

February 16th, 2012

To whom this may concern:

I am pleased to provide this letter as a reference for Ms. Jenny Feick.

I first became familiar with Jenny during the development of the Forest and Range Practices Act in early 2001. I was leading a large cross-government policy team to develop a results-based approach to forest management and Jenny was the senior Ministry of Environment representative. In the years since I have worked on many files with Jenny and during my last two years in government, as Assistant Deputy Minister of Environmental Stewardship, she reported directly to me.

Jenny has a prodigious capacity for work, is driven to deliver quality products, is an excellent critical thinker and a good listener. During the time I supervised her work Jenny successfully led Climate Change Adaptation and stewardship outreach activities for the division. She also provided inspired Ministry leadership on a new major policy initiative for government that was revolutionary, sensitive and complex. All of these files required Jenny to create, nurture and manage multi-disciplinary teams, in most instances drawing on individuals from other agencies. My observations in this regard are that she understands the principles of teamwork and was a respected and valued team leader.

In addition to the key files she carried, Jenny also was involved in many other activities. For example, she created a successful partnership with the University of Victoria, was a member of the Ministry's science committee that developed the framework for incorporating science into decision-making, represented the Division and Ministry on many cross-government initiatives and also represented the Province on key federal/provincial files.

In all my dealings with Jenny I found her forthright, engaging and frank. We met quarterly to review her performance measures and where adjustments were required, generally due to factors beyond her control, she demonstrated great flexibility and innovation.

In closing, I have no hesitation in providing Jenny with the highest possible reference. Her passion for excellence, her strong sense of duty and her creative approach to problem-solving are all strong assets that will serve her, and any future employers, well into the future.

Sincerely

Ralph Archibald
Assistant Deputy Minister, retired.