



RIVERSTONE

ENVIRONMENTAL SOLUTIONS INC.

Mike Francis, M.E.S., H.B.Sc., E.P.
Ecologist, Vegetation & Wetlands Specialist

CAREER AND ACADEMIC HISTORY

2021 – Present	Ecologist; RiverStone Environmental Solutions Inc.
2018 – 2021	Planning Ecologist; Nottawasaga Valley Conservation Authority
2016 – 2018	Terrestrial Ecologist, Project Manager; Azimuth Environmental Consulting Inc.
2016 – 2018	M.E.S., University of Guelph, Topics in Environmental Sciences, Forest Ecology
2015 – 2016	Coordinator, Conservation Biologist – Midwestern ON; Nature Conservancy of Canada
2104 – 2015	Coordinator, Project Biologist; Land Point Basin Land Trust
2014	Conservation Technician – Georgian Bay/Huronian; Nature Conservancy of Canada
2013	Environmental Technician; Lake Simcoe Region Conservation Authority
2008 – 2012	H.B.Sc., Trent University; Environmental Sciences

Professional Experience

Mike is an ecologist and environmental professional specializing in the characterization and assessment of terrestrial and wetland systems at both local and landscape scales. Mike is well-versed in the development, interpretation, and application of environmental policy and planning. He has spent the past several years working in environmental land-use planning as both a consultant and public agency advisor and peer reviewer. With a dense and diverse range of background experiences, Mike brings to the table a unique solutions-oriented perspective on land-use planning and a wide range of technical skill sets. His strongest technical expertise includes integrated site assessment for the characterization of forest and wetland systems, and general and at-risk wildlife habitat. Mike has experience preparing and reviewing Natural Heritage Evaluations, Environmental Impact Studies, Ecological Restoration and Mitigation Plans, Wetland Evaluations, and Natural Environment Reports in support of municipal infrastructure projects. He has advised various municipalities on ecological considerations for Official Plan development and, through his work in both the private and public sectors, has developed a unique perspective on the responsible acquisition of approvals from planning and regulatory authorities.

The following is a sample list of relevant project experience.

Technical Study and Plan Preparation

- Existing conditions assessment and Natural Heritage Evaluation for proposed private development in the **Township of Adjala-Tosorontio**; **Key Tasks**: existing site conditions assessment, impact analysis, assessment of policy compliance, development of mitigation plan, and reporting in support of private development proposal.
- Wetland Evaluation Report in support proposed quarry/pit expansion in the **Town of Bracebridge**; **Key Tasks**: review of wetland conditions using standardized Ontario Wetland Evaluation System criteria and preparation of report and figures for submission to Ministry of Natural Resources and Forestry.

- Large-scale Wetland Evaluation to support re-evaluation/update of historic evaluation files in the Township of Springwater; **Key Tasks:** coordinate and implement desktop review and field program, conduct evaluation using collected data as per Ontario Wetland Evaluation System standards and criteria.
- Existing conditions assessment and Natural Heritage Evaluation for proposed single development in the **Township of Scugog; Key Tasks:** existing site conditions assessment, impact analysis, assessment of policy compliance, development of mitigation plan, and reporting in support of private development proposal.
- Ecological and environmental due diligence review in the **Town of Gravenhurst; Key Tasks:** review of existing site conditions and local planning context to support due diligence period for prospective real estate transactions.
- Environmental Impact Study for subdivision development in the **Township of Essa; Key Tasks:** existing site conditions assessment (ELC, species at risk habitat assessment, wetland delineation, botanical inventory), impact analysis, assessment of policy compliance, development of mitigation plan, and reporting in support of subdivision development proposal.
- Species at Risk Habitat Assessment for proposed shoreline development in the **Township of Tay; Key Tasks:** implement multi-species habitat survey program and subsequent assessment to identify constraints to prospective shoreline development project.
- Ecological mitigation and restoration planning in support of development in the **Township of Essa; Key Tasks:** review site conditions and prepare site-specific naturalization and plantings plans for the purpose of offsetting development-related impacts.
- Preparation of large-scale Property Management Plans and Natural Area Conservation Plans in **Bruce County, Simcoe County, Norfolk County, City of Kawartha Lakes, and Manitoulin Island; Key Tasks:** field data collection, stakeholder outreach and consultation, planning document preparation to support long-term planning of significant natural areas.

Environmental Policy and Assessment

- Coordination and development of the draft policy ‘Achieving Net Gains through Ecological Offsetting’ for the **Nottawasaga Valley Conservation Authority; Key Tasks:** primary author of technical document and coordinator for stakeholder consultation.
- Ecological technical advisor and peer reviewer for the **Town of Collingwood Official Plan Review; Key Tasks:** review existing significant natural heritage feature information for Town of Collingwood, provide recommendations on identification and designation of site-specific features for development of OP schedules, review relevant draft text and provide recommendations.
- Ecological technical advisor and peer reviewer for the **City of Barrie Official Plan Review; Key Tasks:** review existing significant natural heritage feature information for Town of Collingwood, provide recommendations on identification and designation of site-specific features for development of OP schedules, review relevant draft text and provide recommendations.
- Ecological technical advisor and peer reviewer for the **Township of Clearview Official Plan Review; Key Tasks:** review existing significant natural heritage feature information for Town of Collingwood, provide recommendations on identification and designation of site-specific features for development of OP schedules, review relevant draft text and provide recommendations.
- Class Environmental Assessment Screening Report preparation for major bridge re-alignment in the **Township of Essa; Key Tasks:** background information review, site assessment of key natural heritage features, technical recommendations for mitigation, and assessment of regulatory compliance and local policy conformity.

- Class Environmental Assessment Screening Report technical review for County of Simcoe transfer station expansion in the **Township of Bradford West Gwillimbury**; **Key Tasks:** review of technical materials, site assessment of key natural heritage features, technical recommendations for mitigation, and assessment of regulatory compliance and local policy conformity.

Relevant Certification or Training Courses

2019	Environmental Professional Designation, Environmental Careers Organization of Canada
2017	Ontario Wetland Evaluation System certified practitioner, Ontario Ministry of Natural Resources and Forestry
2016	Ontario Reptile and Amphibian Survey Training certified, Ontario Ministry of Natural Resources and Forestry
2015	Ecological Land Classification System (Southern) certified practitioner, Ontario Ministry of Natural Resources and Forestry
2014	Data Sensitivity Training, Ontario Ministry of Natural Resources and Forestry