

Alan R. McEwen
PO Box 144 Station Main
Qualicum Beach, BC V9K 1S7
250-228-5280
armcewen@shaw.ca
www.alanrmcewen.com

“Over 20 years in HRIS/Payroll as a consultant, freelance writer and software developer”

Skills and Accomplishments

Canadian Payroll

Recognized as a leading authority on Canadian payroll requirements.

Founded Outsourcing Canadian Payroll Inc. and grew it to serving 40 clients in Canada, the US and the UK, before selling my interest in the company.

Responsible for the payroll content of training and education materials during employment with the Canadian Payroll Association (CPA) and LeadingEdge Payroll Group.

Provided knowledge of Canadian payroll requirements to major ERP vendors, including SAP and Oracle.

Volunteer member of the CPA board of directors and sat on its Federal Government Relations Committee.

Consulting

Established trust with people at all levels of both private and public sector organizations, based on the recognition of my technical skills in payroll and systems.

Conducted a number of successful process, compliance and systems review assignments for clients with large or complex payrolls, spread across the forest products, oil and gas, public utility, manufacturing and provincial public sectors.

Computer Systems

Recognized as having broad-based technical skills, with particular strengths in software and database design.

More than once, conceived, designed, programmed and implemented sophisticated Canadian payroll software from scratch.

Strong hands-on experience with Unix, MySQL, scripting and programming languages (PHP, HTML, CSS, Javascript, AWK) and the following Microsoft products; Word, Excel, PowerPoint, Project and Visio, as well as their LibreOffice equivalents.

Payroll Outsourcing

Designed and implemented a payroll service bureau that paid employees in all provinces from BC to Nova Scotia.

Never lost a client over the level of service.

Provided a number of then innovative services including PDF payroll registers distributed by e-mail and employer funding/employee direct deposits in US funds.

Training and Presentation

Recognized as an effective speaker, consistently receiving high marks on feedback from participants.

Presented before a large variety of audiences, large and small, from HR and payroll practitioners to corporate executives, in consulting assignments, training sessions and conferences in both Canada and the United States.

Created all of the training programs initially used by LeadingEdge Payroll Group.

Research and Writing

Recognized for the ability to research and communicate technical payroll and system topics in terms that payroll and HR practitioners understand.

Founding author of *PaySource*, the joint venture between the CPA and CCH Canadian Limited.

Contributions have appeared in all of the major trade publications for Canadian payroll, including *Dialogue*, *The Canadian Payroll Manager*, *Payroll ALERT*, *Payroll Compliance Insider* and *Canadian HR Reporter*, as well as *Canadian Payroll Reporter*.

Under contract with HRDC, authored the first employer's guide to completion of the Record of Employment, under the 1996/1997 Employment Insurance reforms.

Active blogger, with entries posted to HRInsider.ca, Hrreporter.com, blog.firstreference.com and my own blog, www.alanrmcewen.com

Education and Employment

***Concordia University,
1969 - 1976***

Bachelor of Arts, with distinction, in History.

Tutorial leader in course on Asian History, which included a three week study period in Japan and the People's Republic of China.

***University of British Columbia,
1976 - 1978***

Successfully completed the course work required for a Master's Degree in History.

Taught part-time as a Teaching Assistant in Canadian History.

***CGA Association of BC,
1979 - 1984***

Successfully completed the 3rd and 4th year core accounting courses in a program leading to the CGA designation.

***SGS Supervision Services Inc.
(now SGS Canada Inc.),
1979 - 1988***

As a senior accountant in the firm's Canadian head office, responsible for all day to day accounting activities, in a complex multi-company, foreign currency and job costing environment.

Developed the organization's IS function, including staffing, hardware and software infrastructure, networking across multiple locations in British Columbia and Ontario and software development.

***4GL Payroll Software Inc.,
1990 - 1995***

Created Canadian payroll software which was marketed under arrangements with 4 resellers in Ontario, Québec and British Columbia.

Clients included the City of Chatham, the Newmarket and Orangeville Hyrdo Electric Commissions, and Visscher Holdings Inc.

***Canadian Payroll Association,
1995 - 1996***

Director, responsible for payroll research, the CPA's InfoLine service and the development and content of training materials.

***Leading Edge Payroll Group,
1996 - 2000***

Director, with a wide range of responsibilities, including development of payroll training and publishing materials, consulting assignments, outsourcing implementations and payroll software design and development.

***Alan McEwen & Associates,
2000 -***

HRIS/Payroll consulting and software development. Freelance writing for several different publishing companies.

Community Involvement

*The Canadian Payroll Association,
1991 - 1995*

Volunteer, at various times, on the Board of Directors and the Government Relations Committee at both the federal and provincial levels.

*St. Catharines Public Library Board,
2004 - 2013*

Appointed by the City of St. Catharines Council as a library board trustee for the 2004 – 2006 term, and re-appointed again for two additional terms by two successive councils.

*St. Catharines and Thorold Chambers of
Commerce,
2003 - 2008*

Active member in the Chamber of Commerce, having sat on the Government and Economic Affairs Committee.

*Board of Referees, Niagara Region
2004 - 2013*

Recommended by the Chamber of Commerce to sit as an employer representative on a tripartite panel to hear appeals from decisions related to claims for Employment Insurance in the Niagara Region.

*Southern Ontario Library Service,
2004 - 2008*

Via the St. Catharines Public Library, elected as a director to the provincial transfer agency which provides inter-library loan and other services to municipal public libraries throughout Ontario.

*St. Catharines Museum,
2009 - 2013*

Appointed by City Council, along with my wife, to the Museum Advisory Committee. Re-appointed during the current council term.

*The Mayor's Advisory Committee on
Black History, 2011 - 2013*

Appointed by City Council, to report on the feasibility of a museum dedicated to the history in St. Catharines of the Black community, the Underground Railroad and Harriet Tubman.