


Maria Reyes

 613-402-2919

 maria.teresa.reyes.2024@gmail.com

 Ottawa

 <https://www.linkedin.com/in/reyesmaria/>

SC: Secret (2032) SLE: CCC (Expiring in 2028 and 2029)

About Me

I am a seasoned professional with thirteen years of experience in Performance Measurement and Evaluation, Strategic Planning, Program Design, and Social Innovation-Finance. My experience spans various sectors including central agencies, health, economic development and trade, and social services. I have provided strategic advice to senior management (from Directors to Deputy Ministers) and Ministers, facilitating evidence-based decision-making and fostering participatory innovative processes. Committed to continuous learning, I actively seek opportunities to expand my knowledge and skills to better serve my clients and facilitate positive change.

Experience

November 2022 - Present

Advisor (EC-06) - Treasury Board of Canada Secretariat – Horizontal Program Review Division

- Leading the design of processes for the implementation of recommendations from the 2024 Horizontal Review.
- Spearheaded engagement sessions with volunteers from the Expenditure Management Sector to identify workplace challenges and identify potential solutions. Briefed sector senior managers on results.
- Led the design and implementation of a stock-taking exercise in collaboration with departments to evaluate the progress made towards implementation of the 2019 skills review.
- Designed a stakeholder engagement proposal for the Treasury Board President for the skills and youth horizontal review.
- Contributed to the creation of materials for the ADMs advisory committee meetings and to the elaboration of the final report for the skills and youth horizontal review.
- Conducted thorough data collection and analysis to assess the need for and viability of reviewing government programs in certain strategic areas of focus.
- Crafted strategic recommendations via briefing notes and presentations for the Assistant Deputy Minister for potential scope and processes to adopt if a specific theme were to be chosen.

December 2021 – October 2022

Director (EX-01) – Government of Manitoba – Department of Families - Social Innovation Office

- Directed a multi-disciplinary team comprised of policy analysts, financial analysts and data scientists in multiple projects, collaborating with internal and external stakeholders under the oversight of the Executive Director.
- Oversaw the feasibility analysis stage and developed Treasury Board submissions for social impact bonds and alternative service delivery arrangements, focusing on enhancing social conditions in education, mental health, and skills development for vulnerable Manitobans.
- Guided the design and implementation of the evaluation of the Urban Indigenous Vaccination Clinics to advise the Deputy Minister of Indigenous Relations and the Urban Indigenous Advisory Committee on progress towards outcomes and future service requirements. This evaluation included consultation with key stakeholders

such as Southern Chiefs Organization, Manitoba Inuit Association, Manitoba Keewatinowi Okimakanak.

- Coordinated hiring processes alongside the Executive Director and facilitated the onboarding of new team members to ensure seamless integration and performance.
- Led senior managers from multiple departments in collecting and analyzing housing data producing a gaps analysis utilized in inter-sectoral discussions and submissions to Cabinet to identify potential provincial solutions.
- Led the design of an outcomes fund proposal - including an operational and financial plan- aligned with central government priorities, enhancing outcome reporting, and fostering inter-sectoral partnerships through stakeholder consultations.
- Managed the final stages of a \$1 million contract for an evaluation of 31 mental health and addictions programs (an investment >\$40M) bridging gaps in analysis delivered, hiring and supervising 15 students to enhance evaluation reports, and ensuring alignment with executive leadership needs.
- Improved process efficiency and team satisfaction within SIO by developing standardized tools for data collection and analysis during social impact bond creation, supporting new analysts and ensuring consistent quality deliverables.
- Provided strategic guidance and coached SIO team members on utilizing data effectively for decision-making documents and Treasury Board processes, fostering skill development and alignment with project objectives.
- Managed and directed a diverse team of 17 professionals, including policy analysts, financial analysts, and data scientists, fostering collaboration with internal and external stakeholders. Promoted diversity and inclusion to ensure a cohesive workspace.
- Led needs assessments, stakeholder engagements, and project designs in collaboration with various departments, external consultants, and service delivery organizations. Created comprehensive proposals to for Treasury Board, Priorities and Planning Committee and Cabinet for the implementation of social impact bonds and alternative financial models in critical sectors, including childcare, healthcare, education, and mental health.
- Designed and executed the evaluation framework for Urban Indigenous Vaccination Centres during the COVID-19 pandemic. Collaborated closely with Indigenous governance and service delivery organizations to offer strategic advice – via evaluation recommendations - to Deputy Ministers, TBS and Priorities and Planning, assessing results to date and anticipating future needs.
- Oversaw a \$1 Million contract for evaluating the provincial mental health strategy. Provided strategic guidance, identified and addressed gaps, and successfully realigned the contract with both departmental and provincial government objectives.

December 2019 – November 2021

Director (EX-01) - Government of Manitoba – Treasury Board Secretariat and COVID-19 TaskForce

- Under the direction of the Assistant Deputy Minister of Strategic Initiatives, I directed a team of six senior and junior analysts in conducting reviews of programs and government entities, as well as advisory projects, in close collaboration with various departments.
- Delivered recommendations to Senior Executives including Executive Directors, Assistant Deputy Ministers, Deputy Ministers, and Cabinet members through presentations, comprehensive written reports, and Briefing Notes to the Treasury Board, outlining program review outcomes and advisory project findings.
- Evaluated programs for their value for money, encompassing aspects of relevancy, effectiveness, efficiency, and economy. These reviews resulted in cost savings, improved client service delivery, streamlined processes, and enhanced outcome reporting.
- Mentored team members to foster active engagement and ensure high levels of satisfaction among the team.

- Oversaw hiring processes and conducted performance reviews for team members to maintain a high-performing and cohesive team environment.
- Directed crucial sub-components of the Manitoba's COVID-19 Vaccination Taskforce, specifically:
 - Working with Shared Health, TBS, Health and the Taskforce Co-Chairs to identify staff needs, obtain funding, create job descriptions, perform interviews, create introductory materials, and hire the first 1,000 vaccination staff.
 - Worked with Procurement and Legal Services in the creation of request for proposals, proposal assessment and contractor selection for additional labour force recruitment and training initiatives.
 - Co-led the design and delivery of the Urban Indigenous vaccination strategy in consultation with Indigenous governance organizations, Indigenous service delivery organizations and other sub-components of the taskforce.

July 2017 – November 2019

Manager Strategic Planning and Evaluation - *Government of Alberta – Economic Development and Trade*

- Directed a team of three analysts while reporting to a Director, overseeing the development of strategic documents for the Department.
- Facilitated engaging sessions with analysts, Directors, and Executive Directors to craft departmental annual reports, departmental plans, and branch operational plans, fostering collaboration and alignment across teams.
- Led an inter-departmental team in conducting a program review of international offices, ensuring compliance with the Office of the Auditor General's standards, facilitating internal decision-making processes, and driving quality improvement initiatives.
- Developed comprehensive performance management and evaluation guides for the Department, promoting education and capacity building across divisions.
- Represented the Department in various inter-ministerial committees such as the GBA+ Evaluation Task Force, Gender Budgeting and Foresight Working Groups, and Evaluation and Assessment Network, facilitating knowledge exchange, cross-ministry learning, and adoption of best practices.
- Stepped in as the Acting Director of Strategic Planning and Evaluation during absences, facilitating seamless information flow, decision-making, and coordination among team members, the Executive Director, and other divisions.
- Provided supervision and mentorship to analysts and support staff, fostering a collaborative environment, defining shared goals, leveraging individual strengths, managing project timelines, and delivering constructive feedback and guidance.

July 2014 – June 2017

Program and Evaluation Consultant Primary Health Care – *Government of Saskatchewan - Department of Health*

- Led the planning and execution of the evaluation of Collaborative Emergency Centres in collaboration with internal and external stakeholders such as Acute Care Sector, Regional Health Authorities, College of Paramedics, and STARS, ensuring comprehensive assessment and effective utilization of resources.
- Pioneered a joint initiative between the Ministry and Regional Health Authorities to conceptualize and implement a provincial primary health care performance monitoring and evaluation framework. This initiative culminated in the development of provincial primary health care dashboards, enhancing data-driven decision-making.
- Cultivated evaluation capacity among executives, peers, and delivery workers through informal discussions, training sessions, and involving all branch members in various phases of evaluation processes, fostering a culture of continuous improvement.

- Provided strategic guidance to the Director and Executive Director of the Primary Health Branch on evaluations of key initiatives such as the Integration of Primary Health Care and Mental Health and Addictions, Hotspotting, and Health Line, ensuring informed decision-making and program optimization.
- Served as the liaison between a Regional Health Authority and the Ministry of Health, overseeing issue management, budgetary/funding matters, and operational activities to foster seamless collaboration and effective resource allocation.
- Offered mentorship and leadership to a Master's student in partnership with the University of Regina and the Director and Executive Director of the Branch, assisting in the creation of her work plan and growth strategy, nurturing talent and fostering professional development. Directed the operational relationship between a health authority (primary care) and the Ministry of Health, overseeing issue management, operational decisions, and funding allocation.

February 2012 – June 2014

Community Evaluator Primary and Community Care - *British Columbia Interior Health Authority*

- Initiated consultations with direct service providers to identify individual and region-wide outcomes for diverse primary care programs implemented in the region. Operationalized a comprehensive dashboard for individual sites and the Region to share information, assess progress and facilitate quality improvement.
- Designed and implemented the evaluation of regional and local initiatives, including the Diabetes Collaborative and the Methadone Maintenance Program. Evaluated progress towards outcomes and identified opportunities for improvement.

Education

Master's in public administration - Carleton University

Bachelor in Social Work - Carleton University

Certificate – IAP2 Foundations on Public Engagement - International Association for Public Participation

Summer 2022

Certificate – Senior Leadership - Schulich School of Business (York University) and Government of Manitoba

2020-21

Relevant Professional Development

TBS / **Mentorship Plus Program** 2023-24

Canadian Evaluation Society / **Annual Conference** (2023, 2022)

SVX / **Social Finance Training** (2022)

Government of Manitoba / **Balanced Scorecards Training** (2021)

Government of Alberta / Strategic Foresight (2019)

University of Alberta Extended Education / **Business Analytics Series (2018) and Business Strategy Series (2017)**

Skills

- Strength in stakeholder engagement at all project phases: planning, design, implementation, evaluation, and reporting
- Communication and Collaboration
- Leadership and Management
- Advising Senior Leadership

Memberships

- Canadian Evaluation Society – Active Membership
 - Board Member of the Manitoba Chapter 2020-222
- Rotary International – Member since 2012

Interests

- Volunteering
- Learning
- History
- Music
- Hiking/Outdoor activities