

Spring 2016 - SPOTLIGHT



Alison DeMille, MIR '91

Chief Human Resources Officer

Alison DeMille joined McCain in September 2014 as Chief Human Resources Officer. She brought with her 23 years of top-tier, best-in-class HR expertise, spanning senior roles in Canada, China, the U.S. (New York & San Francisco) and the UK. Her previous position was SVP, HR for Gap Global (New York) where she managed centralization of Gap's operating model.

Alison began her career at PPG Canada Inc., working in Labour Relations and HR. From there she was recruited by Tibbett & Britten, a UK-based transportation and logistics supplier, where she applied her HR skills to start their training and delivery function in North America, in addition to start-ups and labour relations.

After progressing to Frito-Lay as National Corporate Manager, Organizational Effectiveness, Alison was recruited by Gap Inc. to head up their HR function in Canada. She assumed her first general management role as VP, Shared Services, where she was effectively the "face of Gap" in Canada, representing the company in industry associations and with regulators, and helping to coordinate or solve any frictions between business units.

Over the course of her 16-year HR tenure at Gap, Alison was promoted from Senior Director to VP to SVP, in locations around the world. Among other accomplishments, she led a large centralization project for Gap Inc. London, UK, in which she designed a multi-channel, multi-brand operating model and organizational structure; and managed a high level organizational assessment and design through a North American alignment project. She was also a key member of the start-up team focused on Gap's retail entry to China.

Alison holds a Bachelor of Arts degree (Honours) in Labour Relations from McMaster University, Ontario; and a Master of Industrial Relations degree from Queen's University, Ontario. A native of Vancouver, she and her spouse are pleased to return to Toronto to raise their family.