



Mr. Luc Cassivi, CMM, CD



PROFILE

Former Sea Cadet of RCSCC 236 Gaspesien from 1979-1983, achieving the rank of Chief Petty Officer 1st Class, as well received the Lord Strathcona Medal.

Through the work of his mother, she served as a member of the Navy League of Canada in Quebec Division from 1981 until early 1990s, he gained knowledge of the role of the Navy League of Canada.

Experienced executive with a strong track record of leadership, problem solving, critical thinking, institutional management, innovation, and creating a positive work environment.

Decorated naval officer who has lead many organizations from sea-going units to operational/industrial complexes as well as academic institutions. Skilled in resource, personnel and project management with experience leading and managing complex, multi-year projects in dynamic and complicated regulatory environments. Life-long champion for diversity, has actively broken down barriers for all in the workplace.

Through active leadership, creates professional and positive work environments where people are valued and encouraged to flourish. Developed multiple generations of military and civilian leaders throughout the Canadian Armed Forces and Department of National Defence.

EXPERIENCE

Director General Culture Change - 10/2021 to 09/2022

Establish a culture change framework across the Defence Team to enable the actualization of its diversity goals through a genuine commitment towards inclusive policies, processes, and behaviors.

Champion for the Defense Team Pride Advisory Organization - 12/2020 to 09/2022

Promote equality and fairness for the civilian and military LGBTQ2+ communities. Liaise with functional authorities to improve personnel policies and culture change supporting inclusiveness for the LGBTQ2+ team members.

Canadian Armed Forces Senior Liaison Officer to Veterans Affairs Canada - 08/2020 to 09/2022

Enhance cooperation and alignment in the area of policy development to ensure cohesion in the continuum of care for Canadian Armed Forces members and Veterans. Act as Senior Advisor to the Deputy Minister of VAC and the Minister of VAC in his role of Assistant Minister of National Defence.



Defence Team Champion for Gender and Diversity for Operations - 07/2017 to 08/2020

Promote the advancement of the Women Peace and Security agenda, the Vancouver Principles, Gender Based Analysis, and Inclusiveness from an institutional perspective. Guide the development of policies, studies and curriculum to support these activities and reduce barriers.

Commander Canadian Defence Academy, Kingston, ON — 05/2017 to 08/2020

Exercised oversight of 1 collegiate and 3 university campuses in 2 provinces (Ontario and Quebec). Developed strategic direction for professional military education for the profession of arms, including leading the evolution Canadian Military Leadership Doctrine. Managed a \$130M budget, 800 employees and 3000 students.

Director General Naval Strategic Readiness, Naval HQ, Ottawa, ON — 08/2014 - 04/2017

Exercised oversight of the sustainment and operations of the Royal Canadian Navy. Coordinated Fleet readiness plans to ensure mission success and adherence to strategic objectives. Prepared Human Resource and training strategy for the arrival of new classes of ships. Managed strategic risk for the Commander of the Royal Canadian Navy. Oversight of \$1B worth of activities, including major contracts, global supply chain management, operational training and personnel professional development. Championed integrated risk management at the strategic level.

Base Commander, Canadian Forces Base Esquimalt, Esquimalt, BC— 07/2013 - 07/2014

Provided leadership, logistical and engineering support and emergency services to an industrial, operational, and residential complex totaling 1500 buildings. Coordinated activities with 12 other municipalities and 5 First Nations including disposal of land in accordance with treaty obligations and regulatory requirements. Designated Port Authority for Esquimalt Harbour including all aspects of licensing, operations, law enforcement, regulatory compliance and remediation activities. Managed approximately \$6B of assets, \$140M operating budget and 1300 employees.

Commander of the Submarine Force and Chief of Staff Plans and Operations, JTFP/MARPAC, Esquimalt, BC — 01/2012 - 06/2013

Managed operational programs and coordinated requirement for all naval and military activities in British Columbia and adjacent waters. Coordinated with Public Safety Canada, Emergency Management BC, RCMP, Transport Canada and others for intelligence fusion and response to maritime threats in the area. Lead a fleet of 4 submarines; coordinated readiness and maintenance plans, operational employment, personnel development and certification requirements. Developed leaders for the future. Managed a \$35M annual program with a team of 110 personnel.



Command of ships and submarines, Halifax, NS and Esquimalt BC - 07/2004 - 06/2010

Commanded 3 submarines, the Submarine Sea Training Group and one frigate during demanding operational programs. Culmination of nearly 18 years of sea-going employment. Delivered mission success while developing future leaders. Delivered maritime diplomacy during multiple foreign visits in support of Canadian objectives. Managed significantly high risk operations in demanding maritime environment.

EDUCATION AND TRAINING

Harvard Kennedy School of Government, Cambridge MA— International and National Security for Senior Executive program, 2018

National Defense University, Washington DC - Capstone program, 2016

Naval War College, Newport RI - Naval Command College, 2011

Heriot-Watt University, Edinburgh Scotland - Master of Business Administration - 2008

Submarine Command Course, Royal Netherlands Navy - 2004

HMAS Watson, Garden Island, Australia - Submarine Executive Officer Course - 2001

Canadian Forces Naval Operations School, Halifax, NS - Operations Room Officer Course - 1998

Canadian Forces Naval Operations School, Halifax, NS - Fleet Navigation Officer Course - 1993

Canadian Forces Naval Operations School, Halifax, NS - Submarine Officer Course - 1992

HMCS Margaree, on deployment - Bridge Watchkeeping Certificate - 1990

Naval Officer Training Center Venture, Esquimalt, BC - Naval Qualification - 1989

College Militaire Royal de St-Jean, St-Jean, QC - Bachelor of Computer Science with major in Operations Research - 1988

HONOURS

Invested in the Order of Military Merit of Canada at the rank of Officer and subsequently promoted to the rank of Commander of the Order

Awarded the Canadian Decoration

Sea Service Insignia - Gold (highest level for recognition of time at sea)



Naval Warfare Insigna - Gold

SKILLS AND EXPERIENCES

Board of Directors and Canadian Armed Forces Strategic Committees membership:
Armed Forces Council (2017 to 2022)

Partnership for Peace Consortium of Defense Academies Senior Advisory Committee
(2017-2020)

Board of Governors of Royal Military College Kingston (2017-2020)

Board of Governors of College Militaire Royal de St-Jean (2017-2020)

Naval Board (2014-2022)

Naval Strategic Management Board (2014-2017)

Fleet Sustainment Oversight Committee (2014-2017)

Naval Succession Planning Board (2014-2017)

Canadian Forces Pension Advisory Committee (2014-2017)

United Way of Greater Victoria (2013-2014) Chamber of Commerce of Victoria (2013-2014)

Testified at parliamentary committees

Extensive (20+ years) experience in expenditure management in the Federal Government

Extensive (20+ years) experience in public speaking, public relations and strategic communications

Extensive (20+ years) experience in talent management and succession planning

Extensive (20+ years) experience in the administration of Military Justice

Significant (15+ years) experience in the administration/resolution of grievances

Significant international work experience (Australia, United Kingdom, The Netherlands and USA)

Significant experience in military diplomacy in support of Canadian National/International Interests
