

Joy Stephen

Cambridge, ON N1R 5S6

Summary

Forward-thinking CEO of a Canadian Corporation with solid history of accomplishment in Immigration settings. Articulate and personable leader with excellent program management, strategic planning and operational oversight abilities. Accomplished Immigration Practitioner skillful in assessing business conditions and developing optimization plans to drive key improvements. Excellent Immigration services knowledge with global expertise in reviewing business practices, competitor activities and personnel management policies to make proactive changes. Good relationship-building and problem-solving skills. Focused and responsive CEO with demonstrated record of accomplishment in Immigration services.

Immigration Credentials:

- Began my immigration practice by representing clients in the Skilled Worker category starting in July 1993.
- Over the course of several decades, I have successfully represented more than 5,000 clients in the Skilled Worker category, with my experience specifically tailored to this group and not encompassing the Family and Entrepreneur classes.
- Engaged in extensive data analysis of various immigration programs, implementing targeted strategies for Skilled Worker programs.
- Contributed data analysis expertise to IRCnews, further details of which can be found at <https://ircnews.ca>.
- Authored several immigration-related publications under Pearl Post, demonstrating a commitment to sharing knowledge and expertise in the field.
- Licensed as a Canadian Recruiter in numerous Canadian provinces, including Nova Scotia and Saskatchewan, underscoring my comprehensive understanding of the immigration landscape across Canada.
- IRCC Authorized Representative Licence **R419719**. Verification link: https://register.college-ic.ca/Public-Register-EN/RCIC_Search.aspx. How to verify your consultant support video: <https://ircnews.ca/consultant/>
- Over 3000 Immigration news and Immigration approaches videos: <https://myar.me>

Experience

CHIEF EXECUTIVE OFFICER | 07/1994 to Current

Polinsys Ltd - Toronto

- ♦ Led organization, established business direction and actualized operational plans to meet goals. Led restructuring efforts for leadership team.
- ♦ Analyzed and determined courses of action to align operations and revenue performance with organizational goals. Determined revenue and profit impacts of market strategies and led business direction toward profitable channels. Improved internal processes and stimulated overall organizational efficiency by custom software development, training and operational protocol.
- ♦ Revitalized business plans and realigned company objectives to increase overall profits.
- ♦ Established organizational vision to sustain practice operations and maintain 82-person staff during company transitions.
- ♦ Developed long-range plans for business growth, resulting in 826% increase in sales within 4 years.
- ♦ Monitored business trend forecasts, adjusting budgets and operational plans to maximize growth and opportunities. Designed and executed future funding strategies for the Immigration Services company.
- ♦ Engaged operations team to assess current operations and contribute to strategic revitalization for expansion into new market. public face of organization.
- Oversaw budgetary and financial activities and implemented strategies to grow business and profits. Cultivated strong industry relationships with competitors and suppliers to promote cooperative interactions and improve industry insights.

- Implemented robust policies and organizational structures to underpin successful expansion and drive continuous growth.
- Established and oversaw strategic business actions and streamlined operations.
- Complied with Immigration Consultants standard regulatory bodies to meet business requirements.
- Cultivated and maintained industry relationships and customer partnerships to capitalize on opportunities and maximize business success.
- Built high-energy, forward-thinking team to modernize legacy operations and keep organization agile in changing conditions.
- Controlled business direction changes and provided support during restructurings. Reviewed daily financial reports.

MANAGING DIRECTOR | 04/2014 to Current

The Student Herald Limited - Hamilton, ON

- Assessed, optimized and elevated operations to target current and expected demands.
- Managed employment agreements, compensation plans, salary analysis and corporate governance. Maximized efficiency of operational systems by updating internal frameworks and controls.
- Facilitated improvements to performance management system.
- Identified and pursued new potential client services opportunities and business development activities. Increased efficiency, effectiveness and profitability by managing team productivity, costs and budgets. Recruited, identified, and developed Management professionals and implemented training and development programs to successfully exceed retention targets.
- Cultivated favorable stakeholder relationships for strategic progress and mutually beneficial business agreements. Thoughtfully contributed to committee plans and strategic decision making.
- Built consensus between factions and devised innovative strategies to improve business decision-making processes. Offered recommendations to board on ways to improve success of proposed plans and assure efficient execution. Presided over shareholder gatherings to present detailed information on progress and respond to attendee questions. Executed on-time, under-budget project management to adhere to project road map.
- Improved profitability by accurately maintaining P&L to meet prime fiscal responsibility.
- Oversaw technological improvements, successfully reducing waste and eliminating business bottlenecks. Monitored business trend forecasts, adjusting budgets and operational plans to maximize growth and opportunities.
- Managed development, editing and publishing of editorial content created in-house or submitted, including articles, blogs, audio interviews and video features.
- Wrote interesting, eye-catching story headlines and summaries.
- Handed out story assignments, directed content meetings and evaluated submitted pieces to manage overall tone and execution of work.

AUTHOR | 11/2018 to Current

Pearl Pen - Cambridge, ON

- Worked closely with development to align documentation and development processes. Arranged for publication, printing and distribution of writing.
- Completed writing assignments according to set standards regarding order, clarity, conciseness, style and terminology.
- Researched accuracy of information supplied.
- Interviewed contacts by phone, Skype and in person for human nature stories to be incorporated in book. Edited documents for grammar, clarity, content and formatting.
- Participated in meetings related to product development and implementations. Followed project scope and outlined content guidelines for each project.
- Collaborated with specialists in other disciplines, including engineers, product management, instructional design and
- Applied strong writing, editing and proofreading abilities to each assignment to produce best possible content.

GROUP HEAD, STATISTICAL TEAM | 11/2019 to Current

Raw Statistics

- Developed collaborative relationships to recruit new scientists to Immigration data analysis program. Prepared data for processing by organizing information and checking for any inaccuracies.
- Worked with foreign government clients to scope projects and wrote proposals describing how problems could be tackled.
- Developed and tested experimental designs, sampling techniques, and analytical methods. Developed and evaluated statistical data for individual studies.
- Identified and resolved problems or inconsistencies within projects.
- Analyzed Immigration data using descriptive and multivariate statistical analysis processes.
- Cultivated and maintained relationships and ongoing communication with potential International statistical scientists. Collaborated with recruitment and HR professional to achieve hiring goals.
- Shared research findings through publications, presentations and conferences.

- Performed experiments to explore acceptable methods of Immigration related data analysis especially from developing countries where sourcing data is sometimes a challenge.

PRESIDENT | 05/2017 to Current

Dreams Eh Ventures - Halifax, NS

- Collaborated with company partners to develop and actualize strategic plans to advance company's mission and objectives and promote revenue, profitability and growth.
- Oversaw strategic business decision-making to develop, enhance and enforce business missions. A venture capital company has several missions.
- Monitored industry trends and introduced new business ventures to foresee the opportunities which lay ahead post pandemic.
- Executed on-time, under-budget project management to adhere to project road map. Some projects had to be accelerated to ensure timely delivery post pandemic.
- Formulated and launched marketing and promotional campaigns to maximize returns.
- Leveraged trends in customer industries and marketplaces to shape solutions and approaches post pandemic. Monitored business trend forecasts, adjusting budgets and operational plans to maximize growth and opportunities. Oversaw business division operations, including development, production and marketing.
- Crafted and monitored internal control systems.
- Two major projects being fast tracked. KitchenEh, The Community Kitchen which is there to support small businesses and non-business Cooks to bring the best out of Canadian diversity. Another project is Training & Credentialing Canada, a program to compare trade skills with Canadian trades certification and develop a bridging program in partnership with Red Seal among others.

PRODUCT ASSOCIATE | 09/1994 to 05/2000

Altimed - Mississauga, ON

- Initiated discussion with production department to improve tools, workflow and analytical processes. Tracked development health and velocity using agile tools to mitigate risks.
- Modernized products based on consumer feedback and market analysis to increase sales and expand product offering.
- Strategized approaches to meet objectives and capitalize on emerging opportunities.
- Boosted profits, delivering sales proposals and presentations using improvement planning software to communicate product quality.
- Directly managed multi-million co-operative budgets.
- Used client-defined specifications and preferences to develop product concepts and offerings.
- Partnered with internal and external agency teams to create innovative strategies and implement marketing plans that drive awareness, engagement and product adoption.
- Established goals, policies and work standards to strengthen team performance and boost product results.

