

Christine Cousins, M.Sc., C.Chem., CRST, PMP

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PROFILE

Health & Safety professional with excellent problem-solving skills and a commitment to continuous improvement. Experienced working with geographically diverse multi-disciplinary teams to achieve program objectives and regulatory compliance. Exceptional presentation and written communication skills.

Experienced in multiple industries, including manufacturing, engineering consulting, municipal infrastructure, heavy civil construction, pharmaceutical manufacturing, mining, environmental remediation, and research & development.

Background in developing and administering complex, multi-year projects, including strategic planning, cost analysis and budgeting, quality assurance and control, regulatory compliance, and negotiations to secure project stakeholders in the United States and Canada. History of creating innovative strategies aligned with legislative guidelines.

Serves as a governor on the Board of Canadian Registered Safety Professionals (BCRSP).

HIGHLIGHTS

- National-level program and policy implementation for Certificate of Recognition (COR) and ISO certified companies.
- Development and implementation of internal project auditing system for COR and ISO audit preparedness; trained auditors.
- Internal auditor for COR certification maintenance and ISO 45001 readiness. Main point of contact for external audits.
- HSE and project support for large-scale, industrial construction projects in Ontario.
- Knowledge of HSE legislation and requirements for multiple Canadian provinces. Familiar with Federal HSE legislation.
- HSE hazard identification, risk assessment and control evaluation for projects, as well as inspection and auditing.
- In-depth understanding of workflows for design-build and design-bid-build capital projects.
- Experienced in utilizing Human and Organizational Performance management techniques to effect positive change.
- Established technical writer and editor who has written and edited a wide range of proposals, reports, and publications.
- Experienced at working effectively in different environments, including the office, field, remote, client sites and off-site.
- Valid Canadian passport and Ontario Class "G" driver's license. Experienced business traveller, domestically and internationally.
- Fully vaccinated against Covid-19.

DESIGNATIONS

- CRST – Canadian Registered Safety Technician (since 2022)
- JHSC2 – Joint Health & Safety Committee Certified – Ontario (since 2017)
- BSI Lead Auditor & BSI Internal Auditor for:
 - ISO 45001:2018 – Occupational Health and Safety (2021)
 - ISO 14001:2015 – Environmental Management (2022)
 - ISO 9001:2015 – Quality Management Systems (2019)
- COR Internal Auditor – Ontario (2019)
- PMP – Project Management Professional – Project Management Institute (since 2019)
- C.Chem. – Chartered Chemist – Association of Chemical Professionals of Ontario (since 2015)

WORK EXPERIENCE

EHS Specialist (2022 to present)

Septodont Canada Inc. – Cambridge, Ontario

EHS Specialist supporting manufacturing operations, capital projects, and WSIB claims.

Septodont is one of the largest manufacturers of dental analgesics (freezing agents and pain killers) in the world.

- Leads continuous improvement initiatives, including significant safety management program updates.
- Provides health and safety support for capital projects, facilities and process improvements and new business development.
- Ensures legal compliance of construction projects and contractor activities, including for plant shutdown.
- Conducts permitting for high-risk activities, including working at heights, confined space entry, and hot work.
- Leads investigations, including root cause analysis and corrective and preventative action implementation and monitoring.
- Leads the facility's participation in the WSIB Health and Safety Excellence Program.
- WSIB claim management, disability and early and safe return to work program management, ergonomic assessments.
- Clearly and effectively communicates EHS initiatives with all levels of organization to promote and influence change.

HSE Advisor (2021 to 2022)**HSE Advisor Secondment (2020)**

CIMA+ Canada Inc. - supporting all of Ontario & corporate functions | Head Office: Montreal QC

Member of the corporate HSE (health-safety-environment) team supporting all of Ontario plus corporate HSE functions.

- Led Health/Safety program for province of Ontario, including facilitating monthly JHSC meetings for 6 offices.
- Preparing and delivering monthly Health/Safety update presentations for JHSC and management meetings in 6 offices.
- Developed and implemented workplace violence and harassment policies for multiple provinces.
- Developed and implemented new supervisor, and contractor H/S training and onboarding programs.
- Performed internal COR audits and ISO 45001 health/safety readiness audits. Main contact for external audits in Ontario.
- Assisted with gap analysis and preparations to get company ready for ISO 45001 certification for health/safety management.
- Carried out scheduled construction site safety inspections and prepared health/safety site reports.
- Developed company Covid-19 policies and procedures. Managed H/S aspects of suspected & confirmed Covid-19 cases.
- Carried out Health/Safety investigations, root-cause analysis, incident reports and follow-up activities.

Project Analyst & Project Quality Analyst (2019-2020)

CIMA+ Canada Inc. – Mississauga, Kitchener and Guelph locations | Head Office: Montreal QC

Member of the Ontario critical infrastructure team, with a focus on municipal water/wastewater and energy infrastructure.

- Carried out audits of project documentation and design reviews with respect to corporate quality policies and procedures.
- Ensured that project documentation was kept to date and accurate with respect to project risk reduction policies.
- Carried out detailed audit-readiness assessment of projects for COR and ISO 45001 requirements compliance.
- Preparation of project proposals and project engineering/architectural specifications for a wide range of projects.
- Experience with contract administration and site safety inspections.
- Carried out Health/Safety site inspections and provided contract administration support.
- Certified worker member of Joint Health and Safety Committee (JHSC).

2018-2019 – Went back to school to re-train for a new career in Occupational Health & Safety and Quality Management**Technical Editor (2015-2018)**

Christine Cousins Editing Services

Copy editing and substantive editing of technical reports, journal articles, and textbooks for private clients.

New Product Development Chemist (2017 – 2018)

Bimedia-MTC Animal Health Inc./Santé Animale Inc. – Cambridge, Ontario

Bimedia produces a wide range of veterinary pharmaceutical products for various target animals.

- **Regulatory Affairs:** Authorship of protocols and reports to support new product development and stability projects for regulatory submissions in accordance with current Health Canada/FDA/EU guidelines in a GMP/GLP environment.
- **Research & Development:** Analytical method development, verification and validation. Coordination of third-party testing and technical evaluation of results. Instrument maintenance and optimization. Data review and analysis. Authorship and execution of protocols and methods. Report writing. Collaboration with QA. Technical support for QA/QC investigations.
- **Stability Program Management:** Oversight of the new product stability program, including scheduling, testing, data analysis and report authorship for regulatory submissions. Maintained an audit-ready stability portfolio.
- **Formulation Development:** Support of new product formulation development. Performance of raw material vendor qualification. Evaluation of in-process (scale up) samples and pilot batches.
- *Worker member of Joint Health and Safety Committee (non-unionized employees) in a unionized environment.*

R&D Chemist (2015 – 2017)

Apotex Inc. – Richmond Hill, Ontario

Apotex is the largest generic pharmaceutical firm in Canada, with facilities in Toronto, Richmond Hill, Brantford and Winnipeg.

- **Laboratory Management:** Acted as R&D Standards Coordinator for the Richmond Hill facility (annual acquisitions: \$300k). Responsible for sourcing, cost control, technical evaluation, determination of regulatory status, procurement, qualification and life cycle management of API, excipient, impurity and specialty standards and materials to support the day to day operations of the Pre-Formulation Development (PFD), Analytical Development (R&D) and Product Evaluation (pre-submission stability) Laboratories. Devised and implemented updated workflow for procurement, qualification and inventory management of analytical standards. Developed a more robust supply chain. Authored new procedures and SOPs to support standards management and qualification. Planned and managed hundreds of standards qualification projects from start to finish for both tight-timeline and complex projects. Experienced managing multiple projects in a fast-paced, self-directed team environment within the pharmaceutical industry.

- **Research & Development:** Operation, maintenance and troubleshooting of laboratory equipment. Familiar with a library of instrumentation software applications. Initiation, execution and completion of method development and method validation to support new product development. Participation in technology transfers to Quality Control (QC). Verification and review of Compendial methods (USP/EP). Implementation of current method and specifications updates for product lifecycle management. Accurate and detailed documentation of all data in compliance with GMP/GLP and company policies and procedures. Strong mathematical and computer skills. Highly organized and flexible to project priority changes.
- **Formulation:** Certificate of Analysis testing of commercial raw materials/products. Support of official and unofficial stability testing and investigations. Assessment of technical inquiries and customer complaint samples.
- **Technology Transfer:** Acted as lead Technology Transfer Coordinator (during parental leave of incumbent) with duties including QA/QC of submission documents and overseeing routing/approvals process of finished documents. Provided technical guidance during the implementation of a new routing/approvals process.
- **Regulatory Affairs:** Authorship and execution of protocols and reports to support new product development, technology transfer, quality investigations and life cycle management projects in accordance with Health Canada/FDA/EU guidelines in a GMP/GLP environment. Subject Matter Expert (SME) in R&D for the creation of FDA-compliant electronic documents for CMC (Chemistry, Manufacturing & Controls) submissions. Professional editorial skills and practiced public speaker.

Technical Chemistry Editor (2015)

Enago, New York City (remote work) – *Copy editing and substantive editing of academic manuscripts and technical reports.*

Technical Editor (2014 – 2015)

International Society of Automation (ISA) – *Editing and proofing of textbooks and technical publications.*

Editor – Canadian Spectroscopic News (2008 – 2013)

Canadian Society for Analytical Sciences and Spectroscopy (CSASS)

Editing and photojournalism for the key communication tool of the national society.

R&D Chemist/Researcher (2012 – 2014)

Department of Chemistry – Queen's University, Kingston, Ontario

Managed the day-to-day operations of the analytical research lab, including equipment maintenance and optimization.

- Member of a cross functional team developing methods to assess corrosion of catalytic surfaces in automotive fuel cells.
- Mentor for senior undergraduate student research projects.

Microbiology Consultant – MITACS Accelerate Internship (2009)

Department of Chemistry & Biochemistry/MIRARCO – Laurentian University, Sudbury, Ontario

Graduate level research.

- Development of microbiology laboratory program (cGLP) for a uranium ore biomining/leaching feasibility study.
- Acquisition and calibration (IQ/OQ/PQ) of laboratory equipment and consumables.
- Development of methods, SOPs and Health & Safety procedures. Training of personnel.

Nutrient Management Internship (2006)

Department of Environmental Management – Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA), Guelph, Ontario

Computer programming, managing and manipulating large data sets, and automating statistical calculations.

- Development of a computer modelling to support new legislative requirements for the nutrient management plan approvals.
- Assisted with translating needs from field scientists to in-house programming staff.

IT Help Desk Consultant (2004 – 2006)

Computing & Communication Services [Central IT Department], University of Guelph, Guelph, Ontario

- First level IT support for faculty, staff and students for over 100 products. Facilitation of computer training workshops.

Referee-in-Chief (2004 – 2006)**Referee (1995 – 2006)**

Guelph Ringette Association, Guelph, Ontario

- Recruitment, training, performance evaluation, scheduling, and supervision of 40 on-ice officials.
- Spearheaded training of coaches, timekeepers and referees in significant rule update.

ASSOCIATION / LEADERSHIP

Board of Registered Safety Professionals (BCRSP)

Governor – Board of Governors (2023 – present)

International Society of Automation (ISA)

ISA 112 – SCADA Systems Management Committee (2016 - present)

American Society for Safety Professionals (ASSP)

Member (2020 – present)

Canadian Society for Analytical Sciences and Spectroscopy (CSASS)

Newsletter Editor (2008-2013)

Program Committee (2010-2012)

Guelph Ringette Association, Guelph, Ontario

Referee-in-Chief (2004 – 2006)

EDUCATION

French Language Proficiency Certificate (night courses, in progress)

The Chang School, Toronto Metropolitan University, Toronto, Ontario

Occupational Health and Safety Leadership Certificate (expected completion in December 2023)

Advanced Safety Management Certificate (completed in May 2022)

School of Occupational and Public Health, The Chang School, Toronto Metropolitan University, Toronto, Ontario

Occupational Health & Safety Certificate (2019)

School of Occupational and Public Health, The Chang School, Ryerson University, Toronto, Ontario

Graduate Work in Chemistry (2010-2014)

Withdrew from PhD program in 2014 due to cuts in research funding

M.Sc. Chemical Sciences (2009)

Department of Chemistry & Biochemistry, Laurentian University, Sudbury, Ontario

Thesis: Organic Matter Degradation and Metal Uptake of Shallow Paper Sludge Covers over Gold Mine Tailings.

B.A. General Arts (2008)

Department of English, University of Guelph, Guelph, Ontario

B.Sc. Physical Sciences (2005)

Department of Chemistry, University of Guelph, Guelph, Ontario

OTHER TRAINING

Lean Six Sigma - Yellow Belt Certification (2019), Black Belt (in-progress)

SSGI – Six Sigma Global Institute

Joint Health & Safety Committee Certification - Parts I and II (2019), Refresher (2022)

Worker Safety & Prevention Services (WSPS), Ontario

Standard First Aid with AED/CPR-C (2022)

St. John's Ambulance

Working at Heights (2019), Refresher (2022)

Confined Space Training - Entry (2019), Refresher (2022)

Worksite Safety Compliance Centre, Ontario

Conflict Resolution in the Workplace (2021)

LifeWorks

WHMIS (2022)

Defensive Driving (2022)

Electrical Hazard Safety Awareness – High Voltage (2021)

Trenching Safety Hazard Awareness (2020)

IHSA

SELECTED PRESENTATIONS AND PUBLICATIONSPublications

Cousins, C., Penner, G.H., Liu, B., Beckett, P., and Spiers, G. (2009) Organic matter degradation in paper sludge amendments over gold mine tailings. *Journal of Applied Geochemistry* 24 (12): 2293-2300.

Cousins, C., Beckett, P., Spiers, G. (2009) Paper sludge covers applied over gold mine tailings in Northern Ontario, Canada: assessing the success of reclamation with Chemistry. Canadian Land Reclamation Association (CLRA) Annual Meeting and Conference, August 23-25.

Cousins, C., Beckett, P., Spiers, G. (2009) Tracking the upward movement of metals from mine tailings into paper sludge amendment covers: environmental implications. Canadian Land Reclamation Association (CLRA) Annual Meeting and Conference, Aug 23-25.

Presentations

Cousins, C., and Spiers, G. (2012) Using ICP-MS to track metal movement on remediated gold mine tailings disposal sites. 95th Canadian Chemistry Conference, May 26-30. Invited Speaker.

Cousins, C., and Spiers, G. (2010) Using spectroscopy to assess the success of biosolids covers as a mine reclamation strategy. *Enviroanalysis* 2010, May 10-12.

Cousins, C. (2008) ICP-MS and environmental samples: the necessity for method development. 54th International Conference on Analytical Sciences and Spectroscopy (ICASS), August 3-6.

OTHER INTERESTS

Guelph Chamber Choir (2023-present)

Hart House Orchestra, oboe & English horn (2015-present)

University of Guelph Orchestra, oboe (2004-2008)

Guelph Chamber Choir (2005-2006, 2023-present)

DaCapo Chamber Choir (2014-2015)

Cantabile Choir (2012-2014)

Oakville Ensemble – vocal ensemble (2013-2014)

Arcady – vocal ensemble (2006-2010)

References Available Upon Request