining stakeholder relationships and client satisfaction.
- Chemical analysis and data interpretation.
- Assisted communities applying for provincial or federal funding for infrastructure upgrading, which included writing letters on the community's behalf outlining their deficiencies preventing the operation from achieving compliance.
- Represent the Ministry of Environment at council meetings while discussing innovative and practical strategies based on trends and research-based analysis to address infrastructure deficiencies with limited funds.
- Provide compliance through direction, Notice of Intents, or Protection Orders and Letters of Non-Compliance.
- MOE representative as a non-voting board member of Association of Regional Waste Management Authorities of Saskatchewan.
- Access various databases and reporting systems to retrieve operational information and data.

APR 2009 – OCT 2012

ENVIRONMENTAL PROTECTION OFFICER, SASKATCHEWAN MINISTRY OF ENVIRONMENT

- Provide advice and assisted communities and troubleshoot problems in the operation of their Water, and Wastewater Treatment systems, and Landfills/Transfer Stations.
- Collected and submitted surface and ground raw water supply samples to laboratory for chemical analysis from various regulated municipalities.
- Collected and submitted surface water, soil, and sediment samples to laboratory for chemical analysis of existing SKMOE monitoring locations.
- Reviewed and approved landfill closure and decommissioning plans.
- Reviewed subdivision applications provided recommendation for acceptance or denial based on information provided and researched.
- Worked with government and non-government stakeholders in a variety of projects with the goal of achieving a healthy and safe environment for municipal and industrial systems.
- Reviewed assessed chemical analysis and data interpretation for water quality data submitted by clients.
- Access SEEMS to retrieve operational information and data.

APR 2008 – APR 2009

BUSINESS ANALYST, SASKATCHEWAN MINISTRY OF ENVIRONMENT

- Developed and maintained business relationships and effective communication with various laboratories to achieve correct file formatting and data transfer protocols.
- Primary SEEMS Trainer (Sask Environment Environmental Management System).
- Acted as Project Manager/Team Lead on Website design/functionality of SaskSpills.
- Developed File Search Policy that aided in self-served file searches.
- Reported Daily Bacteriological results to Environmental Project Officers.

PROFESSIONAL DESIGNATION

JANUARY 2020 - CURRENT

PROFESSIONAL BIOLOGIST (P.BIOL.), ALBERTA SOCIETY PROFESSIONAL BIOLOGISTS

AWARDS

NOVEMBER 2017

SASKATCHEWAN MINISTRY OF ENVIRONMENT

DEPUTY MINISTER'S AWARD OF EXCELLENCE – MAKING A DIFFERENCE

- For demonstrating Citizen Focus and Continuous Improvement & Innovation in educating citizens to use new tools easily to achieve landfill compliance.

LECTURE EXPERIENCE

NOVEMBER 2017

ENVIRONMENTAL HEALTH LAW 420 AND ETHICS,

UNIVERSITY OF REGINA - ENVIRONMENTAL HEALTH SCIENCES

EDUCATION

DECEMBER 2021

PROJECT MANAGEMENT PROFESSIONAL CERTIFICATE, UNIVERSITY OF REGINA

MAY 2005

ENVIRONMENTAL BIOLOGY DEGREE – BACHELOR OF SCIENCE, UNIVERSITY OF REGINA

APR 2002

INTEGRATED RESOURCE MANAGEMENT DIPLOMA, SIAST – WOODLAND CAMPUS

APR 2002

WILDLIFE TECHNICIAN CERTIFICATE, SIAST – WOODLAND CAMPUS

COURSES & WORKSHOPS

FEBRUARY 2022

SASKATCHEWAN PRAIRIE CONSERVATION ACTION PLAN 9TH NATIVE PRAIRIE RESTORATION /RECLAMATION WORKSHOP SESSIONS

- Soils – 1.5 CEUs
- Water – 1.5 CEUs
- Habitat – 1.5 CEUs
- Help! What's going to grow? We have a tool for that! learning to use Forage U-Pick, Case Study – 1.0 CEUs
- West Bragg Creek Collaborative Stewardship Initiative and Riparian Restoration, Case Study – 1.0 CEUs
- Native Plant Selection, Case Study – 1.0 CEUs

DECEMBER 2021

PROJECT MANAGEMENT PROFESSIONAL CERTIFICATE UNIVERSITY OF REGINA COURSES

- Fundamentals of Project Management
- Stakeholder, Resources & Communication
- Project Planning & Scheduling
- Cost & Procurement
- Project Risk Management
- Project Quality Management
- Project Management Practicum

FEBRUARY 2021

FEDERAL CONTAMINATED SITES ACTION PLAN (FCSAP) TRAINING CERTIFICATE ENVIRONMENT AND CLIMATE CHANGE CANADA COURSES

- Canada-Wide Standard (CWS) Petroleum Hydrocarbons (PHC) – 7.5hrs

APRIL 2021

INTRODUCTION TO WEB MAPPING FOR FEDERAL GOVERNMENT EMPLOYEES ESRI CANADA COURSE

- Introduction to Web Mapping for Federal Government Employees

SEPTEMBER 2016

INTRO TO ENVIRONMENTAL CRIMES ENFORCEMENT THE WESTERN STATES PROJECT COURSES

- General Introduction to Environmental Crimes
- Introduction to the Criminal Justice System (Regulators & Attorneys)
- Coordinating the Investigation
- Evaluating a Crime Scene

- Technical Support and Evidence Gathering
- Interviewing Techniques (Regulators)
- Sampling, Personal Protection, High-Tech Evidence
- Search Warrant Preparation and Execution
- Defensive Note Taking and Report Writing
- Using Documents to Build a Cases
- Trial Preparation
- Defense Attorney Perspective

MARCH 2015

LANDFILL FIRE FIGHTING TRAINING

SOLID WASTE ASSOCIATION OF NORTH AMERICA – NORTHERN LIGHTS CHAPTER

LANDFILL FIRE CONTROL INC.

COURSE

- Landfill Fire Fighting Training

NOVEMBER 2011

SASKATCHEWAN WATER & WASTEWATER ASSOCIATION

WORKSHOP

- Trenchless Technology

NOVEMBER 2010

VITAL SMARTS

WORKSHOP

- Crucial Conversations

NOVEMBER 2010

SASKATCHEWAN WATER & WASTEWATER ASSOCIATION

WORKSHOP

- Couplings, Service Saddles, Tapping Sleeves (Wet & Dry) and Repair
- Membrane Technologies for Water Treatment Seminar

NOVEMBER 2009

SASKATCHEWAN WATER & WASTEWATER ASSOCIATION

WORKSHOP

- SCADA Solutions Enhance Productivity of Water Utilities

JUNE 2009

SASKATCHEWAN INSTITUTE OF APPLIED SCIENCE AND TECHNOLOGY (SIASST)

COURSE

- Legal Environmental Sampling – 2.4 CEUs

OCTOBER 2008

SASKATCHEWAN MINISTRY OF ENVIRONMENT

COURSE

- Occupational Health & Safety Level I Training – Overview of the Legislation and Duties and Functions of Occupational Health Committees
- Occupational Health & Safety Level II Training – Accident Investigation and Workplace Inspection

SKILLS

Adaptable, Analytical, Communication, Critical Thinking, Driven, Environmental Compliance, Prioritize Workload, Analytical Person, Project Management, Results Orientated, Strategic Thinker, Structured, Works Collaboratively

PROFESSIONAL DEVELOPMENT

- FEB 2021** Canada-Wide Standard (CWS) for Petroleum Hydrocarbons (PHC) in Soils – Environment Canada and Climate Change (Regina), SK
 - Federal Contaminated Sites Action Plan (FCSAP) Trained
- 2019 – 2020** Queen City Toasters Toastmasters Club (Regina), SK
 - Club Executive – Sergeant at Arms
 - Member
- 2017 -2019** Corporate Mentorship Program – Government of Saskatchewan
 - Mentee
 - Mentor (2018)
- SEP 2018** EDGE Leadership Summit
 - Communication, Leadership, Teamwork/Independence, Leadership, and Management Competencies
- MAR 2018** Toastmasters International – Success Leadership Series
 - Leadership, Part 1; Characteristics of Effective Leaders
 - Leadership, Part 2; Developing You Leadership Skills
 - Leadership, Part 3; Working in the Team Environment
- JAN 2018** Government of Saskatchewan, eLearn
 - Planning and Accountability
- OCT 2017** Destination Leadership Inc. – Leadership and Development
 - The EXPEDITION Coaching Program
- JUL 2017** Government of Saskatchewan, eLearn
 - Leadership and Management Competencies
- MAY 2013** Saskatchewan Government and General Employees Union
 - Leadership Development; ULD 20 Grievance Handling
- OCT 2011** Dispute Resolution Office, Ministry of Justice, Regina, SK
 - Resolving Conflict Constructively
- NOV 2010** Crucial Conversations, Regina, SK
 - Tools for talking when stakes are high Certificate

VOLUNTEER WORK

- 2018** Point in Time Count (PIT) of homelessness in Regina, YMCA, Regina, SK
2016/17 Defensive Coordinator – Bantam Sundevils – Regina Minor Football, Regina, SK
2012 Defensive Back Coach – Spring League – Regina Minor Football, Regina, SK
2007-2012 Member of the Ministry of Environment OH&S Provincial and Local Steering Council
2011 Defensive Coordinator – Bantam Packers – Regina Minor Football, Regina, SK

REFERENCES

DEREK STEVENS P.ENG.

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