

WAYNE E. MAYER, Ph.D.

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SUMMARY

Sustainability Consultant, International Development Practitioner, and University Professor with technical and leadership skills gained during 20+ years as a change agent with a focus on Sustainable Development.

WORK EXPERIENCE

2013–Present: CEO, When Everything Matters (WEMCo), Cary, NC

Assist clients in developing sustainability strategies and action programs. Lead teams and help forge alliances between internal and external stakeholders.

Client examples include:

Merrick & Company: \$110M. Worked with senior management to design Sustainability-as-a-Service. Interviewed 7 Business Units. Identified existing and needed services, collaborative opportunities, and partners. Prepared senior leaders to present Sustainability Services to the board of directors.

First Quantum Minerals: \$14B in revenues. Worked with senior management to design and implement community relations, government relations, and sustainability processes. Helped change approach to community relations in Peru from short-term to long-term. Helped plan the negotiation of the resettlement of 1,000 people. Strengthened the environmental impact assessment. Prepared senior leaders to present at three annual board meetings. Helped manage \$15M annual project budget.

Fairmount Santrol (now Covia): \$2B. Assisted Executive Chairman. Facilitated strategic planning workshops. Led 20+ managers in aligning client with the U.N.'s Sustainable Development Goals. Designed methods to synthesize ESG data from different sources into client action. Advised the Sustainable Development Team on how to innovate, decarbonize, and create strategic partnerships.

International Potato Center: \$60M. Worked with COO and Director-General. Led 35 senior executives and managers in two, worldwide, five-day strategic planning sessions. Guided a shared vision for key institutional imperatives and a five-fold increase in research and program funding.

Tetra Tech: \$4.2B. Led 15+ in strategic planning. Assembled technical project team and partners for Sustainable Development in Colombia and Peru. Translated ESG data into strategic action plans.

2011–2012: Senior Environmental Specialist, Ausenco, Lima, Peru (\$750M)

Reported to Chief Sustainability Officer and Environment and Sustainability (E&S) President. Led global sustainability practices, including E&S's first five-year strategic plan, QuickStart Sustainability Services, Community Relations Management, and \$25M Environmental Project Goal. Oversaw worldwide general managers in their implementation of Integrated Sustainability. Spearheaded strategy development and service innovation. Served as the spokesperson and thought leader on climate risk, stakeholder engagement, and sustainability, emphasizing high growth with low carbon.

2002–2010: Principal Scientist and Project Manager, Duke University, Durham, NC

Negotiated agreements with the Peruvian government, local government, and international NGOs. Secured corporate sponsorship and nearly \$150K in research grants. Managed and led three, 12-person teams in Peru's Cordillera Azul. Engaged indigenous peoples in sustainable forestry practices.

Researched the trade-offs between human betterment and environmental management, including sustainable business practices, renewable energy, and ESG data analysis.

Developed and taught courses in international development and sustainability at the Duke Center for International Development.

EDUCATION

- Ph.D., December 2006, Environmental Science & Policy, Duke University, Durham, NC
 - Certificates: International Development Policy; Latin American and Caribbean Studies
- M.S., June 1994, Forest Ecology & Conservation, University of Washington, Seattle, WA
- B.A., June 1991, Environmental Science, *cum laude*, University of Denver, Denver, CO

MENTORING SKILLS

- Hold and have held positions as Senior Fellow, Visiting Professor, and Adjunct Professor with Duke University, the University of Denver, and other universities.
 - Develop and teach a variety of courses in Environmental Science & Policy, ESG Management, and Sustainability at the MBA and other graduate-degree levels.
 - Accomplished writer and public speaker.
- Presenter & Member of the Leadership Corp, *The Climate Reality Project*

LANGUAGES

- Fluent in English and Spanish. Basic Portuguese.