



Robert Castle

Rob Castle is a proven not-for-profit and post-secondary education executive with a strong record of achievement in strategic reviews, organizational change, governance, and policy development. Rob is a confident and clear communicator who translates strategy, goals, policy and direction into action. Skilled at both intra- and inter-organizational cross-functional negotiations, he has a history of achieving mutually agreeable resolutions to a wide spectrum of complex situations through collaborative, facilitative leadership.

SELECTED ACHIEVEMENTS

- Led development process for sexual violence policy at major post-secondary institution, which was celebrated as best practices in the sector. Developed concept for independent sexual violence response office.
- Oversaw implementation of recommendations of comprehensive campus safety audit, transforming the university's approach to community-based safety; created and led new campus safety department during transitional 15 months; guided development of revised security intervention model to improve community support;
- Negotiated terms and conditions for development and construction of New Student Centre (\$85M), with unique financing structure in Canadian university sector
- Led transition of international development NGO from near collapse to thriving operation, proactively changing the culture to ensure a good balance between its non-profit mission and a business approach to management

PRIOR EXPERIENCE

Professional

- York University
 - Senior Executive Officer to the Vice-President Finance and Administration (VPFA)
 - Senior Advisor, Policy, Operations, and Communications to the VPFA
- York University Student Centre - Executive Director
- Youth Challenge International - Interim Executive Director

Community and Volunteer

- York University - Security Advisory Council (2001-2011)(Chair)
- York University - Campus Safety Committee (1994-2001)(Chair)
- *Mediate @York* - Mediator and Board Member (2003-2006)
- Excalibur Board of Publications (2005-2012)(Chair)
- Youth Challenge International - Board Chair (following Interim ED role)
- Lee Wiggins Childcare Centre - Board (1988 to present, holding various executive posts)
- Harry Sherman Crowe Cooperative Housing Community - Board (2011-2019, External Board Member)(Board Secretary)
- Church of St Mary Magdalene - Church Warden, Cantor, Chair (Parish Selection Committee, Building Committee, Fundraising Committee)

QUALIFICATIONS

- Studied History at York University and University of Warwick
- Certificate in Dispute Resolution - University of Toronto Continuing Education

