

PERSONAL PROFILE

- **AUTHENTIC** With over 36 years of varied project and organizational development experience, Scot Merriam is a consensus builder who has consistently guided technical and construction teams to achieve winning results. Fortunate to be mentored by “giants”, Scot became fascinated with the art of leadership early in his career. While he learned how to be a mechanical engineer in university, his rich career and life journey later provided the fertile ground to forge strong interpersonal skills and better understand the intricacies of leading teams. Additional coursework in the field of human psychology has provided him not only with a good understanding of his own behavior, but that of others. His passion in semi-retirement is sharing his life’s learnings to help empower people to navigate their personal, team and organizational working lives more harmoniously, in the interest of fostering greater community wellness.
- **PATIENT**
- **PERCEPTIVE**
- **RELATIONAL**

CAREER EXPERIENCE OVERVIEW**February 2024 – Present – President/Principal of SRM Projects Ltd., a Vancouver Island, BC coaching and consulting firm providing individual and team development services**

Currently developing an organizational communications training program for delivery in 2024 and onward.

January 2022 – January 2024 – President/Principal of SRM Projects Ltd., a Vancouver Island, BC consulting firm providing project management services

Managing plant maintenance projects in the municipal/wastewater sector, with total budgets to \$5M.

January 2019 to December 2021 – Special Projects and Safety Manager, and Director, Viridian Energy Co-operative, a solar energy startup and one of the leading installers on Vancouver Island, BC.

Coordinated commercial size solar energy projects and developed the co-op’s safety program before creating a number of other key policies and procedures to equip the business to double its revenue and staff. Led monthly safety meetings covering topics pertinent to solar PV system installation, fully engaged the crews/staff and ultimately helped foster a safety culture. As a senior member and director of the co-op, provided strategic guidance and input on business and human resource matters, including annual budget development, organizational structure, interviewing/hiring, co-op remuneration policy and navigation of performance/disciplinary issues. Presented with outstanding contribution award upon retirement.

July 2007 to December 2021 – President/Principal of SRM Projects Ltd., a Vancouver Island, BC consulting firm providing mechanical engineering and project management services

Managed and engineered 40 initiatives in the municipal/First Nations, primary resource and clean energy sectors, from screening level resource assessment studies, to preparation of land licensing/development plan documents to on/off-grid community energy plans to complete project coordination and construction monitoring. Projects included kraft pulp bleach plant upgrades, large and small hydropower studies/installations, dam safety reviews/inspections, tidal, wind and solar energy initiatives and wastewater plant rebuild jobs, with estimated budgets as high as \$25M.

August 1987 to June 2007 – Project Engineer/Manager, Pope and Talbot Ltd., Harmac Pulp Operations Nanaimo, B.C., a unionized, three line, 1,200 MTPD Kraft Pulp Mill

Managed and engineered over 155 capital and maintenance jobs with completed costs to \$5.5M/project, working with engineering staff, consultants and mill crews or installation contractors. Duties involved assisting in project scope development, preparation of budget and Application for Expenditure, technical and equipment

specifications, requests for proposals, purchase requisitions, detail/design engineering, shutdown and tie-in planning, scope of work or Call for Tenders, contract preparation and construction management or field engineering. Responsibilities included inspecting and maintaining the mill's water reservoir dam and water supply penstocks. Developed a broad knowledge of piping, pumps, tanks, mixers, pressure vessels, filters and heat exchangers as well as materials and associated corrosion mechanisms.

EDUCATION AND PERSONAL/PROFESSIONAL DEVELOPMENT

- **POST-SECONDARY DEGREE** B.A.Sc. Mechanical Engineering, University of British Columbia, 1987
- **PROJECT MANAGEMENT** Managing Project Costs, Project Management – a Team Approach, Giving & Receiving Criticism, Effective Supervision, Law of Contracting and Tendering, Project Financial Analysis, Organizational Quality Management
- **PROBLEM SOLVING** Kepner Tregoe Problem Solving
- **COMMUNICATION** Non-Violent/Compassionate Communication workshops and practice sessions (delivered by ReConnect/Myriam Verzat), and author *How to Write Effective Investigation Reports* and the *Business Communication Method Selection Guide*
- **PERSONAL DEVELOPMENT** Pursuit of Excellence (now ReSet for Excellence, delivered by Excellence Seminars International), Come Alive (delivered by The Haven), The Wall (delivered by Excellence Seminars International), Journey to Self (delivered by The Haven)
- **HUMAN WELLNESS** Equine Facilitated Wellness Learning Professional in training (member of PAEFW-Canada, with instruction/mentoring from Generation Farms and Chiron Medicine Horses), Compassionate Inquiry (Gabor Mate), The Wisdom of Trauma (Gabor Mate)
- **COACHING** Completed Erickson Coaching International's coach accreditation program classes in May 2023 and working on completing the mentoring component.

PROFESSIONAL AND COMMUNITY INVOLVEMENT

Past Member, *Engineers and Geoscientists B.C.* (retired in good standing December 31, 2021)

Volunteer and founding member, *Island Community Solar Co-operative*

Donor, *Engineers Without Borders, The Haven Foundation*

Past member/director, *Marine Renewables Canada*

Past member/director, *Energy Solutions for Vancouver Island*

Past member/director, *Nanaimo Search and Rescue Society*

Past member/director and paper presentation award recipient, Pacific Coast Branch, *Pulp and Paper Technical Association of Canada*