

**WYNFORD GROUP ASSOCIATE:**  
**JEAN-JACQUES TREMBLAY**  
**SENIOR CONSULTANT**

Jean-Jacques, who is based in Edmonton, has over 30 years of business experience as a practitioner in human resources management, applied economic and research, labour relations research and analysis, information management and information technology (IM & IT). His human resource management career has primarily focused on recruitment and placement, total rewards management, job analysis and job evaluation systems, performance management systems, employee benefit plans research and administration, pension plan and payroll administration, collective agreement costing methodology, workforce planning, and human resource information management systems.

His IM & IT career has primarily focused on the deployment of IT resources on large application development projects, the sale of IT business consulting services with business partners and the management, deployment and maintenance of information technology architecture at a service bureau organization.

As an economist/statistician, he pioneered and ran an innovative labour survey methodology designed at mapping out the total workforce of the province of Quebec. He published annual survey reports and economic studies.

Throughout his career, Jean-Jacques has performed management and consulting roles in both private and public sectors in Alberta and across Canada. He is a Certified Human Resources Professional (CHRP) and also a member of the Canadian Information Processing Society (CIPS), the Human Resources Institute of Alberta (HRIA) and WorldatWork (formerly Canadian/American Compensation Association).

Jean-Jacques has been heavily committed to the support, promotion and development of the HR profession across various business communities. He holds a Baccalaureate in Economic Sciences from Laval University, Certificates from University of Montreal (Industrial Relations) and University of Alberta (Computing Sciences), and a Master of Science in Administration with a concentration in Health Services Administration from Central Michigan University.



***Aligning Human Capital with Business Strategy***

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