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Steven W. Francis, B.A., LL.B.

Profile & Summary:

- *Able to summarize and analyze Aboriginal case law, legislation and regulations for relevance, impact and potential business risks to employer's interests;*
- *Effective in developing relationships with Aboriginal communities and organizations and other stakeholders;*
- *Experience in negotiating agreements between employer and First Nations;*
- *Excellent written and oral communication skills; and*
- *Experience in the development of Aboriginal Policy instruments and strategies intended to prevent or resolve conflict.*

Work Experience:

April 2017 to Present

Calgary AB

President

3 S Consulting Services Inc.

3 S Consulting is able to develop and conduct Presentations on First Nation and Metis issues; develop and facilitate Workshops relating to Aboriginal Awareness and Consultation, Aboriginal Peoples Issues and Corporate Risk Management, Aboriginal Agreement Negotiation and Implementation, and Aboriginal Engagement and Relationship Building; and to provide strategic advice to First Nation, Metis, Business and Corporate clients.

January 2016 to March 2017

Calgary AB

Owner/Principal

Francis Consulting

Francis Consulting is able to conduct First Nation consultation, negotiate agreements with development proponents, conduct Aboriginal awareness sessions, and provide First Nation policy advice, regulatory analysis and strategic advice.

May 22, 2012 to September 15, 2015
Sr. Aboriginal Relations Advisor
Shell Canada Limited

Calgary AB

- Contribute to and manage the strategic business plan for the department to ensure that corporate objectives are realized. Develop and execute Aboriginal engagement strategies for new projects and for an existing asset.
- Conduct Aboriginal Awareness training for Project and Asset Teams and senior leaders accountable for personnel working with Aboriginal communities. Mentor and coach junior employees engaging and consulting Aboriginal communities.
- Assist in developing high-level negotiation and benefit agreement strategies for negotiations with First Nations in BC and Ontario to facilitate Project development or growth plans. Develop and contribute to an internal document relating to Agreements with Aboriginal Peoples and Shell.
- Developed and implemented an Approach for Working with Aboriginal Communities in Canada for internal use and communication. Conduct ongoing analysis of emerging Aboriginal issues and communicate them to senior management, lines of business, and select groups.
- Review and brief emerging Aboriginal Law cases for their impact to employer's business.
- Ongoing engagement with government officials and Canadian Association of Petroleum Producers (CAPP) with a view to ensuring their alignment with corporate goals.

August 3, 2010 to May 11, 2012
Aboriginal Relations Advisor
TransCanada

Calgary AB

- Provide advice and leadership relating to Aboriginal issues for NE BC and NW AB and help to shape the strategic directions for Projects in alignment with corporate objectives.
- Develop strong working relationships with Aboriginal communities and federal and provincial regulators.
- Draft Aboriginal relations content for NEB Project applications and information requests that address regulatory requirements.
- Identify mitigation or benefit enhancement strategies for Aboriginal community concerns in order to secure and maintain on-going access to Project right-of-way lands.
- Contribute to the development and execution of regional Aboriginal relation strategies while enhancing corporate reputation.

Education:

September 1994 to April 1997
University of Ottawa, Faculty of Law
LL.B. Degree awarded May 25, 1998

Ottawa ON

September 1987 to April 1993
University of Regina
B.A. Degree awarded May 28, 1993

Regina SK