

Cathia Badiere

EMPLOYMENT & EXPERIENCE

Organizer, Speaker and Consultant

Biohackers Toronto | Jan. 2019 – Present

- Lead engagement for a 700+ member network, organizing educational events and delivering data-driven insights on health optimization, fostering inclusive discussions that explore diverse perspectives.
- Conduct quantitative and qualitative research into health and wellness modalities, including herbal medicines and off label pharma products to understand mechanism of action and foster evidence-based information sharing with members, aligning with community-driven knowledge-sharing.

Co-Founder

Off the Grid Communities Inc. | May 2021 – Dec. 2024

- Integrated AI tools to conduct regulatory research, enabling data-informed investment decisions and fostered greater understanding of complex land use and zoning laws in Ontario's unorganized townships.
- Conducted market research and feasibility analyses by synthesizing real estate and geographic data to identify viable off-grid land opportunities.

Director, Research

Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) | Apr. 2017 – June 2019

- Advised on ACTRA's census of ACTRA members to improve survey questionnaire.
- Designed a VBA-based automation tool for national member election data consolidation, cutting reporting time by 95%.
- Conducted earnings analysis and economic reporting for executive decision-making.
- Identified and resolved critical data integrity issues across legacy systems, creating a roadmap for robust data governance.
- Staff liaison for member women's committee, assisting in research on women in film.

Senior Sector Policy Advisor

Ministry of Economic Development and Growth of Ontario | Dec. 2015 – Apr. 2017

- Synthesized complex economic datasets into clear, concise reports for diverse stakeholders, ensuring accessibility for both technical and non-technical audiences to support evidence-based decision-making.
- Developed policy recommendations based on trend analysis and economic forecasting, enhancing strategic planning with data-driven solutions.

PhD Student and Researcher

Schulich School of Business, York University | Sept. 2013 – July 2015

- Conducted in-depth qualitative research through interviews with C-suite executives, analyzing organizational strategies for data-driven decision-making to inform effective analytics implementation.
- Delivered actionable insights on integrating technical research with strategic objectives, enhancing evidence-based decision-making for diverse organizational contexts.

Senior Research Manager

Ipsos Reid Public Affairs | Oct. 2011 – Aug. 2012

- Conducted mixed-methods research for public sector clients (e.g., Public Health Ontario, Ontario Disability Support Program), using surveys and key informant interviews to produce data-driven insights for service delivery and policy development.
- Delivered clear, actionable policy recommendations to executive stakeholders, enhancing strategic planning with precise, evidence-based insights.

Managing Director

Badiere Consulting – Public Sector Consulting | Aug. 2011 – Mar. 2012

- Conducted quantitative research on licensure costs and labor market integration for foreign-trained professionals, using Excel and SPSS to produce data-driven insights for federal policy development.
- Authored a comprehensive report and funding proposal for Human Resources and Skills Development Canada, delivering actionable recommendations to enhance labor market integration of foreign trained professionals.

Senior Consultant

Prism Economics and Analysis | June 2006 – July 2011

- Conducted mixed-methods research for numerous clients, including Engineers Canada, contributing to a 2009 on factors shaping young women's attitudes toward STEM careers, using surveys, focus groups and interviews to inform workforce development strategies.

- Performed labor market forecasting and policy analysis for national sector councils, leveraging Excel and SPSS to produce data-driven reports on workforce trends and skills planning.
- Delivered actionable insights through statistical analysis and visualizations, supporting evidence-based policy recommendations for public and private sector clients.

Course Director

Glendon College, York University | 2008, 2012

- Delivered undergraduate courses in marketing, and macroeconomics.
- Facilitated engagement by inviting senior professionals from Ipsos and KPMG to evaluate student marketing plans, fostering applied learning and real-world feedback (Fall 2012).
- Taught the introduction to macroeconomics class in French to undergraduate students, answered clarifying questions, graded exams (Winter, 2008).

EDUCATION

Master of Science (MSc) in Business Analytics

Schulich School of Business, York University | 2013

Master of Industrial Relations (MIR)

University of Toronto | 2006

Bachelor of Arts (BA) in Economics

York University | 2004

Technical & Language Skills

- Fluent in English and French; skilled in managing and analyzing large datasets (e.g., Census, LFS, SEPH).
- Proficient in data analysis tools (R, SAS, SPSS, Excel, VBA) and basic Python for statistical modelling and visualization.
- Trained and experienced in project management and clear communication of data-driven insights for diverse stakeholders.

References available upon request.