

RÉSUMÉ

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Languages: English and French (EBE)

Education: B.A. Psychology

Security: Reliability

Work History:

32.5 years of experience in Human Resources within the Federal Government, in the following departments:

- 1976-79 Canadian International Development Agency
 - o Classification and Staff Relations
- 1979-81 Health and Welfare Canada
 - o Corporate Classification
- 1981-83 Transport Canada
 - o Regional Classification Officer (Quebec Region)
- 1983-90 Veterans Affairs Canada
 - o St. Anne's Hospital (Quebec Region)
 - o Reg. Classification and Official Languages
- 1990-91 Public Works Government Services Canada
 - o Corporate Classification
 - o Management Category
- 1991-95 Public Works Government Services Canada
 - o Classification for the NCR
- 1995-98 Public Works Government Services Canada
 - o Sr. Organization and Classification Consultant
 - o External Human Resources Services

- 1998-99 Transport Canada
 - o Classification Policy and Grievances Officer
- 1999-01 Transport Canada
 - o Manager, Classification Policy, Projects & Grievances
- 2001-07 Transport Canada
 - o Chief Organization & Classification

Competencies

- Interpretation of Classification policy
- Work description writing;
- Review, analysis, evaluation and rationalize classification proposals, including EX positions;
- Development of organization change proposals;
- Advice on work description development, organizational design and re-engineering;
- Monitoring, on-site desk audits, and ensuring classification activities and operations comply with HR legislation and central agency policy requirements;
- Develop departmental classification guidelines and websites;
- Research and advice on departmental and interdepartmental relativities;
- Classification training and mentoring for managers and HR professionals in the application of classification standards;
- Organize and chair classification committees including classification grievances;
- Human resources information system development and maintenance.

Experience on other areas of Human Resources:

- Labor Relations: grievance resolution, grievance interpretations and recommendations to management,

interpretation of collective agreements, Union-Management consultations, mediation, etc.

- Official Languages: language identification, OL planning, OL testing co-ordination, complaints investigation, etc.

Skills and aptitudes:

- Leadership and teamwork oriented
- Consulting skills
- Service and results oriented
- Innovative and adaptive in resolving complex human resources problems and issues
- Project management skills and abilities
- Interpersonal, communication and facilitation skills with all levels of management, employees and unions
- Mentoring and coaching capabilities
- Knowledge of the HR theories and principles, trends and developments, and of Central Agency legislation, regulations and policies
- Experienced in the development and delivery of Human Resources strategies, plans and associated tools