

JOSEPH EDGAR JOHN (NED) GRAVEL, CD, PENG, CA-LS, CAE, IPL

Educator, International Peer Evaluator/Trainer, Laboratory Assessor, Accreditation Expert



An internationally recognized evaluation team leader who facilitates cultural change to enhance the international equivalence of national accreditation programs. Background includes the command of operational organizations in specific technical fields and the management of international technical businesses. Licensed engineer. Business experience includes management and marketing of national accreditation programs, management of laboratories, facilitated training, and negotiation of international agreements in support of trade. ISO/CASCO committee member for the creation and amendment of the laboratory accreditation standard, ISO/IEC 17025. Author of *Ned's Rules of Engagement*. Author of the

Principles behind ISO/IEC 17025. APLAC trainer of 17011 evaluators.

Most desired opportunity: Motivating dispirited teams of people to achieve difficult objectives under impossible circumstances - starting with believing in themselves.

Specialties: Reaching people. Accreditation of laboratories. Oversight of health and safety programs. Laboratory QMS. ISO/IEC 17025. ISO/IEC 17011. Evaluation of Accreditation Bodies.

Personal Canadian male, fluently bilingual and can converse in German.

Education BEng (1987 Engineering Prize - Summa cum Laude), Civ Eng, RMC Kingston.

Experience

2011 – Present **Principal, MOTIVA Training** – Americas-wide assessment for ILAC-recognized accreditation bodies. Training for laboratories to better tackle the impediments they face in implementing conformant quality systems. Training in the laboratory standard (ISO/IEC 17025). Training for regulatory agencies in the accreditation body standard (ISO/IEC 17011). Training regarding compliance with regulated health and safety requirements enforced by specific jurisdictions. Assistance to UNIDO and WTO/EIF for development of national accreditation infrastructure in South Asia and Southeast Asia.

2016 – Present **Senior Advisor (from 2017) and Manager Training (from 2018), International Accreditation Service (IAS)** Developed and delivered training to accredited bodies and laboratory assessors in all aspects of quality systems, including leadership. Lead Evaluator within APLAC and representing IAS within APLAC. Assisting IAS with its international brand and helping to represent IAS in international fora. Assessing IAS applicant and accredited laboratories and inspection bodies. Reaching accredited CABs with training that is meaningful to them.

2005 – Present **Peer Body Lead Evaluator & Evaluator Trainer - Asia Pacific Laboratory Accreditation Cooperation (APLAC)**. Develop and deliver training to peer bodies in partner nations on the establishment and maintenance of accreditation programs. Lead evaluation teams to Russia, Pakistan and the USA. Appointed as Lead Evaluator within the National Cooperation for Laboratory Accreditation (NACLA) and the Asia-Pacific Laboratory Accreditation Cooperation (APLAC). Convenor of the APLAC Evaluator Training Working Group, responsible for the training of APLAC international peer evaluators. Serving as Chair of the APLAC Calibration Sub-Committee within the Technical Committee.

2011 – 2018 **Accreditation Body Expert, (UNIDO for Bangladesh & Myanmar) (WTO/EIF for Laos)** - Assist in the development of National Accreditation Bodies within the context of a national conformity assessment system. Ensure the programs in developing nations meets both ILAC and IAF recognition requirements so that technical barriers to trade for exports products are significantly reduced. ILAC recognition for Bangladesh was accomplished in 2015. Funding for the Laos project ended in 2016 without completion. Funding for the Myanmar project ended in 2018 without completion.

2011 – 2016 **Chair, Policy Expert Committee, Laboratory Accreditation Bureau (L-A-B), a division of A-S-B** – Monitor and advise on accreditation policies and guidelines for interpretations, compliance of technical programs, interpretations of requirement for Accreditation, continual improvement of processes, approval of technical packages for accreditation of accredited organisations. Represent L-A-B/A-S-B at both APLAC and ILAC.

2010 – 2011 **HSEQ Director (Americas)** – Exova Lab Group. Responsible for the continued development, implementation, and maintenance of Exova Americas' Quality Systems in accordance with ISO/IEC 17025, regulatory and accreditation requirements such as FDA, PRI/Nadcap and ILAC Signatories throughout the Americas. Responsible for the continued development, implementation, and maintenance of Exova Americas' Health, Safety and Environmental Systems, including the on-going implementation and maintenance of 5S methodologies across the continent. Alberta COR, BC COR, Ontario MOL and Quebec CSST requirements enforced.

2001 - 2010 **Manager, Quality and Training** - Canadian Association for Laboratory Accreditation (CALA). Developed, marketed and managed the CALA Training Service. Developed and delivered training to laboratory personnel and laboratory assessors in all aspects of laboratory quality systems, including laboratory leadership. Represented Canada on the ISO committees for the laboratory accreditation standard, ISO/IEC 17025. Lead Evaluator within the National Cooperation for Laboratory Accreditation (NACLA) and APLAC.

- 1996-2001** **Senior Program Officer, Conformity Assessment** – (SCC) Managed the assessment and accreditation of 72 client labs throughout North America. Negotiated two partnerships for the Standards Council of Canada in laboratory accreditation. Developed program business approach, business planning, marketing strategy and represented Canada on the committee for the new laboratory accreditation standard, ISO/IEC 17025. Participated in the negotiation and implementation of two international agreements in support of Canadian Trade Policy. Facilitated two paradigm shifts in the program: growth from a \$900K/year business to a \$1.8M/year business, and shifted from a stand-alone unit within a Crown Corporation to a working partnership of Canadian public and private sector partners. Negotiated Canadian positions on North American Standardisation Committees, developed Standards Council of Canada (SCC) IT Business Plan.
- 1993-1996** **Self employed** as structural design engineer, business solution consultant with two micro businesses. Served as training facilitator and strategic planner for Provincial Co-operative board. Technical consultant for exports of Canadian telecom and power technology. Served two years on Boards of Directors for two national micro business associations.
- 1992-1993** **Operations Director** for Electronics R&D firm in Ottawa. Managed technical personnel, their equipment, their tools and their time. Accredited by SCC accreditation under ISO/IEC Guide 25. Managed calibration laboratory. Managed \$500K project on TEMPEST shielding facility. Provided structural design.
- 1971-1992** **Leader, Manager, and Information Technology Specialist:** Canadian Forces Communications and Electronics Branch. Built and led teams from 2 to 200 personnel. Trained own teams. Provided technical IT training to others. Defined user requirements, implemented solutions and commanded the organisations that provided these IT services. Last military appointment (1990-1992) was Executive Assistant to Chief, Personnel, Careers and Development in DND. Ensured smooth running of Branch of 500+ and assisted in development of HR strategies and policies. Retired as Major with pension.

Specialty Skills: Have Mooney - Will Travel

- Leadership and Mgt** Twenty-two years commanding soldiers in the delivery of complex solutions under hazardous conditions. Three years experience in the development of micro businesses to meet specific niche market needs. Fourteen years in the management of laboratory accreditation programs, including representing Canada in both standards development and conformity assessment roles. Certified Association Executive (CAE). Strong belief in people and what they can accomplish.
- IT Solutions** Thirty years experience in planning, implementing and maintaining military and commercial IT systems and networks. Twelve years in delivering IT services to users.
- Standardisation** Designed and managed quality management systems to ISO 9000, ISO/IEC Guide 25/17025 ISO/IEC Guide 43/17043, ILAC Guide 13, and ISO/IEC Guide 58/17011. Negotiated accreditation support agreements with Govt of Quebec and Canadian Communications Security Establishment for laboratory accreditation. Managed these national-level partnerships and one with National Research Council. Assisted in the development of the international standard used to accredit testing laboratories, ISO/IEC 17025.
- Facilitation/Training** Thirty five years experience in direct adult education. Accredited as training facilitator. Delivery of the most successful laboratory training program in Canada 2001-2010.
- Strategic Planning** Forty years both civilian and military. Authored SCC 1997-2002 Strategic Plan and developed performance measurement indicators for yearly SCC Corporate Plan. Developed and implemented successful international marketing strategies for business in support of WTO TBT.
- International Trade** Development of standards and negotiation of international agreements that best reflect Canadian capabilities in support of the reduction of non-technical barriers to trade.
- Audit/Assessment** Extensive audit experience for ISO/IEC 17025, ISO/IEC 17043, and ISO/IEC 17011. Certified Lead Assessor – NQI and RABQSA/Exemplar
- Other** Flying - Canadian Private Pilot (Instrument Rating), Sailing - British Coastal Skipper

Memberships

- Member Professional Engineers Ontario (PEng)
- Member Canadian Owners and Pilots Association (IPL)
- Member RABQSA Certified Lead Assessor (QA-LS)
- Member Canadian Society for Association Executives (CAE)

References

- Dr. Rick Wilson Former CEO, Canadian Association for Laboratory Accreditation (CALA)
- Mr. Douglas Leonard Vice President (Laboratories), American National Accreditation Board (dba L-A-B)
- Mr. Peter Unger President Emeritus, American Association for Laboratory Accreditation (A2LA)