
Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

None Selected

Please select your third Board preference: *

None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Nancy

First Name

jJ

Middle Initial

Coston

Last Name

113 Mayo Street

Street Address

Suite or Apt

Hillsborough

City

NC

State

27278

Postal Code

What district do you live in?

None Selected

Business: (919) 245-2800

Primary Phone

Home: (919) 942-0653

Alternate Phone

ncoston@orangecountync.gov

Email Address

Orange County

Employer

Social Services Director

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

None Selected

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I wish to support individuals who need to increase their training and employability. I was previously on the Regional Partnership Board before realignment.

Work Experience

My work experience includes experience in social services at both the county and state levels. I have currently been employed in Orange County as the DSS Director since 2001.

Volunteer Experience

Education

B.A. Psychology and Master in Social Work from UNC Chapel Hill


Comments

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics


Date of Birth

Gender *

Female

Nancy jJ Coston

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

None Selected

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Adult Care Home Community Advisory Committee

Please select your second Board preference: *

Alliance Behavioral Healthcare

Please select your third Board preference: *

Domestic Violence Fatality Review Team

Please select your fourth Board preference: *

Commission for Women

Please select your fifth Board preference: *

Housing Authority

Please select your sixth Board preference: *

Juvenile Crime Prevention Council

Bianca
First Name

Middle Initial

Hodge
Last Name

402 Stonecreek Drive
Street Address

Suite or Apt

Apex
City

NC
State

27539
Postal Code

What district do you live in?

None Selected

Home: (919) 797-8051
Primary Phone

Business: (919) 307-9277
Alternate Phone

bianca.hodge@biplife.org
Email Address

Employer

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Apex

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I am interested in serving on a board or commission because I am passionate about making a positive impact in my community. As a social worker, community activist, and leader, I have extensive experience in advocating for individuals with disabilities and mental health conditions. My community affiliations with the National Association of Social Workers, Leeding Toward Wellness Taskforce, and Southern Regional AHEC Leadership have equipped me with the skills and knowledge necessary to serve on a board or commission. I am committed to making a positive impact in my community and advocating for individuals with disabilities and mental health conditions.

Work Experience

My work as an ACT Housing Specialist at Easterseals UCP in Raleigh, NC, has given me the opportunity to utilize quantitative and qualitative data in consults with community agencies and families to maintain coordination in the treatment process. I have also conducted thorough community needs assessments to intimately gain an understanding of the needs of the community while building and establishing trusting relationships with stakeholders. My experience as a Resident Opportunity and Self-Sufficiency Specialist & Homeownership Coordinator at the Sanford Housing Authority in Sanford, NC, has given me the opportunity to create long-term community engagement techniques to determine the desired direction and location of the agency's community and housing development work. I have collaborated with City Council, non-profit organizations, internal and intergovernmental partners, developers, community members, and other stakeholders to implement effective solutions for affordable housing, workforce housing, and community connections.

Volunteer Experience

. As the Cofounder & Executive Director of BIP- Becoming Infinitely Phenomenal, a nonprofit that supports young adults and families facing mental health challenges, or experiencing emotional disturbance through mentorship, mental health awareness, skill building, and providing referrals and linkages to community agencies, I have developed and implemented data quality standards, policies, and procedures to ensure accurate and consistent data across the organization. I have also created, developed, and maintained test artifacts/documentation for data models, reports, dashboards, and data extracts

Education

My education and experience in business administration, accounting, case management, behavioral analysis, crisis intervention, motivational interviewing, curriculum development, HUD & fair housing regulation, community/program development, mental health advocacy, permanent supportive housing, staff cross-training

Comments

[resumeBianca_Hodge.docx](#)

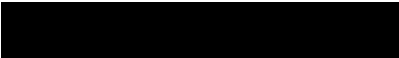
Upload a Resume



If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics



Date of Birth

Gender *

Female

Ethnicity *

Other

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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Bianca Hodge

BIANCA HODGE, BSW, QP

SOCIAL WORKER, COMMUNITY ACTIVIST & LEADER

P 919-797-8051

E Bianca.hodge@outlook.com

A Apex, North Carolina

W www.biplife.org

EXPERIENCE

Feb. 2022- Present

ACT Housing Specialist -Easterseals UCP - Raleigh, NC

Utilize quantitative and qualitative data in consults with community agencies and families to maintain coordination in the treatment process. Conduct thorough community needs assessments to intimately gain an understanding of the needs of the community while building and establishing trusting relationships with stakeholders. Identify barriers to treatment and assist individuals with arranging appointments or linking to treatment providers. Attend community, provider, stakeholder meetings as needed for member and/or as directed to support the needs of the health plan. Engage the member's community primary care physician (PCP) and other providers as appropriate so that they are actively engaged in the transition planning process prior to member's discharge

Nov. 2020 – Feb. 2022

Resident Opportunity and Self Sufficiency Specialist & Homeownership Coordinator- Sanford Housing Authority- Sanford NC

Create long-term community engagement techniques to determine desired direction and location of the agency's community and housing development work. Collaborate with City Council, non-profit organizations, internal and intergovernmental partners, developers, community members, and other stakeholders to implement effective solutions for affordable housing, workforce housing, and community connections. Overseeing daily operations; developing short- and long-term goals, improving processes, and developing programs and procedures. Develop Plans of Care derived from the completed assessments

Mar. 2019 – Nov. 2020

Resource Advocate-The Arc of North Carolina - Southern Pines, NC

Assist individuals connecting people to needed resources (community inclusion, benefits, housing etc.), helping people develop relationships, justify needed services and supports and advocating for their personal needs and desires. Providing direct supports to people with disabilities or special education. Develop Plans of Care derived from the completed assessments. Demonstrate commitment to whole person/integrated care

Jun. 2016 – Dec.2018

Customer Service Representative- Blue Cross Blue Shield - Durham, NC

In partnership with the Community Inclusion Manager, implement the agency affordable healthcare plan while increasing the capacity of the healthcare team and improving affordable healthcare options for low to moderate individuals. Demonstrate commitment to whole person/integrated care. Engage with Providers to identify barriers to service delivery at the member level and work toward individualized resolution with both the member and provider

EDUCATION

University of Denver

Sept. 2021- Nov. 2023

Master of Social Work

Fayetteville State University

Sept. 2010- May 2014

Bachelor of Social Work

KEY SKILLS

- BUSINESS
 - ADMINISTRATION
 - ACCOUNTING
 - CASE MANAGEMENT
 - BEHAVIORAL ANALYSIS
 - CRISIS INTERVENTION
 - MOTIVATIONAL
- INTERVIEWING
- CURRICULUM
- DEVELOPMENT
 - HUD & FAIR HOUSING
 - REGULATION
- COMMUNITY/PROGRAM
- DEVELOPMENT
 - MENTAL HEALTH
- ADVOCATE
 - PERMANENT SUPPORTIVE
- HOUSING
 - STAFF CROSS TRAINING

COMMUNITY AFFILIATIONS

- NATIONAL ASSOCIATION OF SOCIAL WORKERS
- LEEDING TOWARD WELLNESS TASKFORCE
- SOUTHERN REGIONAL AHEC

Oct. 2015 - July 2016

Data Collector- NC Values Coalition - **Raleigh, NC**

Skilled in budget development and management, monitoring and accounting controls, processing and managing contracts, policy development and application, effective personnel management, and development. Retrieve and review historical data to better-understand member's treatment history.

Jan 2015 to Jun 2016

Peer Support/ Intern - Community Counseling Services - **Roxboro, NC**

Provide supportive services under licensed clinical social worker. Employment support, Job coaching, permanent supportive housing, play therapy.

January 2013 to June 2015

Case Manager I- Cumberland Community Action Program - **Fayetteville, NC**

Evaluated needs of low income participants. Completed intake assessments. Developed and implemented Action Plans. Monitored participant's progress. Completed housing needs assessment. Established rapport with community resources. Provided career assessment and interview planning. Provided direct support to individuals in developing and achieving life skills and goals based on their strengths, needs and interest. Familiar with Community Block Grants.

LEADERSHIP

Mar. 2023 – Present

Cofounder & Executive Director-BIP- Becoming Infinitely Phenomenal- **Raleigh, NC**

BIP is a nonprofit that supports young adults and families facing mental health challenges, or experiencing emotional disturbance through mentorship, mental health awareness, skill building, and providing referrals and linkages to community agencies. Develop and implement data quality standards, policies, and procedures to ensure accurate and consistent data across the organization. Create, develop, and maintain test artifacts/documentation for data models, reports, dashboards and data extracts



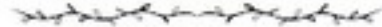
Becoming Infinitely Phenomenal

TRANSFORMING COMMUNITY TO FAMILY

VISIT WWW.BIPLIFE.ORG FOR
MORE INFO!



MENTAL HEALTH IS JUST AS IMPORTANT AS PHYSICAL HEALTH. IT AFFECTS HOW WE THINK, FEEL, AND ACT. TAKING CARE OF OUR MENTAL HEALTH IS ESSENTIAL FOR OVERALL WELL-BEING. BIP WORKS WITH YOUNG ADULTS AND FAMILIES TO NORMALIZE CONVERSATIONS AROUND MENTAL HEALTH.



BIP MENTORS MODEL, ENCOURAGE AND PRACTICE SELF-CARE ON AND OFF THE CLOCK. OUR MENTORS TAKE TIME TO DO THINGS THAT THE MENTEE ENJOY, WHILE PROVIDING OPPORTUNITIES TO LEARN NEW SKILLS. PRIORITIZING SELF-CARE CAN HELP REDUCE STRESS AND IMPROVE MOOD.



IT IS ESSENTIAL TO CONNECT WITH OTHERS. HAVING A SUPPORT SYSTEM IS CRUCIAL FOR GOOD MENTAL HEALTH. WHEN ITS DIFFICULT TO REACH OUT TO FRIENDS OR FAMILY, BIP HAS QUALIFIED MENTAL HEALTH PROFESSIONAL WHEN YOU NEED TO TALK OR RECEIVE GUIDANCE OR REFERRALS



Profile

Which Boards would you like to apply for?

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Capital Area Workforce Development Board

Please select your second Board preference: *

Adult Care Home Community Advisory Committee

Please select your third Board preference: *

Alliance Behavioral Healthcare

Please select your fourth Board preference: *

Council on Fitness and Health

Please select your fifth Board preference: *

Wake Technical Community College Board of Trustees

Please select your sixth Board preference: *

Commission for Women

Candace
First Name

Middle Initial

Hawkins
Last Name

23 Blakley Street
Street Address

Suite or Apt

Clayton
City

NC
State

27520
Postal Code

What district do you live in?

None Selected

Mobile: (919) 673-8431
Primary Phone

Mobile: (919) 673-8431
Alternate Phone

candace_montague@hotmail.com
Email Address

Miller-Motte College
Employer

Education Manager - Career Services
Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

None Selected

Interests & Experiences

Why are you interested in serving on a Board or Commission?

My enthusiasm for the profession and my employer thought it was a great idea and my desire to make my mark. My drive and willingness to learn

Work Experience

I have been in the Educational area for the last 9 years and it has opened doors for me in the areas of healthcare and career development

Volunteer Experience

Education

Comments

[Candace_Montague_Hawkins_Resume.docx.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Female

Ethnicity *

African American

Other

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

Looking online

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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CANDACE' MONTAGUE

919-673-8431

candace_montague@gmail.com

PROFESSIONAL SUMMARY

Results-orientated professional with more than eight years experience in higher education admissions and career services, and over 10 years experience in operations. With a proven track record of student success and enrollment. Certified Professional Coach and Motivator with a person-centered approach. Known for the ability to pull success from any situation.

PROFESSIONAL EXPERIENCE

Miller-Motte College, Raleigh, NC

Education Manager – Academics & Career Services

August 2021- Present

- Develops a Master Schedule of Classes alongside the Executive Director. Maintains a minimum overall student-teacher ratio of 20:1 wherever possible to promote a positive learning environment and optimal utilization of faculty and facilities
- Serves as the chair of the Academic Review Committee. Facilitates hearings and writes letters and reports of findings as outlined in the catalog and handbooks
- Provides oversight to Program Directors who provide academic advisement/counseling as needed to students
- Collaborate with Program Directors to analyze program level graduation rates, placement rates and employer satisfaction

Director of Career Services

July 2020 – August 2021

- Establish new relationships with businesses and organizations to assist with employment of graduates
- Create new opportunities for job training for students to support to assist with their job employment
- Directed and planned various enrollment events including job fairs and high school recruiting events
- Coached, advised, and motivated students throughout their tenure to increase the graduation rates

Career Coach

November 2018 – July 2020

- Assess students' progress throughout the entirety of the program so that they are prepared for employment
- Contact past graduates to determine their employment status and assist them with employment
- Develop students and graduates job search skills and life skills through various methods including workshops, one-on-one coaching sessions, and classroom presentations.

Educational Consultant

April 2015 – November 2018

- Made 80+ outbound calls daily to set appointments with prospective enrollees to come and visit the campus
- Scheduled and conducted interviews (in person and via phone) with prospective candidates for programs
- Managed reentry pipeline and maintained contact with reentry students to encourage their re-enrollment
- Focused attention on enrolling students in short-term programs and building program numbers

Admissions Representative

October 2014 – April 2015

- Scheduled and conducted interviews (in person and via phone) with qualified candidates to provide information on campus offerings and to discuss best program fit.
- Generated quality referrals from prospective enrollees and current students.
- Accurately and completely explained educational programs, expected outcomes, student services, and financial considerations to prospective graduate enrollees, parents, and educators.

Crazy 8 Gymboree, Cary, NC***Assistant Store Manager******July 2013 – October 2014***

- Managed team with assistance of Store Manager handling scheduling, training, and conflict resolution.
- Recruited and developed top talent providing legendary customer service, performance feedback and coaching, and driving exceptional financial results.
- Trained staff for compliance with company policies and federal and state regulations.

F & C Operations, East Haven, CT***General Manager******October 2010 – December 2012***

- Handled multifaceted clerical tasks (e.g., data entry, filing, records management and billing)
- Served as backup for the Store Owner, and made executive decisions as necessary in his absence
- Provided timely responses to information requests, screened calls, and prepared official correspondence
- Co-developed a comprehensive, 15-page manual enabling a more efficient onboarding process for new hires

Wilco Hess, Raleigh, NC***General Store Manager******August 2007 – September 2010***

- Managed entire store operations including P&L, accounts receivable, inventory control, and vendor relations
- Hired, trained, and staffed entire store including daily schedules while managing PTO requests
- Conducted internal and external audits and implemented expense control measures
- Directed the implementation and transition of company policies utilizing new software

Mother and Daughter Day Spa & Salon, Garner, NC***Lead Stylist / Manager******December 2008 – September 2010***

- Cut, trimmed and shaped hair or hairpieces, based on customers' instructions, hair type, and facial features, using clippers, scissors, trimmers and razors
- Demonstrated and sold hair care products and cosmetics
- Shaped eyebrows and remove facial hair, using depilatory cream, tweezers, electrolysis or wax
- Cleaned, shaped, and polished fingernails and toenails, using files and nail polish

EDUCATION, TRAINING, AND CERTIFICATIONS**EXPECTED DATE 2023****BACHELORS OF SCIENCE, MILLER-MOTTE COLLEGE****NOVEMBER 2008****DIPLOMA, CAROLINA BEAUTY COLLEGE****DECEMBER 2018****CERTIFICATE, ATRAS INTERNATIONAL COACHING ACADEMY**

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

GoTriangle Citizen Advisory Committee

Please select your second Board preference: *

Open Space and Parks Advisory Committee

Please select your third Board preference: *

Capital Area Workforce Development Board

Please select your fourth Board preference: *

Centennial Authority

Please select your fifth Board preference: *

Durham and Wake Counties Research and Production Service District Advisory Committee

Please select your sixth Board preference: *

Housing Authority

Thomas

First Name

S

Middle Initial

McCallister

Last Name

6911 Middleboro Dr

Street Address

Suite or Apt

Raleigh

City

NC

State

27612

Postal Code

What district do you live in?

None Selected

Home: (336) 577-6171

Primary Phone

Home: (336) 279-6587

Alternate Phone

thomasmccallister@gmail.com

Email Address

Employer

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

My name is Thomas McCallister, a recent graduate from the University of North Carolina Wilmington, where I majored in Political Science and History. I have a diverse background in public administration, international relations, and affordable housing policies. Through my studies and various experiences, I have developed a passion for public service and a deep interest in resolving socio-political issues. My motivation to serve on a board or commission is rooted in my desire to make a meaningful contribution to society and to help shape the policies and practices that affect our daily lives. I believe that my diverse academic background and work experiences have equipped me with the skills and insights necessary to make a significant contribution to the community. I have a keen interest in research, strategic planning, and community engagement.

Work Experience

In my role with the New Hanover County Planning & Land Use Department, I conducted data-driven research on affordable housing policies, developed an affordable housing dashboard, and created educational materials. This experience has honed my ability to interpret complex data, communicate findings effectively, and engage with various stakeholders - skills that are integral to making informed decisions on a board or commission. Additionally, as a Research Fellow for the Schnog Holocaust Research Fellowship, I undertook extensive research on Holocaust survivors in the Dominican Republic. This role strengthened my research and analytical skills, which I believe are important in serving on a board or commission, where understanding and assessing complex issues are often required. It also instilled in me a deep respect for the importance of historical context in policy making and community development.

Volunteer Experience

During the 2020 and 2022 elections, I worked effectively as part of a collaborative volunteer team to conceptualize, create, and distribute campaign materials for multiple local electoral candidates. This experience has given me a unique perspective on the importance of community engagement, and the role of policy in shaping the lives of individuals within the community. It has also taught me how to communicate effectively with a diverse group of stakeholders, a skill that is crucial when serving on a board or commission where clear communication is key to consensus-building and decision-making. I also helped coordinate and facilitate high-profile public appearances and political events, providing a robust platform for candidate engagement and policy discussion. These experiences honed my event planning and coordination skills, and taught me how to create environments conducive to open dialogue and productive conversation - skills that will be invaluable in organizing and participating in board or commission meetings. Moreover, volunteering on these campaigns allowed me to see firsthand the democratic process in action, highlighting the importance of transparency, accountability, and public participation in decision-making. This deepened my understanding of and respect for the principles of good governance, which I would uphold and advocate for as a board or commission member.

Education

I graduated from the University of North Carolina Wilmington with Bachelor's degrees in Political Science and History, two disciplines that offered me a comprehensive view of how governmental systems function, the importance of policy decisions, and how historical events shape our present and future. This, combined with my minors in Public Administration and International Relations, has equipped me with knowledge and perspectives essential to understanding, evaluating, and forming policies, a crucial aspect of serving on a board or commission. While studying, I was actively involved in a variety of extracurricular activities. As the President of the Model United Nations Association, I learned about diplomatic negotiations, policy formulation, and global governance, which I believe will enable me to appreciate diverse perspectives, negotiate effectively, and make well-informed decisions on a board or commission. My membership in Phi Alpha Theta and the Natural History Collections Curation Club allowed me to develop a rich understanding of historical events and their implications, enhancing my capacity to make contextually-informed decisions. Furthermore, my education was complemented by practical experience. As part of my curriculum, I undertook several research projects that developed my ability to examine and interpret complex information critically, a skill that will be invaluable when making informed decisions on a board or commission.

Comments

I am deeply committed to using my skills and experiences to make a positive impact on the community. In my view, serving on a board or commission is an excellent platform to do just that, enabling me to use my abilities in public administration, research, and community engagement to contribute to well-informed decision-making and policy development.

[Thomas McCallister -
Resume.docx](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics



Date of Birth

Gender *

Male

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

County Website

Thomas S McCallister

If you selected "Other" above, how?

Please upload a file

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Thomas McCallister

6911 Middleboro Dr | Raleigh, NC 27612 | (336) 577- 6171
thomasmccallister@gmail.com

Motivated Political Science and History graduate with a broad knowledge base in public administration, international relations, and affordable housing policies. Committed to utilizing research skills and community engagement to address socio-political issues. Seeking to leverage my academic background, work experience, and passion for public service within a position where I can make a meaningful contribution and further my professional growth.

Education

B.A. Political Science - B.A. History

University of North Carolina Wilmington

08/2019 - 05/2023 Wilmington, North Carolina

Minors: Public Administration & International Relations

Extracurricular: Model United Nations Association (President), Phi Alpha Theta, Natural History Collections Curation Club

Work Experience

Planning and Land Use Intern

New Hanover County Planning & Land Use Department

01/2023 - 05/2023 Wilmington, North Carolina

- Conducted data-driven research on affordable housing policies and collaborated with various stakeholders to promote housing solutions in the county.
- Developed an affordable housing dashboard and related educational materials, employing outreach strategies to raise program awareness among residents.
- Gained proficiency in ArcGIS and AutoCAD, aiding in the visualization and planning of housing projects.
- Utilized Microsoft Suite and Adobe Creative Cloud extensively for efficient project management and the creation of visually appealing design materials.

Counter Sales Representative

Avis Budget Group

11/2021 - 12/2022 Wilmington, North Carolina

- Responsible for providing excellent customer service, completing rental agreements, and explaining the features of products to customers.
- Assisted customers with vehicle selection, processed payments, accepted reservations, and answered a high volume of incoming calls in a timely manner.

Research Fellow

Schnog Holocaust Research Fellowship

11/2021 - 07/2022 Wilmington, North Carolina

- Conducted extensive research with university faculty on the little-known history of Holocaust survivors in the Dominican Republic, uncovering stories of those who were able to find refuge during the World War II era.
 - Interviewed multiple individuals and synthesized data to produce a comprehensive report on the Dominican Republic's refugee policy and its impact on Jewish communities.
 - Presented findings at a local conference on Holocaust studies, which was attended by fellow researchers in the field.
-

Volunteer Experience

Multiple State Legislative Campaign's

04/2020 - 11/2022 Wilmington, North Carolina

- During the 2020 and 2022 elections I worked effectively as part of a collaborative volunteer team to conceptualize, create, and distribute campaign materials for multiple local electoral candidates, significantly enhancing their visibility and outreach within the community.
 - Coordinated and facilitated high-profile public appearances and political events, thereby providing a robust platform for candidate engagement and policy discussion.
-

Skills: ArcGIS, AutoCAD, Votebuilder, Minivan, Adobe Creative Suite, Qualtrics, Microsoft Suite, Proposal Writing, Research Experience, Community Engagement, Demographic Analyzation

Profile

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Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

Yates Mill Park Advisory Board

Please select your third Board preference: *

Open Space and Parks Advisory Committee

Please select your fourth Board preference: *

Greater Raleigh Convention and Visitors Bureau

Please select your fifth Board preference: *

Centennial Authority

Please select your sixth Board preference: *

Historic Preservation Commission

Samantha

First Name

Graham

Last Name

Middle Initial

1604 Ella Wiggins Way

Street Address

Suite or Apt

Raleigh

City

NC

State

27603

Postal Code

What district do you live in?

None Selected

Mobile: (828) 329-0151

Primary Phone

Home: (828) 329-0151

Alternate Phone

samrjackson@gmail.com

Email Address

NC State University Institute for Emerging Issues

Employer

Policy and Program Manager

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I have always loved serving my community and working to make the place I live a desirable and equitable place for all. I currently work across the state in community development and would like to focus some of that effort more locally.

Work Experience

Institute for Emerging Issues, NC State University Policy and Program Manager, Digital Inclusion Initiative Lead, September 1, 2022 - Present Office of Outreach and Engagement, NC State University Innovative Engagement Program Manager, July 1, 2016 - August 31, 2022 Industry Expansion Solutions, NC State University Community Strategy Program Manager, November 1, 2014 - June 30, 2016 NC Broadband, North Carolina Department of Commerce Community Outreach Coordinator January 1, 2012 - October 31, 2014 e-NC Authority, North Carolina Rural Economic Development Center Broadband Outreach Coordinator July 20, 2010 - December 31, 2011

Volunteer Experience

Loaves and Fishes Board of Directors and Development Chair November 2014 - July 2021 Junior League of Raleigh 2014-2017 First Year Active Award for work with Brentwood Boys and Girls Club, 2016 Docent with Joel Lane Museum House 2011

Education

Clemson Master of City and Regional Planning 2010 The University of North Carolina at Chapel Hill BA, Geological Sciences, minor in City and Regional Planning 2008

Comments

I am very interested in contributing to community development through board work, particularly in economic development, historic preservation, and open space preservation.

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Samantha Graham


Date of Birth

Gender *

Female

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

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Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

Information Technology Advisory Committee

Please select your third Board preference: *

Holly Springs Planning Board

Please select your fourth Board preference: *

Economic Development Commission

Please select your fifth Board preference: *

Housing Authority

Please select your sixth Board preference: *

Human Services Board

Jessie
First Name

Middle Initial

Booth
Last Name

209 Tigers Eye Way
Street Address

Suite or Apt

Holly Springs
City

NC
State

27540
Postal Code

What district do you live in?

None Selected

Mobile: (919) 358-1233
Primary Phone

Home: (919) 358-1233
Alternate Phone

jessiedbooth@gmail.com
Email Address

Employer

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Holly Springs

Interests & Experiences

Why are you interested in serving on a Board or Commission?

Through military service and volunteer involvement, I have a strong bond with community service and making my community a better place. I consider being a part of a board or commission within my community as a duty rather than a volunteer opportunity. Just as I served in the military supporting our great state of North Carolina, I want to be a part of the day/day that goes into making decisions that impact our local communities.

Work Experience

Non-Commissioned Officer in NC Army National Guard Information Technology Sales

Volunteer Experience

Bridge2Sports Special Olympics The Green Chair Project

Education

Masters of Business Administration Masters of Science in Human Resources Management Bachelors of Science in Information Technology Security

Comments

Thank you for the opportunity to serve our community.

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics


Date of Birth

Gender *

Male

Ethnicity *

African American

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

Jury Commission

Please select your third Board preference: *

Juvenile Crime Prevention Council

Please select your fourth Board preference: *

Criminal Justice Partnership Advisory Board

Please select your fifth Board preference: *

Council on Fitness and Health

Please select your sixth Board preference: *

Housing Authority

Valentine

First Name

C

Middle Initial

Castillo

Last Name

2017 Woodbluff Drive

Street Address

Suite or Apt

Wendell

City

NC

State

27591

Postal Code

What district do you live in?

None Selected

Mobile: (360) 920-5594

Primary Phone

Mobile: (360) 920-5594

Alternate Phone

valentine.castillo@gmail.com

Email Address

Pfizer Inc.

Employer

Director - Site Contracting Team
Lead

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Wendell

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I've recently retired from the North Carolina Army National Guard and I want to continue to volunteer for the community. I'm interested in building a better county by helping it grow economically and socially with the overall well-being of county residents as the basis for growth.

Work Experience

I have 23 years of service in the military mainly as an attorney. I have over eight years of work experience in the life sciences industry working for PRA Health Sciences (now ICON) and I'm currently working for Pfizer Inc. as a director in site contracts. I have previous experience as a prosecutor.

Volunteer Experience

I have volunteered as a head coach for 12U Boys Baseball for the Town of Wendell and as an assistant coach for 12U Boys Basketball for the Town of Wendell.

Education

Western Washington University, BA Sandra Day O'Connor School of Law at Arizona State University, JD

Comments

Please let me know if you have further questions. Attached is my resume with additional details regarding my experience.

[Valentine Castillo Resume 18April2023_6 .docx](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Male

Ethnicity *

Asian
 Hispanic

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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Valentine C. Castillo

2017 Woodbluff Drive, Wendell, NC 27591
Ph: (360) 920-5594; Email: valentine.castillo@gmail.com

Experience

Pfizer Inc.: Remote based in Wendell, North Carolina

Director - Site Contracting Team Lead
Present

June 2021 –

Lead and manage Investigator Contracts Leads (ICLs) to facilitate clinical study agreement contracting and oversight across several therapeutic areas. Manage the relationships of Clinical Research Organizations (CROs) performing site contracting activities. Provide oversight of ICL training, resourcing, and site contracts sourcing strategy for newly funded clinical trials.

PRA Health Sciences: Raleigh, North Carolina

Senior Contracts Manager

Sept 2015 – June 2021

Manage senior contracts associates and two functional managers in study startup. Manage Key Performance Indicators (KPIs) against yearly target goals. Resource new studies with contract leads and contracts associates in the Americas based on FTE. Collaborate with global contracts managers to resource contracts leads on global studies. Meet with direct reports on a weekly or bi-weekly basis to discuss risks and opportunities for mitigation. Participate in a key global initiative to establish a contracts hub in Mexico and increase the Mexico team headcount starting in July 2020 from zero to 16 to include hiring a Mexico based contracts functional manager. Serve as the department's subject matter expert on site templates, master CTAs and developing clinical trial agreements on government funded studies. Train and onboard new hires and manage various escalations in the department.

United States Army

Major (Retired): Raleigh, North Carolina
2023

Dec 1999 – Jan

Served as a Judge Advocate (military attorney) in the United States and overseas by providing accurate and timely legal advice on training foreign armies, employment law, domestic operations and contract law. Prepare legal opinions on administrative and employment law issues related to servicemembers, civilians, contractors and foreign nationals. Served in various legal positions to include Brigade Judge Advocate, Senior Trial Defense Counsel and Trial Counsel. Also served in non-legal positions as a State Public Affairs Officer, Administrative Investigating Officer and as a Non-Commissioned Officer in a military police detachment.

Unitedlex and Synergy

Contract Attorney: Raleigh, North Carolina

Dec 2013- Feb 2014

Analyze various business documents in multiple large scale electronic discovery projects for confidentiality, trade-secret, attorney-client privilege and litigation specific issues. Experienced in Relativity as the main document management software.

Maricopa County Attorney's Office

Deputy County Attorney: Phoenix, Arizona

2008-2009

Conduct legal research, draft motions, litigate criminal trials and negotiate plea agreements. Interview expert witnesses, law enforcement officers and victims. Communicate with victim representatives on the status of hearings, trial dates and plea negotiations.

Education

Sandra Day O’Conner College of Law at the Arizona State University, Tempe, Arizona

Juris Doctorate (2008)

Western Washington University, Bellingham, Washington

B.A., Economics (cum laude) (2005)

Licenses

Law License

Arizona State Bar (Admitted 2008)

Certificates

Regulatory Affairs Professionals Society Online University

Regulatory Affairs Certificate: Medical Devices and Pharmaceuticals (2015)

United States Army Logistics University

Contracting Officer Representative (2014)

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

Wake Technical Community College Board of Trustees

Please select your third Board preference: *

WakeMed Hospital Board of Directors

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Kandace

First Name

Roe

Last Name

4268 Saubbranch Hill Street

Street Address

Suite or Apt

Raleigh

City

NC

State

27616

Postal Code

What district do you live in?

None Selected

Mobile: (704) 785-1303

Primary Phone

Mobile: (704) 785-1303

Alternate Phone

kandaceithomas@gmail.com

Email Address

INE

Employer

Head of People Operations

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I am interested in serving on a Board because I care about the city of Raleigh. Change is a constant in Raleigh. I am a North Carolina native and attended undergraduate at UNC. I work in Human Resources in Wake County and see many challenges that our area faces including recruiting top talent. By serving on a Board or Commission, I would love to be involved in the decisions and aid those who make them. I have worked a variety of fields including healthcare to technology and have learned so much about Wake County along the way.

Work Experience

Head of People Operations at INE Human Resources Director at Holly Hill Hospital Human Resources Director at Carolina Center for ABA and Autism Treatment

Volunteer Experience

I am a volunteer with Second Chance Pets in Cary, NC.

Education

Bachelors in Psychology from the University of North Carolina at Chapel Hill Master's in Industrial Organizational Psychology at George Mason University

Comments

[Kandace_Roe_Resume_020723.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics


Date of Birth

Kandace Roe

Gender *

Female

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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KANDACE ROE, SHRM-SCP, SPHR

Raleigh, NC 27616 | (704) 785-1303 | kandaceithomas@gmail.com | www.linkedin.com/in/kandaceroe/

DIRECTOR, HUMAN RESOURCES



Talent-focused and resourceful professional with a growth mindset and 10+ years of experience developing robust HR strategies, introducing new recruitment approaches, and overseeing change management operations to meet desired outcomes. Well-versed in planning, executing, and reviewing employee relations and HR policies, programs, and practices. Excel in managing organizational development, performance optimization, and recruitment/retention of employees. Skilled in leading the employment/onboarding of new staff and mitigating risks regarding worker compensation and general liability to boost the morale of the employees.

- Conceptualized and established a job-specific performance management system, including a total compensation sheet to demonstrate total company investment, increasing compliance to 100%.
- Led coaching and mentoring sessions for enhancing the knowledge and abilities of up to 5 staff members.

Core Competencies

- Process Redesign/Change Management
- Staff Recruitment & Retention
- Team Building & Leadership
- Competency Models Development
- Succession Planning & Execution
- Regulatory/Federal Compliance
- People Operations Administration
- Continuous Improvement Culture
- Conflict Management

Professional Experience

2022 to Present • INE, LLC • Cary, NC

HEAD OF PEOPLE OPERATIONS

- Optimize employee experience by establishing a positive and encouraging working environment, increasing ratings by 174%
- Lead all aspects of onboarding and HR tasks, such as recruitment, training, and development of 89 US based employees.
- Plan and initiate performance management and appraisal system with career growth ladders, boosting staff morale for all staff-internationally and domestic.
- Coordinate with 4 international country partners for ensuring compliance with all federal, state, and local legislations.
- Conceptualize, design, and implement advanced change management strategies and procedures to meet desired HR goals, including leading HR through multiple C-suite changes.

2021 to 2022 • HOLLY HILL PSYCHIATRIC HOSPITAL – A UHS FACILITY • Raleigh, NC

DIRECTOR OF HUMAN RESOURCES

- Ensured the safety of over 450 staff members by championing COVID employee policy in the largest psychiatric hospital in North Carolina, including mandatory vaccination policies
- Devised and executed active recruiting plan to fill over 30 positions while designing standardized interview questions
- Minimized audit time, streamlined the process, and improved compliance tasks by digitizing employee records and HR documents.
- Restructured the entire onboarding process for all employees while developing a compliant handbook with policies.

2020 to 2021 • CAROLINA CENTER FOR ABA & AUTISM SERVICES • RTP, NC

DIRECTOR OF PEOPLE (HUMAN RESOURCES)

- Oversaw COVID response for all clinic locations, including procuring the vaccine for more than 200 employees, managing contact tracing, and approving FFCRA leave and policies as per set regulations.
- Managed and ensured 100% compliance, such as OSHA, Unemployment paperwork (hearings for appealed cases), ACA compliance, and adhering to insurance carriers that reimburse for organizational services.
- Maximized employee experience through fulfillment of all HRIS recruitment needs by directing and completing the execution of an updated HRIS system that facilitated in the growth of overtime and a new applicant tracking system.
- Led HR functions from 3 clinic locations to 6 clinic locations across North Carolina.
- Improved NPS scores by 20% through engagement programs, such as Anniversary rewards and new branded items for the staff.

2019 to 2020 • CAROLINA CENTER FOR ABA & AUTISM SERVICES • Cary, NC

HUMAN RESOURCES MANAGER

- Streamlined HR operations through the development and implementation of a new professional development system based on employee feedback and initiated a Key Performance Indicators (KPI) review.
- Enhanced employee satisfaction by redesigning the onboarding process for clinicians and instituting exit interviews.
- Monitored and evaluated rapid changes and communicated with all employees, including All Staff Meetings.

Education

Master of Arts (MA), Industrial Organizational Psychology – GEORGE MASON UNIVERSITY

Bachelor of Arts (BA), Psychology, Minor: Women's & Gender Studies – UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

Certifications

SPHR – HRCI (2022) | SHRM – SCP – SOCIETY FOR HUMAN RESOURCES (SHRM) (2021)

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

Alcoholic Beverage Control Board

Please select your third Board preference: *

None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Mihir J.

First Name

Shah

Last Name

Middle Initial

1605 Starlit Sky Ln

Street Address

Suite or Apt

Cary

City

NC

State

27519

Postal Code

What district do you live in?

None Selected

Mobile: (303) 909-5115

Primary Phone

Mobile: (978) 987-1410

Alternate Phone

mihir.j.shah@outlook.com

Email Address

32Health, S&S Growth Ventures
LLC

Employer

VP Strategy, Owner of S&S

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Cary

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I am interesting in helping my local community where I live and apply my skills and experience in developing and growing the community to be accessible to one and all.

Work Experience

10 years entrepreneurial experience in launching a solar power and an e-commerce company. 10 years working in early stage companies as business strategy and deal-maker to take companies public

Volunteer Experience

Experience in school boards in India

Education

Bachelors of Engineering, University of Melbourne, Australia (3.9/4 GPA) Masters in Computer Science, University of Arizona (3.9/4 GPA) MBA, Cornell University (Deans List, Top 3% of the graduating class)

Comments

[Shah_Mihir_Resume.pdf](#)

Upload a Resume

[Mihir_Shah_-_Bio.pdf](#)

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics


Date of Birth

Gender *

Male

Mihir J. Shah

Ethnicity *

Asian

Other

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

Friend, who works closely with City Planning - Cary

Please upload a file

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MIHIR SHAH

404 Hartford Dr, Nutley, NJ 07110

Cell: 303-909-5115

E-mail: mihir.j.shah@outlook.com

PROFESSIONAL SUMMARY

- Successful data driven strategy & business development leader with over 15+ years of proven skills in negotiations, deal analysis, business strategy, go-to market strategy and management consulting
- Experience across start-ups and fortune 500 companies to grow sustainable businesses by identifying opportunities to increase revenue, reduce costs to drive margins and improve profitability
- Global entrepreneurship experience in evaluating new business opportunities, launching, operating, and exiting profitable ventures across both USA and India
- Cross functional expertise across different industries and innovative revenue models that includes both subscription and non-subscription based businesses: media and entertainment, technology, e-commerce, renewable energy, steel and aerospace
- Education: MBA at Cornell University, MS at University of Arizona, CFA Level III Candidate, CAIA Level II Candidate

EXPERIENCE

fuboTV

New York, NY

Vice President, Content Strategy & Acquisition

Mar 2018 - current

Led key content strategic initiatives resulting in subscriber growth of 150% and reduction in content costs by 35%

- Lead negotiator in acquiring fuboTV's first live sports rights – CONMEBOL World Cup Qualifiers that helped grow the **subscriber base by 10%** while adding positive margins to the business; Built fuboTV's live sports business by acquiring EPL, Serie A, Chivas rights in Canada & Russian Premier League, Israel Basketball league rights in USA
- Led key content acquisition strategy, financial and deal analysis on contracts and affiliate relationships **to negotiate a total savings of \$250M** over two years with fuboTV's broadcast, national cable, sports, entertainment and premium content partners; Major front line deals included Fox, bein Sports, NBC Universal, CBS, Univision, MSG, NBA TV
- Sourced and acquired live sporting rights for fubo Sports Network leading to an increase in engagement and brand awareness of fuboTV's first proprietary network; Expanded fuboTV's licensed sports content by successfully executing agreements with Turner, NBCU, NBA League Pass, NBA TV, Tennis Channel, Univision, and AT&T Sportsnet Southwest, securing rights to air MLB playoffs, UEFA Champions League, NBA, March Madness & English Premier League
- Led contract negotiations in Spain and Canada with fuboTV's broadcast, entertainment and premium content partners; Successfully executed deals to expand the offering of entertainment, news and sports content; Lead in acquiring the following networks in Canada & Spain: NBCU, Viacom, Real Madrid TV, Barca TV, Corus Entertainment Group
- Recommended packaging and content strategy that led to both an increase in acquisition of new subscribers (**150% growth**), improved **retention (20% improvement)** of existing subscribers and **70% increase** in total hours viewed on the platform
- Led the team to create a network valuation model that assessed performance of various networks including creating new viewership and valuation KPIs that led to movement of content to 2nd tier packages
- Conducted financial due diligence, marketing research & competitive analysis to create a business case to launch fuboTV outside the USA (Spain, Portugal and Canada); Presented the go-to market strategy to the executive leadership team
- Formulated international packaging strategy to create new add-ons that led to an increase in ARPU and improved margins – Negotiated various contracts to successfully on-board new partners onto the platform
- Develop and manage strong relationships with current and prospective content partners, enabling fuboTV to better market existing content, launch new content, and drive additional flexibility from existing partners to support margin, retention, subscriber growth and product goals
- Worked with multiple internal cross functional organizations, including legal, marketing, finance, product, engineering, and business analytics to launch new content and product initiatives
- Possess solid understanding of the operational process of content delivery and ingestion and have deep experience leading the operational onboarding for new programming partners, including leading a project to streamline the acquisition of video feeds, which resulted in an annual savings of \$2.7M

SLING TV/DISH NETWORK

Englewood, CO

General Manager, Finance, Strategy & Analysis

May 2015 – Mar 2018

Member of the leadership team who have P&L ownership of International business on both Sling and Dish Network – Led key strategic initiatives in 2017 resulting in subscriber growth of 67%, gross revenue growth of 32% and margin improvement of 8%

- Responsible for creating a new organization that owned all the responsibilities around strategy, finance, marketing planning & analysis

- Created and presented a business case to revamp the existing pricing and packaging structure for all international products to the CEO and CFO of Sling TV; Post alignment, led the team to execute the strategy resulting to an **increased take rate of international products by 30%**
- Developed a comprehensive strategy on prioritizing 30 international products across Dish and Sling to the Dish executive leadership team; This led to building a cross functional team to create a product prioritization and spend optimization model resulting in an **overall improvement of acquisition costs by 25%**
- Responsible for performing quarterly business reviews and providing key strategic insights to maximize subscriber activations and customer lifetime value to the executive leadership team
- Created and owned the 2018 budgeting for international subscribers by channel and by product for both Dish and Sling
- Designed and implemented forecasting model to track activations, disconnects and migration of customers across products and platforms
- Set goals, created KPIs, business metrics and standards and analyzed results to ensure the international marketing teams meet their customer acquisition and retention milestones
- Partnered with the retail organization to build a new sales channel and launch new products and annual plans tailored to international retail audience; Provided financial support including appraisal of new growth opportunities and development of business model to determine pricing strategy and ROI

TECHNOLOGY & RENEWABLE ENERGY PURSUITS

Entrepreneur

Mumbai/Seattle

Aug 2009 – Nov 2014

Launched and exited solar energy venture successfully (5x equity) while failing to achieve similar feat in a tech start-up

- **DealsOnTheMove.com** (*Product listing and deals company focusing on mobile internet shoppers*)
 - Launched a deals/coupon company focusing on the unorganized retail sector in India to help the retailers market their products and coupons better to the shoppers who are on the move
 - Developed a business plan that included the financial model, sales forecast, scenario analysis and profitability projections; Presented the business model to angel investors and venture capitalists
 - Successfully managed various software development, QA and product design teams to conceive, develop and launch the first prototype of iPhone and Android application, the retailer and the shopper website
 - Created a marketing plan that included product roadmap, comprehensive competitive analysis, pricing strategy and in-depth market research; Prepared a market entry strategy for the company to acquire shoppers and retailers
- **FashLimited.com** (*An e-commerce retail startup selling fashion accessories online in USA and Europe*)
 - Steered the early stage company to expand the firm from a yearly **turnover of \$10K to \$1.2M**; facilitated hiring and growing the team to include merchandise buyers, accountant and business analysts
 - Developed comprehensive annual sales plan, strategic product portfolio expansion plan and executed the plan to exceed the goals of the firm for four years; Devised a strategy of diversifying and growing new products to the existing portfolio of products; SKU count grew from 25 to 350 since joining the company
 - Piloted the development of a supply chain transformation program to build an automated & integrated system leading to **margin improvement from 15% to 20%**
- **SJ Green Park Energy** (*Renewable energy company focusing on solar power generation*)
 - Conducted due diligence on solar power generation in Gujarat, India while developing financial model, investor memorandum and detailed project report
 - Awarded a **5MW** Solar PV project under Gujarat State Solar Policy after presenting the business plan to the Energy Minister of Gujarat Government; 250MW out of 20,000MW applications were awarded
 - Successfully sourced equity and debt (**\$12M**) that was required for executing the 5MW project; Assembled and led a diverse team to build the plant, procure the land, finalize EPC contracts and solar vendors
 - Negotiated the successful exit of the firm with a deal valued at **400% ROE**

ACCENTURE

Management Consultant

New York, NY

Sep 2008 - Aug 2009

- Developed supply chain strategies to analyze logistics, product assortment, forecasting and inventory models for a major fortune 200 retail client, while presenting opportunities to leadership
- Performed operational, strategic and financial analysis on opportunistic clients in the CPG industry that helped Senior Partners win new businesses
- Executed a due diligence task on a major telecommunications firm that assessed the financial health of the company; Performed in-depth financial research that included profitability, liquidity and solvency ratio analysis for the company
- Worked with Senior Partners to develop an RFP for a specialty chemicals company, by executing a research effort on Change Management Strategies/Training approaches for procurement systems implementation

ROCKWELL COLLINS
Senior Software Engineer

Cedar Rapids, IA
Mar 2005 - May 2007

- Led an integrated systems and software team to develop a displays system for Boeing 787 Program; Negotiated **savings of \$1M** with various subcontracting and supplier teams
- Participated in various business development proposals and bidding efforts to win a \$30M Boeing 747-8 upgrade contract
- Led a team of engineers to develop a software development plan and responsible for planning and execution of the project
Selected from the department of 200 to provide on-site leadership to Boeing with issues related the 787 Airline

HONEYWELL
Software Engineer

Phoenix, AZ
Jun 2002 - Mar 2005

- Managed architecture design and supervised an offshore development team on a \$1.5M tool for the Airbus A380 program
- Directed liaison with offshore development offices responsible for assigning tasks and managing overall delivery of offshore initiatives; Trained 15 engineers in best industry practices and company design standards

EDUCATION

CORNELL UNIVERSITY, Johnson Graduate School of Management
Master of Business Administration (Deans List, Johnson Merit Scholar)

Ithaca, NY
May 2008

UNIVERSITY OF ARIZONA
Master of Computer Science (100% Scholarship)

Tucson, AZ
Mar 2007

UNIVERSITY OF MELBOURNE
Bachelor of Software Engineering (Top 3% of graduating class, Tom Healy Scholarship)

Australia
Dec 2000

PERSONAL INTERESTS

- Investing and trading - Developing & executing investing and trading algorithms by applying technical and fundamental analysis to generate ~25% IRR in the Indian financial markets
- Reading, Badminton & Cricket

SKILLS/AWARDS

- Honeywell Bravo Award for technical excellence and exceeding results; Awarded four times in 2 years
- Rockwell Collins Gift award (thrice in one year) for excellence
- Boeing Pride Award for innovation and dedication; Six Sigma Green Belt
- Financial Modeling in Excel - FCFF, FCFE and DCF valuation models, Capital Budgeting and Pro Forma Analysis
- Microsoft Word, Excel, PowerPoint, Hyperion, Tableau, Amplitude, Visio, Access, Project, SQL and SQL Server



Mihir Shah

VP Business Development

Mihir is currently VP of Business Development for 32Health. His focus is enabling 32Health's growth strategy by identifying and developing opportunities in the dental and vision insurance administration space and creating value for all partnerships.

Previously, Mihir served as VP Strategy at fuboTV partnering with various media companies leading the growth of content strategy and acquisitions for US, Canada and Spain markets. Mihir joined fuboTV at Series B stage, was an integral member of the leadership team that led fuboTV from Series B to IPO at NYSE while growing the company from less than 100K subscribers and an annual revenue of \$12M in 2018 to 1.3M subscribers and an annual revenue of \$900M by the end of 2022.

Prior to moving to the USA to pursue media and technology opportunities, Mihir had a successful stint in the entrepreneurial world, exiting two companies in the solar power and technology space that he co-founded in India. Mihir worked on various partnerships with retail and technology companies while at Accenture as a Management Consultant. In addition, Mihir led engineering teams at Honeywell & Rockwell Collins while working on two of the biggest airplanes of the 2000's - Airbus A380 and Boeing 787.

Mihir holds an MBA from Cornell University, a MS in Computer Science from University of Arizona and a Bachelors in Engineering from University of Melbourne, Australia. Outside of work, Mihir spends his spare time playing Splendor, Catan, Ticket to Ride and various other strategy board games with his two young kids and wife.

Featured Articles:

- <https://www.newswire.ca/news-releases/stacktv-s-suite-of-hit-shows-and-movies-now-available-on-fubotv-848899203.html>
- <https://www.europapress.es/sociedad/noticia-fubotv-espana-alia-nbcuniversal-international-networks-lanzar-canales-tematicos-syfy-calle-13-20210408112921.html>
- <https://www.newsmax.com/newsfront/newsmax-fubotv-now-live/2020/06/29/id/974692/>

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

Greater Raleigh Convention and Visitors Bureau

Please select your third Board preference: *

None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Kirsten

First Name

Carter

Middle Initial
Last Name

2036 Brisbane Woods Way

Street Address

Suite or Apt

Cary

City

NC

State

27518

Postal Code

What district do you live in?

None Selected

Home: (910) 520-1487

Primary Phone

Mobile: (910) 520-1487

Alternate Phone

k.williamspr@gmail.com

Email Address

Dreams Made Realty Group

Employer

Real Estate Broker

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Cary

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I have been a resident of Wake county for many years and I want to give back to my community. It means a lot to me to be able to assist and serve others as I have volunteered for most of my life. I also have a passion for helping individuals become successful in their careers. I wrote a book dedicated to helping people realize their passion and purpose in careers or business. Joining the Capital Area Workforce Board would mean the world to me to help individuals who are seeking long lasting and purposeful careers.

Work Experience

I am a real estate agent with almost 10 years experience in the insurance industry. I worked my way up from data entry to a claims manager before leaving the industry completely in 2018. I also owned a business doing career coaching, speaking and wrote a book.

Volunteer Experience

I have volunteered since elementary school. I have been a mentor with several organizations throughout the years. My last volunteer role was with the Atlanta Black Chambers in Atlanta, Georgia. I was the Chair of the Young Entrepreneurs Collaborative. We gave young entrepreneurs the opportunity to network with like-minded individuals and gain knowledge on how to become successful as a business owner.

Education

I have a bachelor of Art degree in Communication Studies from the University of North Carolina at Greensboro.

Comments

I believe that my experience and passion for helping individuals in the workforce will allow me to be an asset to the Capital Area Workforce Development Board. My goal will be to ensure that everyone who seeks help with the Capital Area Workforce Development will get access to everything they need to get back on their feet and become successful.

[Kirsten_C_Resume1.doc](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics



Date of Birth

Gender *

Female

Ethnicity *

African American

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

K I R S T E N C A R T E R

Cary, NC

910.520.1487 • K.Williamspr@gmail.com

EDUCATION

Bachelor of Art, Communication Studies, the University of North Carolina at Greensboro, Greensboro, North Carolina

HIGHLIGHTS OF QUALIFICATIONS

- 19 years of customer service experience using interpersonal communication skills on phone and in person
- 11 years of leadership experience in small businesses and organizations
- 8 years of analytical, organizational, investigative, and methodical skills
- 5 years of coaching, training, and development experience
- 1 year of supervisory experience in corporate managing 3 employees
- Highly proficient in Microsoft Office

PROFESSIONAL EXPERIENCE

Dreams Made Realty Group • Raleigh, NC • May 2022 - Present

Company Description - Real Estate firm helping buyers, sellers, and investors.

Saint Augustine's University • Raleigh, NC • September 2020 - January 2022

Company Description - Private Historically Black College or University

Advancement Services Coordinator

- Processed gifts, donor acknowledgments, and varied financial reports.
- Maintained and enhanced stewardship programs.
- Provided administrative assistance for University Advancement VP and staff.
- Managed projects on behalf of University Advancement VP & Marketing Director.

- Oversaw and managed the integration and implementation of Raiser's Edge software for the department.
- Assisted with training within the department.

Purposed2Motivate, LLC • Cary, NC, 30350 • March 2016 - June 2022

Company Description - Career Coaching & Professional Development services. Speaker. Author.

Career Coach

- Provide one on one coaching to clients who are seeking professional and career development in their current role, looking to transition into a new career or seeking promotion with their current company.
- Specialize in helping clients figure out their passion and purpose as it relates to a career or business.
- Provide group coaching for companies and organizations. Speaks at Universities, Churches, Companies, and other Organizational events.
- Author of The Purposed Journey: A Millennial and Gen-z's Guide to Finding and Fulfilling Their Passion and Purpose through Career or Business

Engle Martin & Associates • Atlanta, Georgia, 30342 • August 2016 - June 2018

Company Description - A third party claims administrator for insurance carriers and SIRs.

Commercial Casualty Claims Supervisor

- Oversaw the day-to-day claims handling of the team.
- Daily claims file reviews to drive consistent claims handling.
- Trained and developed skills to improve performance and encourages professional growth through effective coaching and feedback.
- Maintained a close relationship with the client to ensure proper handling of the account.
- Reviewed loss runs monthly and ensures updates are made in a timely manner.
- Handled and resolved issues related to claims and/or handling of claims.

- **Commercial Casualty Claims Specialist**

Nationwide Mutual Insurance • Raleigh, North Carolina, 27612 • April 2010- April 2016

Company Description - Provides all of your insurance needs from auto insurance to life insurance

- **Commercial Claims Specialist, II**

- **Commercial Lines Processor**

VOLUNTEER

Atlanta Black Chambers • Atlanta, Georgia • October 2018 - June 2020

- Chair of the Young Entrepreneurs Collaborative

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

Board of Adjustment

Please select your third Board preference: *

Greater Raleigh Convention and Visitors Bureau

Please select your fourth Board preference: *

Planning Board

Please select your fifth Board preference: *

Human Services Board

Please select your sixth Board preference: *

Open Space and Parks Advisory Committee

RUSSELL

First Name

W

Middle Initial

SCOTT

Last Name

370 Allister Drive

Street Address

Unit 206

Suite or Apt

Raleigh

City

NC

State

27609

Postal Code

What district do you live in?

None Selected

Home: (301) 741-8426

Primary Phone

Home: (301) 741-8426

Alternate Phone

russellscottconsultant@gmail.com

Email Address

Employer

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

None Selected

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I am new to the area. This is a great opportunity to make connections with locals, serve the community and gain knowledge.

Work Experience

Over 20 years of experience in the Federal government as an employee. Within the last 4 years, I've served as a training instructor with an emphasis on leadership development.

Volunteer Experience

I've served as a Toastmasters area director and board member for commissions such as DC Blues Society and Commission for Women.

Education

Graduated from Art Institute of Philadelphia in 1990. I studied illustration.

Comments

I look forward to hearing from you. My goal is to understand the needs of the people and be of assistance. I want each person who encounters me to feel heard, understood and feel like their comments matter.

[RWS_Resume_2022.docx](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics


Date of Birth

Gender *

Male

RUSSELL W SCOTT

Ethnicity *

African American

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

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Russell W. Scott

Raleigh, NC 27609
russellscottconsultant@gmail.com
Mobile: 301-741-8426

- Experienced training professional with 20+ years of training and customer service experience.
- Highly effective at strategic planning, course development and delivery.
- Valued Leader and Mentor.
- Highly organized, self-motivated, detail oriented with a passion for professionalism, integrity and going above and beyond to exceed expectations.
- Excellent interpersonal, communication and administrative skills.

SKILLS AND EDUCATION

Writing, Public Speaking, Strategic Planning, Course Design, Course Delivery, Interviewing, Emceeing, Event Hosting, Voice-over Artist, Photography, Graphic Design, Illustration, & Event Production (includes Audio-Video set-up, Computer Interfacing, Staging, & Virtual Integration). Proficient in: Microsoft Office Suite (includes Word, PowerPoint, Access & Excel), Adobe Creative Cloud (includes Camtasia, Photoshop, Lightroom, Illustrator, Acrobat & Premier), Meeting Collaboration Tools (includes MS Teams, WebEx, Zoom & Adobe Connect), Multiple video capture/video-audio editing software programs

EXPERIENCE

Department of Labor, Washington, DC

August 2014 - Present

Human Resource Specialist (Employee Development) – 40 hrs. per week

- Provides Strategic Planning on course curriculums, special emphasis events, and closing skills gaps.
- Served as Project Lead for the Administrative Professionals Day program for DOL employees Nation-wide.
- Design instructional courses for support staff, professional, and management level employees.
- Develop course objectives, supporting training materials, learning exercises and knowledge checks.
- Develop, record and analyze course evaluation results to track effectiveness of each learning opportunity offered.
- Conduct in-person classroom and virtual classroom sessions on various topics including customer service, diversity, leadership and career development.
- Provide guidance on technical and logistical support relevant to the most effective delivery of courses and events.
- Drafting, editing and finalizing communications related to training, diversity & inclusion, and Special Emphasis awareness events.
- Serve as Training Consultant to provide consultation for two client agencies.
- Provide process improvement recommendations relevant to the functions of Division of Workforce Development and Inclusion.
- Serve as administrator for the Departmental Learning Management System (LMS), LearningLink.
- Provide technical assistance and customer service to Departmental employees in the areas of training/leadership development, continuous learning, and diversity & inclusion matters.
- Strategic coordination with the Division of Workforce Development and Inclusion branches, Office

of Human Resources leadership, the Assistant Secretary of Administration and Management, and the Department's Executive staff to effectively offer training and awareness events to Labor employees nation-wide.

- Serves on the Department of Labor's Diversity, Inclusion, Equity, and Accessibility Council, Equity@DOL.
- Serves as Program Lead for the Department of Labor's Division of Workforce Development and Inclusion, Diversity and Inclusion Branch's special emphasis programs raising awareness for diversity, equity, inclusion and accessibility (DEIA) topics, including but not limited to Black History Month, Pride Month, Hispanic Heritage Month, National Disability Employment Awareness Month, Women's History Month, Women's Equality Day, Holocaust Remembrance Day, Asian American Native Hawaiian/Pacific Islander Heritage Month, among others.
- Serves as liaison for the Department of Labor Affinity Groups that are supported by the Diversity and Inclusion Branch.
- Hosts and facilitates DEIA related Department-wide training courses.
- Provides input on Departmental responses to Executive Orders related to Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce.
- Provides input on DEIA related briefing materials intended for Departmental Leadership.
- Provides input on implementation of DEIA strategic plans and 508 compliancy regulations.
- Use artistic design and video editing skills to provide the most effective visual impact through graphics, charts, photographic images, and video clips.
- Market training offerings to inform and generate interest/attendance to all levels of Labor employees through direct e-mailings, clickable message boards, webpage banners, webpage listings, event calendars, posters, web-chats, departmental social media sites, tabletop displays, agency briefings and other innovative approaches.
- Serve as administrator for three (3) Divisional meeting collaboration accounts used to provide training/leadership development, continuous learning, and diversity & inclusion events, courses, and meetings.

Department of Labor, Arlington, VA

April 2016 - January 2017

Writer (Temporary Assignment) – 40 hrs. per week

- Wrote for agency's internet and intranet sites, focusing on human interest stories related to the mission of the Mine Safety and Health Administration (MSHA). Stories included anniversary observances of mining disasters, cultural/ethnic/heritage awareness and observances, employee spotlights, new training initiatives, requiring strong research and storytelling skills to effectively communicate the messages within various stories.
- Pitched and executed ideas for interesting pieces for consumption by MSHA employees and visitors to MSHA websites.
- Created, filmed, and edited videos for MSHA employees.
- Provided banner graphics, spotlight graphics, video graphics, and photo editing/retouching, to promote various MSHA activities to the public and employees.

Department of Labor, Washington, DC

October 2011 - August 2014

Program Analyst – 40 hrs. per week

- Conducted training for Labor employees from management grades to entry-level grades.

- Designed courses to meet learning objectives and close skills gaps.
- Designed effective course evaluations.
- Collected, analyzed, and reported on data retrieved from course evaluations using Excel databases and spreadsheets.
- Developed graphics, presentations and training materials used by the office for various applications. Captured & edited video clips for training & presentations. Also prepared visual aids such as posters, flyers, banners, web-ready designs and a variety of marketing materials.
- Supported and completed IT related training projects.
- Developed distribution, outreach, marketing, and expand employee participation in training services.

VOLUNTEER EXPERIENCE

Toastmasters International

April 2018 - Present

Area Director, Club Coach, Vice President of Public Relations, Treasurer and Mentor

- Provide leadership to five (5) clubs in the area, disseminate information from district management to clubs in the area, conduct reports, assist clubs in reaching goals, improve club awareness and increase membership, and manage speech contests.
- Assisted the development of a club from likely dissolution to “Distinguished Club” recognition.
- Provide promotion and marketing strategies to encourage growth of club.
- Manage club finances and member dues.
- Assist individuals in reaching their goals and encouraging their self-development as a mentor.

Charles County Commission for Women, Waldorf, MD

July 2017 - July 2020

County Commissioner/Vice Chair

- Advocate through the promotion of programs and events that serve the community's women and families.
- Direct individuals to services beneficial to the health, welfare and empowerment of the women, youth and families in the county.
- Collect, maintain and archives documents, files, records, reports and all information pertaining to the work of the Commission's charter.
- Photograph the commission’s community activities.
- Contribute to the Commission's social media presence by providing video editing, visuals, blurbs, and ideas.

DC Blues Society

December 2018 - March 2020

Board Member

- Assist in strategic planning for membership growth, marketing, event planning, and community outreach.
- Develop marketing plan.
- Created Social Media platform.
- Served as Spokesperson for live events.

- Photograph live events.