

## Education

<b><i>Doctor of Business Management (Ph.D.)</i></b>	2010
<b><i>Federal Bureau of Investigation (FBI) National Academy</i></b> Quantico, VA	2009
<b><i>Graduate Certificate Criminal Justice</i></b> University of Virginia, Washington, DC	2009
<b><i>Canadian Professional Human Resources (CPHR)</i></b> Human Resources Institute of Alberta	2004
<b><i>Executive Development Course Equivalency</i></b> Canadian Police College, Ottawa, ON	2001
<b><i>Senior Police Administration Course Equivalency</i></b> Canadian Police College, Ottawa, ON	2001
<b><i>Master of Arts Leadership and Training (MA)</i></b> Royal Roads University, Victoria, BC	2001

## Experience

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<b>Dubord Consulting</b>	2024 -Present
<b>Chief, Delta Police Department</b>	2015 -2024
<b>Podcast Host Bend Don't Break</b>	2018-Present
<b>Honourary Aide de Camp BC Lieutenant Governor</b> University of Fraser Valley	2018-Present 2019-2022
<b>Chief, Metro Vancouver Transit Police</b>	2012-2015
<b>Deputy Chief, Edmonton Police Service</b>	2010-2012
<b>Superintendent, Edmonton Police Service</b>	2009-2010
<b>Inspector, Field Response Branch</b>	2006-2009
<b>Staff Sergeant, Tactical Section, Patrol Services Bureau</b>	2005-2006
<b>Staff Sergeant, Operational Review – 100 Day Plan</b>	2004-2005
<b>Staff Sergeant, Office of the Chief</b>	2003-2004
<b>Sergeant, Professional Development Section</b>	2001-2003
<b>Sergeant, Community Policing Foot Patrol D-Division</b>	1999-2001
<b>Constable, Tactical Section</b>	1992-1999
<b>Constable, Downtown Division</b>	1987-1992

## Certifications

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Flow Coaching	2024
Flow Business Coaching	2023
Performance Protocol - Axon Certified Coach	2023
ISC Certified in Cybersecurity	2023
McAfee Investigations Deep Web	2022
GIAC Open Source Intelligence	2022
Blockchain Investigation Group Crypto Currency Investigator	2022
CFCS - Certified Financial Crime Specialist	2022
ACAMS – Certified Anti-Money Laundering Specialist	2022
ACFE – Certified Fraud Examiner	2022
Wharton Online – Economics of Blockchain and Digital Assets	2022
CompTIA – A+ Certification	2022
Chainalysis Cryptocurrency Fundamentals Certification	2022
Chainalysis Reactor Certification	2022
CompTIA IT Fundamentals (ITF)	2020
SANS Digital Forensics 308	2020
Society of Human Resource Professionals – Certified Professional	2019
Chartered Professionals Human Resources	2008

## Awards

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King Charles III Coronation Medal	2024
BC Top Employer Annual Award	2018-Present
Alberta Emergency Service Medal	2023
Canadian Association of Chiefs of Police Equity Diversity & Inclusion	2022
Queens Platinum Jubilee Pin	2022
30-Year Police Exemplary Service Medal	2018
Governor General - Officer of the Police Order of Merit (OOM)	2018
Peacebuilder Award - Rotary International	2018
Canada 150 Pin Honourable Carla Qualtrough Community Service	2017
Governor General - Member of the Police Order of Merit (MOM)	2014
Queens Jubilee Medal	2013
25-Year Long Service Medal	2012
Canadian Police Exemplary Service Medal	2011
Canadian Police Exemplary Service Medal	2007
Winner EPS Essay for Excellence – Power of Mentoring	2001
Chief's Award of Academic Achievement	2001
Royal Roads Entrance Award	1999
Winner Edmonton Police Service Essay for Excellence	1998
Silver Medal World Police Fire Games	1997
Gold Medal Sniper Competition	1993
Best Overall Recruit Award for Recruit Training Class #72	1987

## Committees

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President Association of Certified Fraud Examiners Vancouver-2022-Present	
Chair Traffic Safety Committee BC Chiefs	2013-Present
Co-Chair Canadian Police Chiefs -Research Advisory	2019-2023
International Regional Chair IACP – Mid-Size Agencies	2019-2023
Co-Chair Canadian Police Chiefs – Ethics Committee	2016-2020
President- BC Association Municipal Police Chiefs	2016-2018
Vice President - BC Association Municipal Police Chiefs	2015-2016
Treasurer–BC Association Municipal Police Chiefs	2014-2015
Vancouver Board of Trade – Safety and Security Committee	2012–2014
BC Association of Chiefs of Police – Ethics Committee	2012-2016
BC Association of Chiefs of Police – Crime Reduction	2012-2016
BC Association of Chiefs of Police – Diversity Committee	2013-2016
Working Group on Missing Women Commission of Inquiry	2012
Police Services - Police Plan Focus Group	2012
Canadian Association of Chiefs of Police – Ethics Committee	2012-2016
Chair – Executive Review Panel	2010-2012
Chair – Occupational Health and Safety – CPB	2009-2012
Chair – EPS Professional Awareness Committee	2009–2012
Chair – Harry Hole Community Policing Award	2008-2012
Secretary – Edmonton Police Foundation	2008–2012
President – National Incident Command	2008–2010
Vice Chair – Incident Command Committee	2007–2010
Chair / Senior Office I/C Honor Guard and Historical Unit	2011–2012

## Speaking

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Legacy Place Society - Calgary - Edmonton -Lethbridge	2024
Vancouver Node - Chainalysis	2024
PolCyb	2024
Law of Policing Conference - Body Worn Cameras	2023
Poly-Cyb Roundtable - Cybercrime	2023
Division of Family Practice – Senior Empowerment	2023
Canadian Border Services Vancouver International Airport	2023
Provincial Conservation Officer Executive Team	2023
International Association of Chiefs of Police -Midsize Chiefs	2021
City of Calgary Firefighters – Resilience & Wellness	2021
International Association of Chiefs of Police	2020
Greater Vancouver Fire Chiefs Association	2020
Canadian Association of Chiefs of Police Ethics and Technology	2020
CP Police Leadership	2020
Rotary –Tsawwassen - COVID Response	2020
Canadian Association of Police Governance	2019
Federation of Canadian Municipalities	2019
First Responders Mental Health Conference	2019
Mental Health First Responders	2019
International Traffic Safety	2019
International Association of Chiefs of Police	2018

Canadian Association of Chiefs of Police – Public Trust	2018
International Association of Chiefs of Police-Police Ethics	2018
Canadian Association of Police Governors – Police Ethics	2018
City of Delta – Top 100 Employer	2018
Canadian Association of Police Governance	2018
Law of Policing – Canadian Institute Business Information	2017
International Traffic Safety – Banff	2017
Justice Institute of British Columbia - Leadership	2015
Canadian Senate Legal and Constitutional Affairs Committee	2014
Canadian Urban Transportation Association	2014
Calgary Negotiator Conference	2014
International Traffic Safety Conference – Keynote	2014
Northwest Fraud Investigator Conference	2014
International Traffic Safety Conference – sessional speaker	2012
Edmonton Police Service Training Section – Level I Incident Command	2011
Canadian Police College – Critical Incident Command	2007-2010
Southside Rotary Club – Community Policing	2009
Athabasca University (Police Management Course) - Trends in Policing	2007
MacEwan University – Police Leadership	2007
University of Alberta – Community Policing	2003-2009
Canadian Learning Channel – Crime Management – 14 Taped Intros	2007
EPS Training Section – Instructional Techniques	1995–1998
Athabasca University – Victims of Crime	1995

## Community Service

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Honourary Aide de Camp to the Lieutenant Governor	2018-Present
University of the Fraser Valley-External Grad Degree Examiner	2018-Present
Simon Fraser University–External Grad Degree Examiner	2017-Present
Simon Fraser University-Guest Instructor	2014-Present
British Columbia Law Enforcement Torch Run–Final Leg Runner	2012-2017
Bent Arrow Society	2009-2012
Edmonton Police Foundation Half Marathon	2009-2012
Family Centre – Board Member	2009-2012
Edmonton Police Foundation Scholarship Fund – Co-Chair	2008-2012
Leadership Edmonton – Board Member	2003–2006

## Associations

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Police Executive Research	2014-Present
Federal Bureau of Investigation – National Academy	2009-Present
Canadian Association of Chiefs of Police	2009-Present
British Columbia Association of Chiefs of Police	2012-Present
British Columbia Association of Municipal Police Chiefs	2012-Present
International Association of Chiefs of Police	2007-Present
Certified Tactical Officer	2005-2010
Certified Police Assessor	2005-Present

**Publications**

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Police Chief - IACP - Decriminalization	2024
BlueLine - Decriminalization	2024
Springer - How do we recognize Police Leader-Thinkers	2023
BlueLine – Transforming the Culture of Policing	2023
Association of Certified Fraud Examiners – Synthetic ID	2022
International Association of Chiefs of Police – Positive Engagement	2020
International Association of Chiefs of Police-Leadership Advisor	2020
Oxford University Press–Creating A Change Culture in Police	2019
American Society of Criminology – Client Centred Policing	2017
Tactical Edge – Targeting Effective Team Development	2013
Tactical Edge – Incident Command	2011
Northcentral University – Stakeholder Expectations of a Police Chief	2010
Tactical Edge – Leadership	2010
Tactical Edge – Professionalization of Tactical Officers	2009
Tactical Edge – Know Your Business	2008
Canadian Journal of Police and Security Services	2003
Mentoring 101 – Royal Roads	2001
SWAT Magazine – Value of Competition	1998