

Lew Trecarten

Credentials Summary

Mr Lew Trecarten represents the firm [TOCC] as owner and sole consultant. With an educational background in science and economics (B.Sc.) and Public Administration (graduate D.P.A.), and an earlier work history in meteorology, Mr Trecarten has over 35 years of experience in the field of *organization change management, job analysis and classification*. He founded the [former] Association of Chiefs of Classification in the early eighties and is a founder and Past President of the ACOC (Assn. of Class'n and Organization Consultants). Related publications include "Lindex- An Organization Layering Index"; Optimum; June 1990; and ADe-Professionalism of the Public Service@, PIPSC Newsletter, July 2001. [TBS Accreditation #358].

Prior to registering as a private consultant in 1990, he was **Director of Organization and Classification for Health and Welfare Canada** [1974-1990] and had earlier fulfilled similar roles with such Departments as the Secretariat of the Solicitor General, National Defence and Transport Canada.. All such roles involved the development, management and participation in organization/classification change projects for organizations numbering up to 30,000 employees and involving organization transitions at all levels up to Deputy Head or equivalent. Also project assignments with T.B.S. in the design and reporting of comprehensive audits, the formulation of the 1990 Classification Policies on Delegation, and the earlier development of the classification Accreditation policy as member of the Senior IDC on Classification Policies.

Classification-related projects in a consulting capacity [i.e. subsequent to serving as Director, Org and Class , NHW and as noted earlier], include a wide range from 1990 until the present. A very few more recent examples follow.

Transport/Fisheries- 2007- EC conversion projects- revising generics, rating for conversions, committee meetings.

CRTC- 2006-2007 Descriptions and rationales, organization advice plus desk audits EX and non-EX representing organization changes. Over 30 positions. Jennifer Wilson- 819-997-4288

-CPSA 2006-2007- Over 100 evaluations [EX and Non-Ex] and a series of work descriptions reflecting the transition from TBS to PSHRMAC [CPSA]- Tara Yetts- 613-948-7842

-Finance/Treasury Board - Fall 2005- 35 evaluations, rationales, desk audits re positions in Finance, TBS, OCG and POSHRMAC

-Transport Canada- 4 position descriptions within the newly merged Airports and Ports programs

-Library and Archives Canada - 2004-2005- Senior executive classification work associated with the integration of the former organizations

A very few examples of projects as a consultant where the emphasis is primarily on organization change include:

- >**Emergency Preparedness Canada** - 2002 - Organization Review and Analysis of Operations Directorate and of Administrative Service Structures - Anne-Marie Sahagian- currently Assoc CG- 613-957-8370
- >**Indian and Northern Affairs** - 2001- Organization Review -Northern Programs- Administrative and Support Programs HQ
- > **International Development Research Centre**; 1999; Analysis of program management inter-relationships and development of 4 senior level executive descriptions up to V-P.
- > **Revenue Canada**-1997- Organization Change Project - IT Management Programs Directorate-
- >**Privy Council Office**; 1997- Organization Review and Analysis; Information Technology and Technical Services Directorate.

Language of Work - English [Functional French - Trained to level ECC]; **Home Base** - Ottawa