

DUC LE

Recommended

Contact Information

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 [watch Duc's video statement](#)

If elected, I will bring to the CCCU Board of Directors over 40 years of financial management experience in both public and private sectors, including more than six years in Chief Financial Officer roles. I have a master's degree in economics and finance and four professional designations including Chartered Professional Accountant.

Prior to moving to Vancouver Island, I worked in Prince George, so I have a unique personal experience in both regions that are respectively served by Coastal Community and Integriss. My combined professional and personal experience will be beneficial for my new role on the CCCU Board. Thank you.

Work/Professional Experience

- Director of Corporate Services, Victoria Hospice – Island Health (2024 – 2025)
- Director of Financial Planning and Reporting, Ministry of Citizens' Services (2022 – 2023)
- Director, Health Authority Capital / Senior Manager, Physician Compensation, BC Ministry of Health (2017 – 2022)
- Chief Finance & Administration Officer, Ocean Networks Canada (2012 – 2015)
- Vice-President, Corporate Services & CFO, Parkland Regional Health Authority (2009 – 2012)

Earlier Roles

- Executive Director, Finance – Northern Health Authority
- Director, Corporate Services (CFO) – Kinark Child & Family Services
- Assistant VP, Finance, McMaster University

Experience in a Complex Regulatory Environment; Establishing Goals; Approving Major Financial Decisions

As Chief Financial Officer of a Regional Health Authority and subsequently of a university-affiliated research agency, I covered all three core competencies, including complex regulatory environment in healthcare and education, establishing corporate financial goals, and approving major financial decisions such as corporate annual budgets, long-term financial plans, and year-end audited financial statements. As a director in the provincial government, I was responsible for the financial stewardship of \$500 million annual physician compensation, an annual budget of \$300 million for the real property portfolio, and the capital funding for all primary care facilities across British Columbia.

Experience in Lending Expertise (Retail & Commercial); Balance Sheet Management /Treasury; Audit & Financial Management; Enterprise Risk Management; Insurance

Balance Sheet Management /Treasury: managed an endowment fund with assets over \$300 million and a pension fund with assets over \$1.0 billion for a university.

Audit & Financial Management: over 20 years of experience in financial leadership experience such as CFO, Executive Director of Finance, CFAO, Director of Financial Planning & Reporting, Assistant VP of Finance.

Enterprise Risk Management: responsible for integrated risk management for a health authority in BC and a research agency affiliated with a BC university. Monitored 19 strategic risks and over 60 operational risks, established risk register and risk mitigation strategies.

Background in Strong Governance

- Reported to the Audit and Finance Committee of the Board of Directors of a University, a research agency, and two regional health authorities (14 years in total)
- Elected trustee of a Pension Board (2 years)
- Elected treasurer of a local Performing Arts Centre Society (11 years)
- Board member of a Provincial Human Resource Management Association, regulating human resource professionals (2 years)
- Chair of the Board of a municipal transit agency (3 years)

How My Values Align with Coastal Community Credit Union

As Treasurer of a non-profit organization having an account with CCCU, I enjoyed working with staff at a CCCU branch.

Having worked with so many Boards of Directors in the past 40 years, I have learned a lot about board governance, strategic planning and management, dealing with complex multi-faceted issues, balancing internal organizational constraints with the challenging demands of the public, and trying to create a better future through innovation.

At this stage of my professional career, I would like to give back to the community and contribute my experience to this admirable community organization.

Relevant Education/Designations

- Master of Science (Economics & Finance), Queen's University, Kingston, ON
- Bachelor of Engineering, École Polytechnique, University of Montreal, Montreal, QC CFO Leadership Program Certificate, Institute of Chartered Accountants of BC
- Effective Executive Program Certificate, University of Saskatchewan, Saskatoon, SK
- CPA – Chartered Professional Accountants of British Columbia
- CHE – Certified Health Executive, Canadian College of Health Leaders
- CHRP – Certified HR Professional, Human Resource Management Association of Manitoba

Community Experience

- Chair of the Board – Disabled & Aged Regional Transit System, Hamilton, ON
- Trustee – University of Victoria Pension Plan Board, Victoria, BC
- Board Member – Human Resource Management Association of Manitoba, Winnipeg, MB
- Board member & Treasurer – Juan De Fuca Performing Arts Centre Society, Victoria, BC

Other Experience, Competencies or Life Skills

- Fluent in both official languages and multilingual.
- Seasoned traveler, having visited all five continents and still have many countries to visit.