



PIERRE PARENT, MPA

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PROFILE

Human Resources Management / Labour Relations / Conflict Resolution

Distinguished 30+ year career as a Human Resources practitioner, including both private and public sector experience. Extensive senior human resources experience, involving multiple unions and bargaining units. Leverage deep expertise to transform and modernise human resources practices, policies and procedures. Excel at liaising with senior managers, union leaders, colleagues, and staff to cultivate positive relationships and ensure consistent focus on shared goals. Fluent in both English and French.

PROFESSIONAL EXPERIENCE

HUMANIQ CONSULTING CORPORATION, Ottawa, Ontario (2025-present) **MANAGING PARTNER**

Co-founded a consulting practice specializing mainly in provided expert exit interview services to organisations in order to improve retention, employee morale and attenuate risks and costs related to employee turnover in the workplace.

PARENT HR, Ottawa, Ontario (2021-2025) **PRINCIPAL OWNER AND CONSULTANT**

Lead a private practice in Human Resources management and Labour Relations, more specifically specializing in workplace investigations, and workplace assessments.

HOUSE OF COMMONS OF CANADA, Ottawa, Ontario **CHIEF HUMAN RESOURCES OFFICER - EX-4 Equivalent (1/2013 – 12/2020)**

Led a 200-member team and overseeing all facets of HR management for the House of Commons of Canada. Member of the House of Commons' Senior Management Team. Provided expertise as a trusted HR business partner to advise Senior Management on a wide range of human resources issues and topics. ***Selected accomplishments:***

- Developed the first harassment policy applicable to Members of Parliament (as employers) which was approved subsequently approved by the Board of Internal Economy.
- Interacted with political leadership (Whips, House Leaders, Board of Internal Economy Members) from all represented parties in matters related to the administration of the House of Commons, more specifically with regards to human resources matters.
- Testified as an expert witness before the Standing Committee on Procedure and House affairs to assist the Committee in developing a Code of Conduct applicable between Members of Parliament in cases of sexual harassment.
- Played key role in achieving and maintaining status as one of Canada's Top 100 Employers.

OFFICE OF THE AUDITOR GENERAL OF CANADA, Ottawa, Ontario
PRINCIPAL, HUMAN RESOURCES - EX-3 Equivalent (5/2008 – 1/2013)

Led a 33-member team and oversaw all facets of HR management for the Office of the Auditor General (OAG). Liaised across functional areas, including corporate services, finance, IT, and Executive Committee comprised of Auditor General, Deputy Auditor General, and Assistant Auditors General. Prepared briefing notes and reports. Leveraged expertise to serve as trusted HR business partner to successfully consult with and advise senior managers on a range of human resources issues and topics. Established and maintained excellent relationships with management, colleagues, and union staff. ***Selected accomplishments:***

- Implemented systems to improve retention and employee turnover costs.
- Facilitated win-win collective bargaining agreements with union representatives.
- Played key role in achieving and maintaining status as a Top 100 Employer ('08 through '12), Top Family Friendly Employers, and Top Employer for Canadians over 40.
- Managed strategic planning, requirements analysis, change management, and technical implementation of new Learning Management System (LMS).
- Recipient of the Auditor General Award.
- Oversaw Human Capital portion of multinational audit team conducting peer-review audits of United States Government Accountability Office (GAO).
- Instrumental in assisting the Office of the Auditor General of Mali, West Africa, to transform HR practices.

OFFICE OF THE AUDITOR GENERAL OF CANADA, Ottawa, Ontario
DIRECTOR, HUMAN RESOURCES SERVICES – EX-1 Equivalent (8/2005 – 5/2008)

Led HR operations encompassing staffing, recruitment / hiring, labour relations, compensation, health & safety, HRIS, employee relations, organizational development, and other key areas. Collaborated with senior managers to address issues and develop effective HR programs supporting Office and employee goals. Drafted briefing notes on complex HR matters for submission to Executive Committee. Recruited and managed HR staff. ***Selected accomplishments:***

- Addressed prior collective bargaining issues to repair damaged union-management relationship.
- Increased retention and recruitment of auditors and lawyers by realigning compensation structure based on through market analysis.
- Facilitated application process for recognition as one of Canada's Top 100 Employers, Top Family Friendly Employers, and Top Employer for Canadians over 40.

HOUSE OF COMMONS OF CANADA, Ottawa, Ontario
MANAGER, LABOUR RELATIONS & COMPENSATION - ADG-B (03/2001 – 08/2005)

Advanced to Manager role overseeing 5 labour relations professionals and 30 compensation advisors supporting House of Commons staff, members of Parliament, and Parliamentary staff. Interfaced with senior managers to provide expert advice on complex and sensitive issues, including terminations and collective bargaining. Led negotiations and mediations with four unions and seven bargaining units; designated representative at union-management committees and collective bargaining meetings. Wrote and implemented labour relations policies; wrote collective agreement clauses. Produced various reports and documents. ***Selected accomplishments:***

- Led development and codification of unique salary scale for seven in seven separate collective agreements.
- Accountable for managing team handling all compensation matters for Members of Parliament.

HOUSE OF COMMONS OF CANADA, Ottawa, Ontario
STAFF RELATIONS ADVISOR (05/1997 – 03/2001)

Provided knowledgeable and well-founded advice to managers regarding complex labour relations matters. Served as House of Commons representative at tribunals, committees, union negotiations, and other engagements. Complied and analyzed information from managers, unions, employees, and lawyers. Interfaced with diverse individuals to gather detailed information regarding issues, needs, and expectations; mediated and resolved conflicts. Prepared briefing notes for senior management and parliamentarians. ***Selected accomplishments:***

- Effectively handled hundreds of grievances involving mediation, conflict resolution, and Public Labour Relations Board hearings.
- Communicated with blue collar workers, professionals, and lawyers to build credibility and serve as a respected labor relations consultant; led transformation of labour relations into advisory role.
- Excelled in earlier role as Staff Relations Analyst (1993 to 1997).

Additional past experience:

- Collective Bargaining & Labour Relations Lecturer with Université du Québec en Outaouais
- Member of the Board of Directors of the Vanier Community Services Center
- Member of the Montfort Hospital Association
- Member of the Ottawa Area Chief Human Resources Officers' Roundtable
- Past chair of the *Federal Employer Federal Employers Liaison Committee (2000-2007)*

EDUCATION & CREDENTIALS

ÉCOLE NATIONALE D'ADMINISTRATION PUBLIQUE, Gatineau, Quebec
Master of Public Administration (MPA)

UNIVERSITÉ DU QUÉBEC EN OUTAOUAIS, Gatineau, Quebec
Bachelor's Degree in Business Administration (Industrial Relations)

Professional Development:

- Collective Bargaining – Harvard University, Cambridge, Massachusetts
- Third Party Neutral Program (Mediation) November 2015 Canadian Institute for Conflict Resolution
- Conducting Workplace Investigations, Aptus Training Solutions
- Executive Certificate in Conflict Management (Mediation), University of Windsor
- Workplace Investigations Training, The Workplace Institute:
 - The Fundamentals of Effective Fact-Finding
 - Investigating Allegations of Harassment and Sexual Harassment
 - Investigative Interviewing