

Steven Germain *Gros-Louis*

Indigenous consultant — funding strategy, governance, digital transformation, applied research, and labour relations.

Wendake, Québec
(581) 578-2260 · info@aionwatha.com
aionwatha.com · [linkedin/stevengermain](https://linkedin.com/in/stevengermain)

PROFILE

Consultant with 15+ years connecting strategy, culture, institutional requirements, and concrete execution. I structure complex projects, clarify funding files, produce solid documentation, and move multiple stakeholders in the same direction — across Indigenous organizations, cultural institutions, federal and provincial contexts, and digital modernization mandates.

SELECTED MANDATES

Principal Consultant — Aïionwatha Consulting

Indigenous organizations, nonprofits, cultural institutions, SMEs

- End-to-end business plans, grant files, executive briefs, and budgets — translating complex needs into deliverables decision-makers can actually use.
- Digital modernization and publishable knowledge bases: web tools, content architecture, SEO/GEO, and ERP deployments.
- Legal research, compliance analysis (Law 25, nonprofit governance), and strategic support to boards and directors.

Innovation & Development Consultant — Réseau Patro

Network of 7 community centres, 292 employees across Québec

- Continuous funding opportunity watch (grants, foundations, philanthropy) and structured project framing.
- Aligning initiatives with network priorities: youth, health, education, culture, technology, governance.

Strategic Analyst — FNEC, Indigenous Education Funding Reform

Contribution to a ~\$1.1B funding framework for First Nations schools in Québec

- Unblocked a 13+ year stalled negotiation through strategic analysis, chronological consolidation, and consensus-building.
- Built the reference chronology and the statistical risk assessment that anchored the negotiation position.
- Co-designed a funding formula now adopted, implemented, and operational — enabling realistic planning for funded schools.

Change & Deployment Lead — CSSSPNQL (Health Commission)

Multi-community technology rollouts in regulated health environments

- Phased deployments across Indigenous communities with zero disruption to health services and no compliance violations.
- Role-based training (clinician ≠ administrator), super-user networks, 24h fallback support during critical windows.

Geospatial Analyst & Coordinator — Fisheries & Oceans Canada / INAC

Recognized by ministerial letter of excellence

- Geospatial population mapping and scenario modelling feeding federal conservation and zoning decisions.
- Aligned federal, Indigenous, environmental, and local interests — documented co-management models later replicated.

Digital Modernization Lead — Bastien Industries & cultural projects

- End-to-end ERP design, configuration, and deployment; Amazon storefront to open new digital sales channels.

SIGNALS

- 15+ years in management, funding, and digital execution
- ~\$1.1B funding framework contributed to (Indigenous education reform)
- 150+ funding sources tracked in continuous watch
- ★ Ministerial letter of excellence — Fisheries & Oceans Canada
- 3rd prize — Startup Weekend

CORE COMPETENCIES

- ◆ **Funding & Strategy**
Grant writing · business plans · executive briefs · funder coordination
- ◆ **Governance & Compliance**
Nonprofit governance · Law 25 · light PMO · regulatory representation (CNESST, CCRI, TAT, Federal Court)
- ◆ **Research & Analysis**
Civil & procedural law · geospatial & statistical analysis · risk modelling · case-building
- ◆ **Digital & Knowledge**
ERP design · web & SEO/GEO · practical AI · tech compliance & security
- ◆ **Change & Coordination**
Multi-community rollouts · role-based training · stakeholder engagement

LANGUAGES

French	NATIVE
English	FLUENT
Spanish	WORKING

EDUCATION & CERTIFICATIONS

- CRHA — Human Resources Professional
Certification in progress
- IT Apprenticeship for Indigenous Peoples
Certificate
- Law studies — university level
Civil, procedural, business law
- Specialized training
Collective bargaining · nonprofit governance · PMO · financial modelling · geospatial analysis

SECTORS

- Indigenous orgs
- Nonprofits & culture
- Federal & provincial gov
- Health
- Fisheries & resources
- Education
- SMEs