

## **Aboriginal public service employee profiles**

### **Wavell Starr**

Wavell Starr is the Aboriginal Recruiter for the public service. In this role, Starr networks with the Aboriginal community, promotes public service careers, recruits Aboriginal job seekers and works with individual ministries to employ talented individuals in quality public service jobs. He attends promotional events, delivers presentations to Aboriginal students and job seekers, and networks at traditional Aboriginal gatherings such as pow wows, round dances, First Nations Games, and National Aboriginal Day events.

To perform this role, Starr brings a unique set of skills, including a degree in Indigenous Studies and Cree Language Studies from the First Nations University of Canada and significant networks based on 10 years of experience working with Aboriginal people, governments and communities.

He is a highly respected role model within and outside the Aboriginal community for his strong traditional involvements as a drummer, singer and participant in traditional ceremonies, as well as for his athletic involvements, healthy lifestyle, positive attitude, and respect and dedication to Aboriginal people. Starr is also famous for his successes in professional wrestling as “The First Nations Sensation.”

### **Ron Crowe**

Ron Crowe is currently the Acting Deputy Minister for the Ministry of First Nations and Métis Relations. Crowe calls both Regina and the Piapot First Nations Reserve home. “There is such a rich history of First Nations and Aboriginal presence in this area that it’s someplace that would be hard for me to leave and move away from,” Crowe says.

Crowe became employed in the public service after several years of experience working in leadership and senior official roles in First Nations organizations, including the Federation of Saskatchewan Indian Nations (FSIN) and the Touchwood File Hills Qu’Appelle Tribal Council.

“I saw that there was an opportunity in the public service to influence decisions on policies affecting First Nations and Métis people,” Crowe said. “When you’re dealing with people and policy and direct service delivery, you are making a difference and affecting individuals, and how government relates to individuals.”

Crowe is pleased to see the talent and commitment from the public service employees he works with. “We have dedicated and passionate people who are committed to the issues, and work with our elected representatives to make a difference,” Crowe says. “I see this on a daily basis in my workplace – the commitment to make a difference from each and every one of the individuals around this office.”

Crowe encourages young Aboriginal people to consider a career in the public service, and says it takes commitment for a new recruit to remain with the public service. “You have to be professional, you have to deliver, show results, and show that you’re dedicated,” Crowe says.

### **Chris Belhumeur**

Chris Belhumeur is passionate about his work in the public service. A Policy Analyst at the Ministry of First Nations and Métis Relations, Belhumeur's role is to work with business partners within the Aboriginal Employment Development Program (AEDP) to build links to the First Nations and Métis workforce and ensure representation at all occupational levels.

"I'm part of a team of people and part of a bigger strategy that definitely will have an impact on the lives of Aboriginal citizens of Saskatchewan," Belhumeur says. "In my work I can see the impact we're having on people's lives, when we see employment numbers increasing with our partners. We see positive outcomes for people."

Belhumeur has been at the Ministry for three years. He originally became interested in working for the public service after working as a summer student at the Ministry of Social Services. These days, Belhumeur is heavily involved in Interconnect, a network for employees who are new to the public service. Belhumeur is currently the co-chair of the network.

Belhumeur enjoys working in the public service workplace, and says it is friendly, with lots of opportunities for employees. "Public servants are regular people with dreams and aspirations just like your neighbours or friends down the street," he says.

### **Nicole Montgrand**

Nicole Montgrand has always been interested in working in the field of social work. Her current role as the Acting Supervisor of Child and Family Services in Fort Qu'Appelle allows her to do just that.

Originally, Montgrand had not planned to work in the public service, but she says a positive experience with her first job after university convinced her to stay. A single mom, Montgrand was required to move to Prince Albert from her home in Regina. She says the work experience made it worth the move.

"I enjoyed the work, and working with the people," Montgrand says. "I had a supportive supervisor who provided me with both direction in my work caseload and assistance in my personal life."

Montgrand says her initial experience working in the public service was so positive, she decided to stay. She credits the close, tight-knit relationship with her co-workers as part of the reason she's staying. "They're more than co-workers," she says. "It's like a family away from home."