

BOARD CANDIDATE (3 to be elected)



Ivan Daniel Rincon, P.Eng. | Victoria, BC

Engineering is changing. Just recently, I attended a conference in which professional architects were talking about their role in building the metaverse. For Engineers, the question is whether we know how these new tendencies will affect our profession?

I have been involved in delivering transformational initiatives for almost 30 years. I personally believe there is nothing negative about change. That's a perspective we need in our professional organization to embrace a new world full of challenges. New ways of working, new knowledge domains, new skills, and abilities; all these elements will affect how we, engineers and geoscientists, deliver what is most valued in our professions: trust.

There are core components in our professional practices that have existed for millennia. But they also need to evolve. I am uniquely positioned to support Engineers and Geoscientists BC in this journey.

Additionally, I am a strong believer in diversity, equity, and inclusion. I have been involved in these initiatives for about 8 years, and I pride myself in working on initiatives within organizations to unite people. But DEI cannot be just words on paper. Specific initiatives must follow our intent to make engineering and geoscience inclusive professions.

Finally, I am a practitioner of servant leadership. As Robert Greenleaf wrote in 1970: "The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first." This has been my lifelong search: to serve others. Being on the Board of Directors of Engineers and Geoscientists BC will help cement my contribution to our registrants and society. I can then say: I have been an engineer.

EDUCATION

MBA, Universidad Politecnica de Madrid, 2004

Specialty Degree (Engineering Project Management), Universidad Javeriana, 1997

BEng (Electronics Engineering), Universidad Javeriana, 1991

PROFESSIONAL HISTORY

Executive Director, Project Management, Ministry of Citizens' Services, BC Government, 2018–2023

Program Manager, Ocean Networks Canada (a University of Victoria initiative), 2014–2018

PMO Manager, BC Ferries, 2011–2014

RELATED PROFESSIONAL ACTIVITIES

Director Academic Outreach, Project Management Institute, Vancouver Island Chapter, 2021–2022

PMI Educational Foundation Liaison, Project Management Institute Vancouver Island Chapter, 2018–2021

Director IT Support, ISACA Victoria Chapter, 2017–2018

Executive (President Elect, President, Past President), Project Management Institute, Vancouver Island Chapter, 2015–2017

Director Professional Development, Project Management Institute, Vancouver Island Chapter, 2012–2015

Leadership Institute Master Class Graduate, PMI Global, 2016

Reviewer and SME, PMI Standards Development Committee, Project Management Institute, 2000–2023

COMMUNITY INVOLVEMENT

Professional skills development and mentor, Victoria Immigrant and Refugee Centre Society, 2018–2023

Q&A WITH CANDIDATES

Engineers and Geoscientists BC is the regulatory authority charged with protecting the public interest with respect to the practice of engineering and geoscience in the province of BC. What is the key challenge facing the organization?

The key challenge facing the organization is the pace of change. Like many other disciplines, we face constant and relentless pressure to adapt quickly and efficiently to change. We recently went through a critical regulatory change in 2022, which changed many elements of our organization as a whole. Technical aspects are constantly changing dramatically, and, therefore, vital elements of our organization, like quality management guides, guidelines and advisories, and practical advice, need to respond to serve our community to the best of the organization's ability. While critical procedures adapt, we are responsible for safeguarding the procedures to allow for the proper implementation of changes without risking the importance of accuracy and minimal errors.

Additionally, industries and different practice areas evolve rapidly and will only continue to evolve at a record-breaking pace. Although knowledge does not change, there are new ways of acquiring and using that knowledge in relation to the constant developments in our technical world. The impact of micro-credentials, frameworks, and approaches to apply knowledge are changing with the long-standing engineering and geoscientist practice paradigms.

All these considerations call for a professional organization to embrace business agility and be capable of reacting quickly and responsibly to its stakeholders.

What are the key issues facing the engineering and/or geoscience professions?

Interest in the profession: It is well-known that enrollment in engineering and geoscience programs has stagnated and only grown in some specific areas. Despite growing interest due to technological advancements, infrastructure development, emerging industries such as renewable energy, artificial intelligence, and cybersecurity, high job prospects, diversification of disciplines, and outreach and promotion. Even considering these changes, there is difficulty in attracting newer generations.

Attracting and retaining professional immigrants: As a professional on the receiving end of a 17-year process to obtain my P.Eng. designation in BC, I am fully aware of the challenges for non-Canadian trained engineers and geoscientists to obtain their designation. Canada is a country of immigrants. In 2022, we welcomed close to 1 million new residents. This is just a reminder of how important immigrants can be for the profession's future.

New technical challenges: Engineers and geoscientists must grapple with an ever-changing technical environment. From the impact of AI to threats to the climate to sustainable challenges, the professions themselves are changing. VUCA (volatility, uncertainty, complexity, and ambiguity) is becoming the creed for technical practices in most (if not all) knowledge areas. As a professional organization, it is in our best interest to be at the forefront of the support our registrants need to navigate these turbulent waters.

Looking five years ahead, what is your vision for Engineers and Geoscientists BC as a professional regulatory body in BC?

I do not see Engineers and Geoscientists BC changing its core vision, mission, and strategic plan. In fact, our mission reflects the fact that we are looking forward ("We serve the public interest as an inclusive, progressive, and future-focused regulator"). However, we will need to adjust the "ways of working." I have previously mentioned that I see Engineers and Geoscientists BC moving into a business agility mindset. This means "organization's ability to rapidly adapt, respond, and thrive in a dynamic and unpredictable business environment. It is the capability to respond to changes quickly and effectively in the market, customer needs, technology advancements, and competitive landscapes. Business agility involves being flexible, resilient, and proactive in identifying and seizing new opportunities while minimizing risks."

We must become better at providing tactical responses to our strategic mandates.

Also, I can see Engineers and Geoscientists BC being more proactive. We can return to our government(s) and articulate needs and changes required to continue earning and maintaining the public's trust in the profession. It is our most important asset.

For the Board to achieve its goals and meet its fiduciary responsibilities, the Board has identified the need for diverse voices on the Board, with a blend of the following skills and competences: leadership, financial literacy, risk management, human resources, strategy, regulatory understanding, governance, and technical proficiency. Please highlight the areas of strength you bring to the role.

I have been blessed working in technical and non-technical environments throughout my career. This has given me a great breadth and depth of knowledge and practice in most areas mentioned in the question. However, I would like to mention the top three:

Leadership: I have held executive positions for almost 25 years in private, public, and diverse industries, geographies, and company types (from startups to government to volunteer-based). I have been able to lead by example and focus on the needs of others, following a servant leadership approach. This is an excellent fit for a professional organization like Engineers and Geoscientists BC. I want to highlight that I have had a similar role for almost 15 years now in the world's largest professional project management organization.

Risk Management: I have a professional designation in risk management, a testament to my commitment to handling risk as an enabler of positive outcomes. I also teach risk management in two post-graduate programs. Because of this, I am always up to date on best practices, standards, and best ways to apply risk management in organizational environments.

Strategy: I have plenty of experience navigating organizations through strategic planning exercises, taking those strategies, and converting them into actionable tactical plans. More recently, I have been able to apply business agility concepts in the strategic planning process to ensure that those high-level plans do not become stale under the pressure of complex and changing priorities.