

SANDRA ROLFE, B.Sc., MBA

COMPENSATION SPECIALIST DATA ANALYSIS, CBC/RADIO-CANADA

Sandra has worked in the compensation field for 8 years in both high tech and media & broadcasting industries. She began her career as a software designer for Nortel Networks, designing real-time fault detection software for telecommunications equipment. As a software development manager Sandra became more interested in coaching and developing people rather than developing the next new product, which lead her to a career in Human Resources. Her experience in the technical ranks enabled her to bring a wealth of knowledge and experience to the compensation field from one who has been there and understands the jobs.

Using her strong analytical background and strategic perspective, Sandra led the Compensation Data Analysis of Nortel Networks, performing market research and analysis in Europe, Asia, Australia and North America for both executive and non-executive levels. Sandra now works for a leading Canadian media & broadcasting company providing compensation support for union and non-union compensation programs.

Sandra's educational background is diverse, global and spans both the traditional classroom delivery and distance education models. Sandra is currently completing her PhD dissertation at Touro University International, in California. She previous received her MBA from Athabasca University, Canada's leading distance education university, and her B.Sc. from Wilfrid Laurier University specializing in Computer & Computer Electronics.

Prior to returning to Canada, Sandra studied French at Strasbourg University in France and worked in Germany.



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