

August 31, 2017

Subject: Nomination for election to the post of Director on CAPE's National Executive Committee

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Greetings fellow members.

The reasons why I have decided to run for the post of Director on the Association's National Executive Committee (NEC) are outlined below.

### **Brief history**

I joined the federal public service in 2000, when I was hired by the Correctional Service of Canada (CSC). During my career at CSC, I acquired 5 years of operational experience at the institutional level as a correctional officer (CX-I-II). I then held a director (AS-07) position for 5 years at the Correctional Management Learning Centre (CMLC) in Cornwall. I facilitated the course on ethics and corrections and the course on institutional crisis management.

I currently work in the Policy sector, which I joined as a senior manager (EC-07) in the Evaluation Division in 2009. I served as the Acting Director (EX-01) of the Evaluation Division for nearly 3 years. I took an 18-month assignment to the Canada School of Public Service in 2014–2015 in order to contribute to the transformation of its business model. I was then assigned to the Aboriginal Initiatives Directorate for a period of 6 months.

I have proven expertise in evaluation, performance measurement and accountability. I have developed skills in process transformation and the implementation of new organizational models. I have considerable experience in human resources management. I have advanced knowledge of statistics, and I have used SAS and SPSS software to produce various reports.

When I worked as a correctional officer, I was elected President of the Union of Canadian Correctional Officers – CSN (UCCO-SACC-CSN) Local at the Drummond Institution. In that capacity, I represented some 300 correctional officers for a period of 4 years. I was a member of that union's national executive, where I was responsible for files pertaining to training and development.

At the Correctional Management Learning Centre (CMLC), I managed the development of training programs, such as the design of the course on "crisis management," "staffing for managers," and "labour relations for managers and supervisors," all of which are part of the National Training Standards and are compulsory for specific groups of CSC employees.

I have a university degree in business administration and a Master's degree in communications. I have taken CLC's mandatory training on how to conduct investigations.

### **In general**

I want a healthy and positive workplace, conducive to the creation and maintenance of a productive and cooperative environment. I want to work for an organization that respects individuals and recognizes the importance of the welfare of its employees by allowing them to preserve their physical and mental health while facilitating a work-life balance.

I want to work in an organization whose managers and employees truly embody the values of the federal public service. I would like to work for managers who are sensitive to harassment and mental health issues. I would like to see the organization's senior officials make decisions in accordance with the values and ethics codes that apply to the federal public service.

### **Specifically**

I hope to use my knowledge and expertise to contribute to the Association's success. I would like to apply my talents and expertise to stimulating projects that will ultimately make a difference in my workplace.

I hope to be able to influence the quality of life in my workplace. I would like to help defend the interests of my colleagues and thereby help to ensure that the Association always does the best it can to represent its members. I am particularly interested in the following issues: harassment in the workplace, the duty to accommodate, performance evaluation, professional development, and mental health.

Thank you for your interest in me as a candidate.

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