

Speed Mentor Biographies
Meet 8 RP Leaders in 2-hours – Endless Insights Await
Day 3 of the RPIC National Summit
Thursday, November 27, 2025

Mentor Name:

Clayton Truax, M.A.Sc., P. Eng.

Current Role & Organization:

Senior Director, Architecture and Engineering, PSPC

Industry & Areas of Expertise:

- Architecture & Engineering Services
- Environment, Health and Safety
- Contaminated Sites Management



Professional Background:

In his current role, he provides national functional direction and operational support within the National Capital Area, focusing architecture and engineering services. He has previously fulfilled the same role for environmental compliance and custodial health and safety. For the majority of his time in the public and private sectors, he delivered environmental projects primarily related to contaminated sites management.

Why I Mentor:

I appreciate the opportunity to discuss with mentees their interests and challenges and to provide them with the benefit of some of my “lessons learned” to assist them in identifying worthwhile career opportunities. This interaction is invaluable to me in my own professional development as a manager.

Fun Fact or Personal Interest:

I have a passion for hiking – particularly if there is a mountainous backdrop!

Mentor Name:

David Millar

Current Role & Organization:

Vice-President, Real Property and Assets
Parks Canada

Industry & Areas of Expertise:

Federal real property and asset management, infrastructure strategy, heritage conservation, organizational transformation, and public sector leadership.



David specializes in managing large-scale infrastructure portfolios, long-term asset sustainability planning, and modernizing real property functions within government organizations.

Professional Background:

David Millar is Vice-President of Real Property and Assets at Parks Canada, where he oversees a \$30 billion infrastructure portfolio that includes bridges, highways, heritage buildings, dams, and tourism facilities. Prior to this role, he led the Long-Term Asset Sustainability team, developing a strategy endorsed by Cabinet. He also served as Executive Director for Atlantic Operations at Parks Canada and held several senior roles at Fisheries and Oceans Canada over a 12-year period. His career spans communications, ecosystem management, and regional leadership in the federal public service.

Why I Mentor:

Helping others achieve their professional objectives is one of the most satisfying parts of my job. It's also key to the future success of the public service.

Fun Fact or Personal Interest:

David is an avid surfer, cyclist, paddler and backcountry skier.

Mentor Name:

Jean-François Legault

Current Role & Organization:

Director General - Real Property Directorate, Health Canada

Industry & Areas of Expertise:

Real Property

Professional Background:

Graduate from the Royal Military College of Canada (B.Eng. 1987, M.Eng. 1995, Chemical and Materials Engineering)

Served with the Canadian Forces from 1982-2009 as an Army Engineer Officer

Joined the Public Service in 2009, and have since worked at:

- Canadian Nuclear Safety Commission
- Public Safety Canada
- Indigenous and Northern Affairs Canada
- Public Services and Procurement Canada
- Privy Council Office
- Public Health Agency of Canada and Health Canada

Why I Mentor:

I enjoy interacting with colleagues and sharing work experiences – there is always something to learn

Fun Fact or Personal Interest:

I've been the chemical, biological, radiological and nuclear weapons advisor to the Ontario Provincial Police Provincial Emergency Response Team since 2003. I'm also a black belt in Yoshinkan Aikido, enjoy obstacle course racing (e.g. Spartan), and cycling.



Mentor Name:

Jie Chen

Current Role & Organization:

Partner, Architect (OAA | OAQ | MRAIC), Chair of Ottawa Studio,
DIALOG

Industry & Areas of Expertise:

Architecture, civic and community design, sustainable
innovation, organizational leadership, diversity and inclusion.



Professional Background:

Jie Chen is an accomplished architect and collaborative leader with over 16 years of experience shaping meaningful projects across Eastern Ontario, Toronto, and Montreal. She has held key leadership roles, including Managing Principal at Architecture49 leading the growth of their Seaway Corridor region and Senior Architect at KPMB Architects. Jie's portfolio spans educational facilities, industrial developments, multi-residential projects, and commercial and community centres. Her commitment to advancing diversity, equity, and inclusion is evident through her volunteering as Vice-Chair of the new Building Equity in Architecture National Capital Region chapter, as well as currently serving as board member for Habitat for Humanity.

Why I Mentor:

I mentor to help emerging leaders unlock their potential and to foster a culture of collaboration and innovation. Early in my career, I did not have many opportunities to connect with leaders of diverse backgrounds and in today's work environment, I believe the opportunity to share and hear diverse perspectives is the key to building a world with more empathy and hope. I believe every day offers a chance to positively influence our surroundings, and I hope mentees leave our sessions feeling empowered to create meaningful impact in their communities.

Fun Fact or Personal Interest:

I am passionate about volunteer work, especially with BEACAP and Habitat for Humanity, and I cherish opportunities to support equity-deserving groups within the design community. I strive to approach both work and life with a beginner's mind—open to all possibilities.

Mentor Name:

Michael Capus

Current Role & Organization:

Partner, Management Consulting, KPMG

Industry & Areas of Expertise:

Public sector; social services; housing and homelessness; policy and business transformation; technology implementation.



Professional Background:

I have been a management consultant for almost 20 years, and am KPMG in Canada's National Leader for the Human and Social Services sector. I work with government, social purpose organizations and communities to address vulnerability and disadvantage and to create better opportunities for all Canadians.

Why I Mentor:

I was supported by so many amazing mentors who have contributed to the professional I have evolved into – so it's important to me to pay that same advice and knowledge sharing forward.

Fun Fact or Personal Interest:

I am passionate about food and food security, having started to cook at the age of 12, and more recently served on the Board of Edmonton's Food Bank, which is Canada's first established food bank.

Mentor Name:

Peter Hammerschmidt

Current Role & Organization:

Assistant Deputy Minister, Infrastructure and Environment
at the Department of National Defence (DND)

Industry & Areas of Expertise:

Federal public service; expertise in defence policy,
infrastructure and environmental management,
international security, cyber security, intergovernmental
coordination, and strategic planning.



Professional Background:

Peter has held several senior leadership roles across the Government of Canada. Prior to his current appointment, he served as Assistant Deputy Minister (Policy) at National Defence, where he led the development of Canada's defence policy Our North, Strong and Free and the NORAD modernization initiative. His career includes roles such as Director General Policy Coordination at DND, Director General National Cyber Security at Public Safety, and Executive Assistant to the Clerk of the Privy Council. He has also served at the Treasury Board Secretariat and Canada's Permanent Mission to the UN in New York. Peter holds a Master's degree from the University of Wales, Aberystwyth and a Bachelor's degree from Queen's University.

Why I Mentor:

The opportunity to encourage and support younger colleagues in their pursuit of public service is incredibly rewarding—plus it's an amazing opportunity to meet new talented people and learn from them!

Mentor Name:

Scott Hamilton

Current Roles & Organizations:

- Senior Advisor, Special Programs, Real Property Institute of Canada (RPIC)
- Executive Director, National Executive Forum on Public Property (NEFPP)



Industry & Areas of Expertise:

Strategic real property, facilities management, organizational development, change leadership, and mentorship

Professional Background:

Scott brings over 30 years of federal public service experience, including a decade in real property leadership. He currently leads RPIC's Mentorship and Awards of Excellence programs and serves as Executive Director of the NEFPP, where he champions collaboration, innovation, and strategic dialogue in public real property. His career reflects a deep commitment to public value, sustainable service delivery, and people-first leadership.

Why I Mentor:

"I believe in building strong TEAMS and communities by investing in people – Together Everyone Achieves More. Mentoring allows me to share lessons learned and help others lead with authenticity, navigate change with confidence, and create lasting impact."

Fun Fact or Personal Interest:

A dedicated youth sports coach for over a decade, Scott has guided hockey teams to multiple championship seasons – and brings that same team-first mentality to every leadership challenge.

Mentor Name:

Stephanie Demers

Current Role & Organization:

Principal, Environmental Services, Stantec Canada

Industry & Areas of Expertise:

Environmental consulting, project management, contaminant hydrogeology, site assessment, site remediation, closure, fractured bedrock hydrogeology, conceptual site models, stakeholder engagement.



Professional Background:

Stephanie is a professional engineer and project manager with over 20 years of experience in environmental consulting. She is a senior project manager with experience managing large multi-disciplinary projects from initial site assessment to full scale site remediation and closure. As a senior contaminant hydrogeologist, she has been involved in the assessment and remediation of complex contaminated sites in both urban and remote settings involving a variety of contaminants of concern including metals and inorganics, volatile organic compounds, petroleum hydrocarbons, and PFAS. With a background in fractured bedrock hydrogeology, Stephanie has authored multiple detailed conceptual site models for hydrogeologically complex contaminated sites for Federal government clients. She has provided consulting and engagement support on these projects with federal expert support departments and regulators, provincial regulators, municipal governments, public health officers, and private residential stakeholders.

Why I Mentor:

I mentor to share the successes and challenges I've faced in my career to help others go farther in their journey. It's a great way to see career development from a different perspective as well!

Fun Fact or Personal Interest:

After years of watching her three boys play hockey, Stephanie has recently started playing herself – it's harder than it looks!