

Frédéric-Martin Côté

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PROFESSIONAL SUMMARY

Senior HR professional with eight years in maritime-transport HR (V.Ships Canada from 2012, transferred to Le Groupe CSL in 2015, plus a 2021 consulting mandate) supporting nine collective agreements, plus consulting and academic experience. Worked closely with VPs and senior leaders, presenting to steering committees and consulting on strategic projects. Expertise in financial modelling for HR (collective-bargaining costing, business cases for strategic projects), total rewards, and payroll-to-GL integration across two ERPs (Lawson and Oracle, including migration). M.Sc. in Industrial Relations from Université de Montréal with peer-reviewed publication (@GRH 2022). Distinctive technology fluency for an HR profile: lifelong programmer (Python, VBA), advanced Excel, SPSS for quantitative research. Founder of P&S Lab Inc., a creative lab (3D printing, prototyping, varied problem-solving). Bilingual (French/English).

CORE COMPETENCIES

Strategic HR Partnership

Eight years working in unionized maritime environments (V.Ships then CSL) with regular cross-functional interactions at senior level: presenting to steering committees, consulting on strategic projects, and producing decision-support material for VPs and executive members. Recent consulting work extended this to non-profit (OBNL) governance, with direct engagement with executive directors and presentations to non-profit governing boards on HR files. Strengths in translating business needs into HR programs and supporting leadership in complex labour-relations contexts.

Total Rewards & Compensation

Eight years designing, administering, and optimizing total rewards programs across nine collective agreements in maritime transport: base pay, variable compensation, defined-benefit and defined-contribution pension plans, intangible rewards. Hands-on with financial modelling, including collective-bargaining costing (clause-by-clause pricing, scenarios) and broader business cases for strategic projects and executive decision-making. Published academic work on compensation philosophy.

HR Data Analytics & Decision Support

Advanced Excel (VBA) and Python (pandas, scikit-learn) for HR analytics; SPSS for quantitative research. Built dashboards and reports supporting headcount planning, compensation reviews, and grievance trend analysis. Apply data-driven diagnosis to HR program design.

HRIS & Process Automation

Hands-on experience with Highline (Canadian payroll system) and ShipSure (integrated maritime ERP for crewing, certifications, multi-collective-agreement configuration). Worked extensively in two financial ERPs (Lawson, then Oracle) for account analysis, variance investigation supporting Finance, and design of automated payroll-to-GL accounting entries. Involved directly in the Lawson-to-Oracle migration. Participated in HR-technology vendor evaluation cycles: needs gathering, requirements drafting for RFPs, vendor demos, comparative scoring, and recommendation. Developed in-house automation tools (Excel/VBA, Python) to streamline multi-CBA HR operations.

Labour Relations & Collective Bargaining Support

Direct exposure to nine collective agreements (V.Ships → CSL): clause drafting, grievance administration, arbitration support. 4-month internship at the CSN (Quebec union confederation) provides bilateral perspective on labour dynamics.

Technology Fluency & Automation

Self-taught programmer since age 8, with working fluency in 6–8 languages. Hands-on experience with machine learning (developed and deployed LSTM neural networks). Comfortable applying scripting and automation to streamline data and process work. Founder of P&S Lab Inc., a creative lab (3D printing, prototyping, varied problem-solving).

Change Management & Program Design

Designed and rolled out HR programs (compensation reviews, performance frameworks) in complex unionized environments. Comfortable leading initiatives in fast-evolving contexts; experience as auxiliary lecturer at UdeM developed communication and stakeholder-influence skills.

PROFESSIONAL EXPERIENCE

Founder & Maker - P&S Lab Inc. (Problème et Solutions Laboratoire Créatif)

Sep 2025 – Present · Laval, QC

Incorporated creative lab: 3D printing, prototyping, and concrete solutions to varied problems. Combine hands-on making (Autodesk Fusion, FreeCAD) with custom software development.

Senior HR Analyst - ViaConseil

Jan 2025 – Sep 2025 · Greater Montreal

Consulting mandates across multiple non-profit (OBNL) clients: HR policies, compensation reviews, HR-process mapping, and analytics. Direct interactions with executive directors and presentations to non-profit governing boards (both full-board and board-committee settings, sometimes without the executive director present) on HR-related files.

Auxiliary Lecturer, Industrial Relations - Université de Montréal

2021 – 2024 · Montreal, QC

Teaching support in graduate-level industrial relations courses. Co-authored peer-reviewed paper presented at @GRH 2022. Doctoral research conducted (program not completed).

Crewing Analyst (HR Analyst, Marine Personnel) - V.Ships Canada → Le Groupe CSL

Apr 2012 – Jul 2020 · Consulting contract 2021 (via CSL payroll) · Montreal, QC

Eight years in maritime-transport HR within the Crewing department, supporting nine collective agreements (officers and ratings). Joined V.Ships in April 2012 and transferred to Le Groupe CSL in January 2015 when CSL re-hired the team (same function throughout). Returned in 2021 on a consulting mandate via CSL payroll while completing the M.Sc. Reported to a Director, with regular cross-functional interactions with VPs and senior leaders. Key contributions: (i) total compensation programs and financial modelling for collective-bargaining costing (clause-by-clause pricing, scenarios), strategic projects, and executive decision-making; (ii) presented findings to steering committees; (iii) partnered with Finance on account analysis, variance justification, and automated payroll-to-GL entries across Lawson then Oracle, and was involved in the Lawson-to-Oracle migration; (iv) participated in HR-technology evaluation cycles (RFPs, vendor demos, recommendation); (v) built analytics tooling (Excel/VBA, Python). Daily systems: Highline (payroll), ShipSure (maritime HRIS).

Web Department Manager - Retail e-commerce operation

2011 – 2012 · Montreal area

Managed a 6-storefront e-commerce operation (eBay and other platforms) immediately after completing the B.A.

EDUCATION

Doctoral Studies, Industrial Relations · Université de Montréal · 2022 – 2024 · *Two years completed; program not finished*

M.Sc., Industrial Relations · Université de Montréal · 2020 – 2022 · *Peer-reviewed publication, @GRH 2022 conference*

B.A., Industrial Relations · Université de Montréal · *Completed 2011*

AEU (30 credits), Psychology · Equivalent to a minor; completed before B.A.

TECHNICAL TOOLKIT

HRIS / ERP / Payroll	Highline (payroll) · ShipSure (maritime ERP) · Lawson and Oracle (financial/accounting modules; participated in Lawson-to-Oracle migration) · transferable to SAP SuccessFactors, Workday, ADP
Data & Analytics	Advanced Excel/VBA · Python (pandas, scikit-learn) · SPSS
AI / ML	TensorFlow · LSTM neural networks (developed and deployed) · classical ML · automation pipelines
Programming	Python & VBA (proficient) · C, C++, Java, HTML, Lua, BASIC (working knowledge)
Shell / OS	Windows PowerShell · Linux CLI
Hardware / Maker	Raspberry Pi · Arduino · Autodesk Fusion · FreeCAD · 3D printing
Other	DaVinci Resolve (video editing, beginner)
Languages	French (native) · English (fluent, professional)