

SHAHEEN REHMAT

PROFILE

- Over 10 years of board and volunteer leadership focused on governance, risk and compliance, diversity and inclusion, audit, budget management, strategic planning, performance tracking, and people development
- Over 20 years of operational leadership experience in the areas of cybersecurity, risk management, regulatory, compliance, strategic planning, performance measurement, change management, product management, project management, and engineering

BOARD & VOLUNTEER LEADERSHIP

Facilitator & Instructor, "Taking the Stage" Women's Leadership Course 2015 to present

- One of ten trained senior leader facilitators who has delivered this successful program to over 800 BC Hydro employees to date.

Advisory Committee Member, BC Hydro Women's Network 2015 to present

- Launched "Taking the Stage", a program by the Humphrey Group which aims to increase leadership presence for those who identify as female.
- Created and facilitated a peer mentoring group ("Lean In Circle") for female engineers to discuss career advancement, development barriers and recommendations to executive to drive change.

Diversity & Inclusion Leadership Advisory Board, Greater Vancouver Board of Trade 2020 to 2021

- Developed a diversity and inclusion mandate statement for the Greater Vancouver Board of Trade.
- Created an on-line resource centre with diversity and inclusion best practices for members to strengthen their workplace programs and practices.

ISACA (Information Systems Audit and Control Association), Board Director, Governance, Risk and Compliance 2020 to 2021

- Introduced a new performance tracking and reporting framework which improved monthly reporting of annual objectives and prioritization of strategic initiatives.

Women's Leadership Council Policy Committee, Greater Vancouver Board of Trade 2018 to 2020

- Made recommendations on childcare and board representation to support the advancement of women in the workplace which ultimately contributed to federal policy changes.

Board Member for Management Audits for Ismaili Council Education Board 2015 to 2016

- Conducted management audits to improve efficiency of functions such as books sales and donations.

Board Member for Finance, IT, Planning & Evaluation for Ismaili Council Education Board 2005 to 2009

- Implemented a strategic planning and monthly performance tracking framework which supported the achievement of the Board's 4-year goals.

WORK EXPERIENCE

Senior Manager, Critical Infrastructure Protection Program Office, BC Hydro May 2021 to present

- Established a new function responsible for ensuring BC Hydro meets North American Electric Reliability Corporation's (NERC) Critical Infrastructure Protection compliance requirements for the cybersecurity and physical security of BC Hydro's electric system.
- Responsible for company-wide implementation of cybersecurity and compliance policies, programs and processes for areas such as incident reporting and response plans, information protection, software patch management and vendor risk management.

Manager, Cybersecurity Risk and Performance, Technology, BC Hydro *September 2020 to April 2021*

- Improved BC Hydro's cybersecurity compliance through program enhancements such as process changes, technical solutions, governance, and training.
- Developed BC Hydro's Cybersecurity and Compliance Resource Plan.

Manager, Records and Information Operations, BC Hydro *February 2020 to August 2020*

- Led a team of 25 professionals and unionized staff to deliver enterprise-wide records and information management services and initiatives, protecting BC Hydro's information assets in compliance with corporate policies and regulatory requirements.
- Conducted an organizational review to clarify records management governance, team mandate and responsibilities; led change management with team, leadership and key stakeholders.

Manager, IT Risk and Performance Management, Technology, BC Hydro *June 2016 to February 2020*

- Established a new team and function responsible for improving the Technology group's performance and results through business planning, risk management, asset health management, process improvement, performance measurement and reporting, budget management, workforce planning, business continuity and disaster recovery planning, and employee engagement.
- Developed Technology's first strategic workforce plan which provides a strategic five-year view of labour supply and demand as well as recommendations to address gaps.
- Led a cross-functional team of senior managers in the development of a cloud governance model.

Project Manager, Site C, BC Hydro *January 2016 to June 2016*

- Developed a plan for improving employee engagement, processes and systems to enable the successful delivery of the \$8B Site C project, BC Hydro's largest project in history.
- Established governance structure including accountabilities, escalation criteria and decision process.

Strategic Business Advisor, Office of the Deputy CEO, BC Hydro *February 2013 to December 2015*

- Managed strategic issues, change initiatives, projects and communications with the BC Hydro Board, external stakeholders, customers and Indigenous communities.
- In collaboration with Chief Risk Office, developed risk register and risk management framework.
- Managed a Lean process improvement pilot across BC Hydro including establishing vision, work plan and consistent approach based on best practices.
- Facilitated strategic planning sessions with senior leaders in the development of a Business Plan and Employee Engagement Plan, resulting in a 15-point increase over 2 years in engagement scores.

Manager, Residential Rates, Regulatory, BC Hydro *February 2008 to February 2013*

- Established a team of technical professionals with accountability for rate design, British Columbia Utilities Commission (BCUC) regulatory approval, implementation, performance reporting of rates for BC Hydro's 1.9 million residential customers.
- Led implementation of BC Hydro's new, two-tier residential conservation rate; managed project team and budget, developed customer communications, operations and evaluation processes, and provided briefings to senior executives and government.

Product Manager, Wireless Consumer Solutions, TELUS *July 2002 to January 2008*

- Product manager of TELUS' Hotspot (WiFi) service including development of business case, strategy, roadmap and key performance indicators.
- Led the national launch of TELUS' Hotspot Service - successfully led the project through executive governance review process, managed project team and budget, and ensured successful commercial rollout.

EDUCATION & TRAINING

Governor General's Canadian Leadership Conference Delegate	2022
ISACA (Certified Information Security Manager (CISM)	2021
Work Smart (Lean) Yellow Belt, BC Hydro	2018
ITIL Foundation Certificate in IT Service Management, Axelos	2017
Prosci Change Management Certification, Navigo	2015
Practical Product Management, Pragmatic Marketing	2005
Bachelor of Applied Science in Electrical & Computer Engineering, Minor in Commerce University of British Columbia. <i>Graduated with honours.</i>	2000