

School of Public Policy and Administration

NEWSLETTER

April 2024 – Volume 12, Issue 5

Congratulations to MPPAL students Mirusha and Kurt !

Their paper **Canada's Immigration Policy: The intersection of Public Perception and Canada's Future** has been selected as one of the five finalists of the 11th edition of the [National Student Paper Competition](#) (NSPC).

Wishing you both the very best at the presentation of your paper to a panel of senior government executives. We have no doubt you will make the School proud!



Mirusha Ramaj

"I opened my email. Read the subject line saying 'Congratulations - National Student Paper Competition...' and called Mirusha right away. The first thing I said was "Are you sitting down?" Within seconds we were both yelling through the phone because we were so elated to be picked as National finalists!" - **Kurt**

"I was in complete disbelief when Kurt called me to look at my email! It felt fulfilling that all our hard work was acknowledged." - **Mirusha**



Kurt Strachan

#MPPALproud

A heartfelt Thank You, Farewell and Very Best Wishes to SPPA's Amazing 2023-2024 Work Study Students Judy and Amit !



As we bid farewell to this chapter of our journey, we'd like to take a moment to express our heartfelt gratitude to each and every one of you. Thank you for making our time here at SPPA truly special.

Over the past year, we've had the privilege of working alongside a remarkable group of individuals. Together, we've tackled challenges, celebrated successes, and forged friendships that we'll cherish long after we leave. Your dedication, support, and camaraderie have made every day a joy.

Moreover, this experience has been more than just a job; it's been a learning adventure. We've acquired new skills, expanded our knowledge, and grown both personally and professionally. These lessons will undoubtedly serve us well in our future endeavors, and we're grateful for the opportunity to work at SPPA and to work with such talented colleagues.

Congratulations to MPPAL Students Jessie and Nia !



Jessie Xie

I am happy to announce that starting in May 2024, I will be joining the International Relations team at the Ministry of Intergovernmental Affairs-Cabinet Office as a policy analyst through the 2024 Master's Level Policy Co-op program. As a first year MPPAL student with an academic and professional background in international relations, I have been eager to return to the foreign policy side of the public policy world ever since I moved back to Toronto from Ottawa to pursue a career in the OPS. I am grateful for this amazing opportunity to help advance Ontario's international relations priorities and interests through international engagement at the provincial level. My sincere gratitude to my peers, professors, and mentors for their continued support and to the MPPAL program for helping me land a dream opportunity in my dream ministry.



Nia Serieux

I am very excited to share that I am working as a Program Officer on the Canada Summer Jobs program within the Employment and Social Development Services Department of Service Canada for the Government of Canada. I am very excited to be working at the Federal level and beginning a career in government. In my role as a program officer, I will be working on an amazing program that aims to support youth in finding employment and gaining new skills from summer job experiences to ensure their success in the labour market and getting to demonstrate administrative skills, working on multiple project tasks assessing and recommending financial support for projects, and ensuring schedules and timelines are met. All of this was possible with the opportunities provided by the MPPAL program and my peers who supported me along the way, and I am eternally grateful. I look forward to learning more skills from MPPAL to assist in my growth within my career.

#MPPALproud

SPPA CALL FOR EXPERIENTIAL EDUCATION PROPOSALS

Help our students learn from you!

You are invited to nominate and host experiential education projects for take-up by our undergraduate students at the School of Public Policy and Administration (SPPA) during the Fall 2024 - Winter 2025 academic terms.

SPPA delivers [Experiential Education Courses](#) in policy analysis and program evaluation, among others, that have a track record of working with public sector organizations and achieving results.

Core experiential learning assignments are featured in **PPAS 4200 Applied Public Policy Analysis and PPAS 4310/20 Program Evaluation I & II in particular**. In these courses groups of fourth-year students advise on client projects, culminating in presentations and/or reports by April 2023. Host organizations are consulted on project requirements and interim milestones once their project is selected. Any project costs for these pro bono engagements are nominal.

This initiative offers practical benefits for government, non-profit organizations and SPPA. Students look to learn from the real challenges of project choice, complexity, and management. At the same time, the projects enable host organizations to tackle pressing issues in times of uncertainty and change.

*"I am quite impressed [with the final report on **Developing municipal community engagement strategies in Ontario**]. As with the presentation, the team has really demonstrated a thorough grasp of the topic. The research and recommendations here are both relevant and innovative, demonstrating your insight into the issues and opportunities facing the municipal sector. Thank you very much for the time that you have put into this project. I really appreciate that it is evident that you prioritized making a final project that meets the needs of our organization."* - **Charlotte Caza, Policy Advisor, AMCTO**

Please complete a form for each project proposal by clicking on [MachForm: Experiential Education Project Proposal](#) and submit your forms online to SPPA by **Monday, August 5, 2024**. SPPA will collect and sort proposals with an eye to project fit, quality, and timeliness.

If you have questions and/or would like to discuss your project ideas on Policy Analysis or Program Evaluation, please contact SPPA's Director, Professor Naomi Couto at naomi@yorku.ca

CALL FOR NOMINATIONS FOR THE 2024 SPPA AWARDS

Nomination Deadline is Tuesday, April 30, 2024

The **Undergraduate Student Award** acknowledges exceptional contributions made by one current student or recent undergraduate student to the activities and programs of the School.

The **Graduate Student Award** acknowledges exceptional contributions made by one current student or recent graduate student to the activities and programs of the School.

The **Alumni Recognition Award** acknowledges exceptional contributions made by one alumnus/alumna to the activities and programs of the School, as well as to the mentoring of its students and new professionals.

The **Foster – Greene Award for Excellence in Public Policy, Administration and Law** recognizes an alumnus/alumna of the MPPAL program whose work has demonstrably and significantly advanced social justice, human rights, ethics and good governance in congruence with the MPPAL program's founding principles. The Award recipient will normally have min. 10 years of work experience in the broader public/NGO sector.

The **Emerging Leader Award** recognizes a current student or recent alumnus/alumna of the School who is an emerging leader within the broader public sector (including the non-profit sector) and represents the ideals, values and abilities of sound, responsible and engaging public policy and administration in congruence with the School's vision to promote Good Governance. The Award recipient will normally have 5-8 years of work experience in the broader public sector.

The **Practicum Honouree Award** recognizes individuals who have made exceptional efforts to provide practicum opportunities for the School's fourth-year students.

The 2023 award winners were honoured at the SPPA Awards Ceremony with the keynote address delivered by Erin Valant, York MPPAL Alumna. For further details about the 2023 awards celebration, please click [here](#).

Nominations for the above awards are invited from faculty, staff, individual students and alumni, as well as associations of students, alumni, and friends of the School. Nominations require a one-page statement of the accomplishments of the individual as well as a copy of the nominee's resume.

Please forward materials, or questions, to Professor Naomi Couto, Director, School of Public Policy and Administration via email to: naomi@yorku.ca



Student Opportunities:

[Parliamentary Internship for the Environment Program – Environmental Leadership Canada](#)

Application Deadline is April 28, 2024

Interns gain a deep understanding of the daily workings of Canadian Parliament, a behind-the-scenes look at the policymaking process and learn from some of Canada's top environmental changemakers. But that's not all, our internship program also offers a range of opportunities - interns will meet with expert guest speakers through fireside chats, attend workshops, and conferences, and engage in interjurisdictional and constituency travel. We're looking for young leaders, aged 18-30, who are passionate about environmental politics. This program runs from approximately September 2024 to June 2025 and comes with a stipend of \$29,000 CAD. No political experience or specific level of education is required. We welcome applicants from diverse backgrounds, including STEM, farmers, activists, and political science students. This program is designed to provide hands-on experience to anyone with interest in the intersection of politics and the environment.

[National Student Paper Competition – The Financial Consumer Agency of Canada](#)

Submission Deadline is April 30, 2024

Successful participants from each category (undergraduate and graduate) will have their work published on Canada.ca and will be given the opportunity to meet with FCAC staff to learn about the governmental publication process. They will also be given the opportunity to serve as guest speakers and present their work to members of the financial literacy community and network with governmental officials and other financial literacy stakeholders, as appropriate.

[2024 Job Fair – CPAC](#)

May 7, 2024 – 10:00am to 4:00pm, North York Memorial Community Hall, 5110 Yonge St., North York

Join us at the 2024 CPAC Job Fair! Meet esteemed employers including Enbridge, TD Bank, RBC Bank, CIBC Bank, CRA, Ontario Government, Toronto and York Regional Police, YRDSB, Crystal Claire Cosmetics, WEINS Auto Group, and more, with numerous job opportunities in Finance, Accounting, Technology, Sales, Marketing, Project Management and beyond! Free resume critique and career coaching available.

Events and Conferences:

[Human and Social Services Learning Academy – IPAC and Deloitte](#)

June 5 - 7, 2024 – Deloitte, Bay Adelaide Centre, Toronto

Human and social services organizations are under pressure. Traditional models and methods are not keeping up with demands and needs. However, some governments have indicated there are signs of progress and new emerging models are delivering promising results. In this spirit, the Learning Academy is offering 5 modules, over 3-days, that will help leaders champion and drive effective change.

[Advanced Approaches to Public Sector Innovation by Design – IPAC and Danish Design Center](#)

May 6, 13, 21 & 27, 2024 – All 4 Modules will be live-streamed from 12:00-2:00pm EDT

Join us for the return of the Design Workshop, featuring a fresh and more advanced set of design thinking modules tailored to address pressing issues for the Canadian public sector. Led by experts from the Danish Design Center (DDC) and School of Communication (SoC), participants will delve into preparatory readings, engaging presentations, interactive breakout sessions, and insightful Q&A sessions.

[Integrity First: Values and Ethics for a Modern Public Service – IPAC with SPPA Professor Zachary Spicer](#)

May 30, 2024

Together with the Schulich School of Business at York University, IPAC has developed a training program focusing on key aspects of values and ethics in the public service, with a special emphasis on the development and maintenance of high ethical standards amid rapid change in the public service at all levels of government in Canada. Through this course, public servants will gain valuable information to protect themselves and others from challenging ethical scenarios and communicate to their employers and stakeholders that they are certified through IPAC and Schulich to uphold the highest ethical standards in their professional lives.

This course focuses on key aspects of values and ethics in the public service, with a special emphasis on developing and maintaining high ethical standards amid rapid change in the public service at all levels of government in Canada. Content for the course is grouped into three themes:

- Values and Ethical Foundations for Public Servants
- Ethical Decision-Making
- Protections and Responsibilities

IPAC  **IAPC** &  **Schulich**
School of Business
Executive Education | **YORK U**

**Integrity First: Values and Ethics
for a Modern Public Service**

with Zachary Spicer, an Associate
Professor at York University's School of
Public Policy and Administration

MAY 30, 2024

PRICE: \$495

[Senior Advisor, Government and External Relations – Nuclear Waste Management Organization](#)

We are currently seeking an experienced Bilingual Senior Advisor, Government and External Relations to join our energetic and fast-paced Communications team. Reporting to the Director, Government and External Relations, the Senior Advisor, Government and External Relations-Bilingual is responsible for leading, developing and implementing a government and external relations strategy for French-speaking government and external stakeholders. This work is focused on networks outside of English-speaking community stakeholders and government, though at times may overlap and work in collaboration with internal peers.

[Civic Research Coordinator – Noelle Pepperal](#)

We are seeking a motivated and passionate individual as a Civic Research Coordinator. In this role, you will be instrumental in researching and analyzing pressing civic issues in Toronto. The ideal candidate will be committed to driving positive change through knowledge mobilization, community engagement, and research activation. You will work closely with various stakeholders to identify common challenges, propose solutions, and facilitate action towards creating a more equitable, sustainable, and engaged society.

[VP, Regulatory & Scientific Affairs – Eversana](#)

The VP will be responsible for the strategic and operational aspects of Regulatory affairs. They will support business development activities (pitch, fee proposal) and manage client deliverables, contractor work and related revenue and expense budgets. The position includes client engagement and oversight for deliverables which include the development and submission of Clinical Trial applications, New Drug Submissions and Supplemental New Drug Submissions as well as Public Release of Clinical Trial Submissions to Health Canada.

[Senior Policy Advisor – Ministry of Transportation](#)

Design, implement, and oversee transfer payment programs for transit and transportation services that are delivered by partners, to ensure outcomes align with government priorities and directives. Perform and manage monitoring of transfer payment recipient commitments and compliance with agreement obligations and expectations. Manage financial accounts for programs with transfer payment components including funding award management, budget planning, payments, and reconciliation.

[Director of Product Compliance, Financial Services – Lightspeed Commerce](#)

We're looking for a Director of Product Compliance, Financial Services to join our Legal team. You will operate under the supervision of the Assistant General Counsel, and your core responsibilities will be advising product, engineering, sales, and operational teams on compliance, risk, and control development in order to launch and support compliant financial services products within the context of a global enterprise.

[Research Ethics Board and Regulatory Coordinator – Oak Valley Health](#)

The Research Ethics Board & Regulatory Coordinator is responsible for facilitating and conducting reviews of research ethics submissions, providing recommendations, advice, and discussions for the OVH REB, in accordance with the regulations and guidelines governing human research participants protection. The successful candidate will provide consultation to staff and researchers regarding the ethics review process and the required obligations according to institutional, national, and provincial requirements and guidelines. This includes departmental educational support, education support to Board of Record sites, and creating quality reports and metrics.

[Senior Policy Advisor – Ontario Hospital Association](#)

The Business Planning and Strategy (BPS) division of the OHA is responsible for the entire business cycle at the association, from strategic planning to execution. The team is designed to enable the organization to effectively plan and execute its strategic and operational objectives. BPS covers a range of key functions and core services including strategy and member relations, finance and business planning, information technology, human resources, corporate governance and enterprise risk management, applied research, long-term health policy, and knowledge transfer.

[Research Analyst 1 – City of Toronto](#)

Provides research, analysis, guidance and training for Transportation Services staff related to purchasing practices. Assists in the development and implementation of divisional procurement procedures and practices and updates for changes to governing corporate by-laws, policies and procedures. Prepares and delivers presentation material related to divisional procurement practices and procedures.

[Research Analyst 3 – City of Toronto](#)

Reporting to the Manager, Partnerships and Community Relations, the Research Analyst 3 is part of a team that produces ceremonial documents and official correspondence for the Mayor, Members of Council and senior officials acknowledging various milestones, dates of observance, and various events locally and internationally.

[Expert in Integrity in Public Procurement \(Peru\) – Expert Deployment Mechanism for Trade & Development, Global Affairs Canada](#)

Funded by Global Affairs Canada, the Expert Deployment Mechanism for Trade and Development (EDM) provides technical assistance to Official Development Assistance (ODA)-eligible countries to maximize the development impacts of trade and investment. Over seven years (2018-2025), EDM will invest CAD 16.5 million to support Canada's developing country trading partners to negotiate, implement, benefit from, and adapt to trade and investment agreements with Canada.

[Policy and Research Analyst – Ministry of Environment, Conservation and Parks](#)

The Policy and Research Analyst will support the development and interpretation of policies related to Ontario's system of protected areas including provincial parks, and conservation reserves. This role will gather, summarize and interpret information from sources such as information systems, websites and jurisdictional scans; assist in the development of options and recommendations on operational policies and new program development; and coordinate the review of applications and other submitted forms pertaining to protected areas.

[Expert in State-Owned Enterprise Provisions in Free Trade Agreements – Expert Deployment Mechanism for Trade & Development, Global Affairs Canada](#)

Prepare a research paper on the state-owned enterprise provisions in trade agreements, including the history, trends, substance, legal and institutional effect of these provisions. The paper should include an examination of FTA provisions in Canadian trade agreements and those of key export markets and regional trading partners.. The research is expected to include secondary (comprehensive literature review) and primary (surveys, key informant interviews) sources. Based on the evidence collected in the research, the experts will identify options, challenges and best practices in integrating disciplines on SOEs in trade agreements. Design and deliver a seminar/workshop for trade negotiators to present the research paper and facilitate a discussion of the options to integrate provisions on state-owned enterprises into Ecuador's trade agreements. The seminar is to be delivered virtually to 40 participants.

[Senior Policy Advisor – Ministry of Finance](#)

The Senior Policy Advisor will engage in innovative policy development, conduct complex policy analysis and provide well-considered policy advice regarding retirement income security and pension policy, including for pension models such as target benefit pension plans. The position would primarily involve collaborating to develop pension policy reforms and to support the development of pension regulations and legislation, as well as developing briefing materials, Cabinet submissions and other products to support decision-making on pension policy in Ontario.

[Director, International Relations and Chief of Protocol – Ministry of Intergovernmental Affairs](#)

This is a unique opportunity to advance Ontario's international priorities, foster positive diplomatic relationships with foreign governments, and serve as the Government of Ontario's primary advisor on all matters of protocol. The Director will be responsible for providing leadership and direction on official visits, state ceremonial and commemorative events involving the Lieutenant Governor and/or Premier and international meetings between foreign governments and Ontario government representatives. They will act as the primary point of contact for the consular corps in Ontario to provide the support necessary to facilitate their mandates, help to fulfil requirements under the Vienna Convention, and advance bilateral cooperation.

[Compliance Officer – Legacy Private Trust](#)

Legacy Private Trust is looking for a versatile compliance team player to join our company! The ideal candidate will have financial compliance experience, be practical, business oriented and solution driven and have fantastic interpersonal skills, enthusiasm and a passion for compliance.

[Research and Policy Analyst – Ontario Undergraduate Student Alliance](#)

The Research and Policy Analyst is responsible for working with OUSA's research team to oversee the organization's research and policy activities related to undergraduate student-led advocacy. This includes conducting primary and secondary research on issues of importance to students and the higher education sector; conducting data analysis and survey development; assisting student leaders with the creation of policy papers and statements; preparing government submissions and briefing notes; presenting and explaining policy to stakeholders and decision-makers; and building relationships in the post-secondary research community.

[Researcher – Ontario Council on Articulation and Transfer](#)

Reporting to the Research Manager, the Researcher will play a substantive role in ONCAT's research projects and activities. In particular, the Researcher will analyze complex datasets and generate insights that inform ONCAT's research publications and presentations. Additionally, the Researcher will support a variety of research activities in an engaging and fast-paced environment. The Researcher will leverage their expertise in research methods and data analysis to bolster ONCAT's research capacity. They will be a highly organized and detail-oriented professional with experience working in a collaborative environment.

[Coordinator, Research Ethics – SunnyBrook Health Sciences Centre](#)

The Coordinator is responsible for the prompt, timely processing of research ethics submissions through all stages of the review and approval process, and for ensuring compliance with the regulations and guidelines governing human research participant protection. The Coordinator must be able to communicate effectively with REB members, investigators, research coordinators as well as other stakeholders.

[Assistant Deputy Minister, Innovation and Industry Development – Ministry of Jobs, Economic Development and Innovation](#)

The ministry delivers programs and services that leverage B.C.'s natural advantages to drive clean and inclusive economic growth. Its priorities include encouraging business start-up and growth through innovation and adoption of new technologies. The ministry also promotes trade and investment, positioning B.C. as a global exporter of low-carbon goods and services.

[Senior Research & Policy Analyst – The Workers Compensation Board of Manitoba](#)

The Senior Research & Policy Analyst assists the WCB Board of Directors, Executive and other areas of the organization by drafting policies, guidelines, briefing notes, and discussion papers, and by providing information and guidance in the interpretation and application of policies and procedures. The Senior Research & Policy Analyst also identifies, monitors and analyzes relevant trends and issues impacting the Manitoba workers compensation system.

[Compliance Officer, LRC Fixed Term/Secondment – BMO Financial Group](#)

Reporting to Senior Manager Retail Compliance, the Compliance Officer is to aid in executing the management of all regulatory compliance and risk management issues for BMO Nesbitt Burns (BMO NB). The Compliance Officer is responsible for ensuring that the regulatory compliance requirements are met on a daily and monthly basis. Compliance Officer will also provide training and support for the other compliance officers as well as provide support for the other areas of BMO NB as required.

[Compliance Analyst – Legal Aid Ontario](#)

Reporting to the Manager, within an environment of rapid change, this position works under general direction and with a considerable degree of independence, receiving instruction and advice only on matters involving significant departures from established policy.

[Research Analyst – University of Toronto](#)

As the Research Analyst (Epidemiologist), you will be responsible for applying analytic research expertise to a number of projects in a secure data environment. You will develop study designs and conduct statistical analyses according to defined plans. You will interpret data, prepare tables and work collaboratively with project teams to assist in preparing reports, manuscripts and presentations.

[Compliance Manager – AIIM](#)

As the Compliance Manager at AIIM, you will play a crucial role in ensuring adherence to industry standards and regulations, including SOC2, ISO 27001, and ISO 9001. Your responsibilities will encompass monitoring, evaluating, and enhancing our compliance frameworks to maintain the highest standards of security, quality, and operational efficiency. Additionally, you will be instrumental in guiding our company towards ISO 14001 certification as a future objective.

[Senior Analyst, Wealth Investment Research – Fidelity Investments](#)

The successful candidate will be a key contributor to and be the subject matter expert for the investment risk framework, understanding model portfolios and conducting research to evaluate risk. The successful candidate will be responsible for liaising with all key partners on the implementation of approved securities including (but not limited to) investment research, legal & compliance, and client facing teams to ensure successful delivery of solutions.

[Senior Market Research Manager, Market Strategy and Understanding – Ipsos](#)

As a Senior Research Manager, you will work with clients to understand their business issues and execute custom research projects to meet their needs. You will manage multiple projects from start to finish, including designing research approaches with senior team members, liaising with partners in Research Operations to execute projects, analyzing data to generate insights, developing recommendations, and creating compelling presentations that help illuminate the human behaviors behind the data.

[Director, Government Relations Business Development – Bayshore HealthCare](#)

This position reports to the National Director, Business Development and Government Relations and will focus on creating and engaging Premiers Office, Ministers Office, political staff and other sector associations and stakeholders based upon the priorities set by operational divisions and approved by COO.

[Research Assistant – Toronto Metropolitan University](#)

Successful candidates will support literature review, policy analysis, statistical analysis, and execution of academic and customized research in collaboration with the City of Toronto. The RA will be closely working with Dr. Daniel Tut as well as the Research Team at the Diversity Institute.

[Senior Corporate Management Policy Consultant – City of Toronto](#)

Lead complex projects and government-wide initiatives on behalf of the City Manager, related to the City's policy and legislative priorities, strategic planning, governance oversight, government leadership and strategic advice, corporate performance management, corporate civic engagement, agency and corporation relations and governance, and policy.

[Director Policy Implementation – Infrastructure Ontario](#)

As an individual contributor, this role will lead and liaise internally and across the Ontario Public Service to provide targeted, independent assistance and strategic advice to ministries on major infrastructure proposal development, particularly during early-stage infrastructure assessment before proposals are committed or announced.

[Director, Privacy Compliance and Privacy Counsel – CAAT Pension Plan](#)

Reporting to the Senior Director, Legal Affairs, the Director, Privacy Compliance and Privacy Counsel will oversee CAAT's Privacy Management Program and help foster a privacy conscious culture across CAAT. The successful candidate will be responsible for the development, implementation, maintenance and enforcement of CAAT's privacy policies, and practices.

[Research Assistant, Summer Student – CPAC Institute](#)

Conduct literature surveys on topics related to the research project. Conduct qualitative data collection and analysis. Draft a research report. Perform miscellaneous job-related duties as assigned



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