**Paul Fulham**

**CFO | PROPERTY MANAGEMENT EXPERT | ENTREPRENEUR | TEAM PLAYER | LEADER**

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**SUMMARY**Experienced professional with a proven track record in property management, project coordination, and team leadership across diverse industries, including real estate and nuclear operations. Skilled in property acquisitions, tenant relations, and budget management, with expertise in optimizing portfolios through strategic planning and market analysis. Adept at handling critical situations, coordinating complex schedules, and ensuring compliance with safety standards. Holds a strong entrepreneurial skillset with an ability to lead dynamic teams.

**SKILLS**

• Leadership Development  
• Team Coordination & Strategic Planning  
• Project Management & Operations Oversight  
• Budget Management & Financial Reporting  
• Risk Assessment & Regulatory Compliance  
• Stakeholder Engagement & Procurement  
• Inventory Control & Logistics Planning  
• Safety Protocols & Emergency Preparedness  
• Performance Coaching & Resource Allocation  
• Contract Negotiation & Process Improvement  
• Multinational Liaison & Data Analysis  
• Administrative Support & Event Coordination  
• Mission Planning & Training Facilitation  
• Property Acquisitions & Tenant Relations  
• Lease Management & Market Analysis  
• Real Estate Evaluation & Portfolio Optimization  
• Maintenance Oversight & Contractor Coordination  
• Budget Forecasting & Cost Reduction Strategies  
• Compliance Auditing & Vendor Negotiations

SOFT SKILLS:  
• Collaboration & Problem-Solving  
• Organizational Skills & MS Office Suite  
• Critical Thinking & Time Management  
• Interpersonal Skills & Stress Management  
• Conflict Resolution & Communication Skills  
• Data-Driven Decision-Making & Multitasking

**CORE COMPETENCIES**  
Leadership & Team Management: Proven ability to lead diverse teams across various environments. Skilled at assigning responsibilities, resolving conflicts, and promoting a culture of accountability. Demonstrates consistent success in mentoring and coaching team members, enhancing overall performance and morale. Expert at planning schedules, managing resources, and adjusting to dynamic operational needs.

Strategic Planning & Execution: Extensive experience in developing and implementing strategic plans to meet organizational objectives and industry standards. Excels at analyzing data, evaluating risks, and devising actionable solutions that deliver measurable results. Known for managing budgets, optimizing resource allocation, and driving process improvements to meet project deadlines and financial targets.

Operations Management: Expertise in overseeing daily operations, ensuring efficiency, safety, and compliance with regulations. Well-versed in coordinating cross-functional teams, managing logistics, and implementing protocols that enhance productivity. Consistently recognized for successfully handling large-scale operations with multiple stakeholders and complex deliverables.

Financial Oversight & Budgeting: Strong background in managing budgets and financial reporting for diverse projects and operations. Skilled at identifying cost-saving opportunities, tracking expenses, and aligning with financial goals. Proven success in negotiating contracts, managing procurement, and optimizing resource utilization for sustained profitability.

Communication & Stakeholder Engagement: Highly skilled in building and maintaining relationships with internal and external stakeholders, including government agencies, contractors, and multinational organizations. Effectively conveys critical information through concise reports, detailed briefings, and comprehensive documentation.

Property Management: Demonstrates exceptional capability in overseeing all facets of property management, including acquisitions, tenant relations, and lease administration. Excels at developing strategic approaches to maximize portfolio performance through market analysis, cost control, and revenue enhancement initiatives. Experienced in coordinating with contractors and vendors to ensure timely maintenance and renovations.

**EXPERIENCE**

**CFO, Saugeen Shores Property Management Inc. March 2017 – Present**

* Collaborate directly with municipal, financial, and legal agencies to facilitate property severances and acquisitions.
* Manage agreements with tradesmen for ongoing renovations and maintenance projects.
* Handle tenant relations by conducting interviews, preparing leases, and addressing complaints.
* Prepare and oversee budgets for property management operations, ensuring alignment with financial goals.
* Conduct market research to evaluate property values and rental pricing strategies.
* Analyze property performance metrics to identify opportunities for revenue growth and cost savings.
* Supervise financial reporting, including expense tracking, profit analysis, and regulatory compliance.
* Develop long-term property management strategies, focusing on portfolio optimization and risk management.
* Negotiate agreements with service providers and contractors to ensure quality work at competitive rates.

**Residential Appraiser, Veracity Real Estate Solutions March 2019 – February 2021**

* Conducted detailed inspections and valuations of single-family homes, condominiums, and multi-family dwellings in compliance with AIC standards and lender requirements.
* Prepared comprehensive appraisal reports using industry-standard software to support mortgage lending, refinancing, and tax appeal decisions.
* Analyzed market trends, comparable sales, and property data to deliver accurate and defensible property valuations under tight deadlines.

**Civil Maintainer, Leader Supervisor, Bruce Nuclear Power Development August 2014 – February 2019**

* Directed project schedules in collaboration with contractors and departments to ensure budgets & timelines were met.
* Supervised a multi-trade team of 24 members, managing performance and resolving workplace challenges.
* Conducted pre- and post-job briefings, delegating tasks, addressing safety protocols, and troubleshooting issues.
* Compiled detailed logs and job reports for submission to supervisors, ensuring accurate documentation.
* Streamlined workflow processes to improve efficiency in project execution.
* Inspected completed maintenance tasks to ensure compliance with safety and operational standards.
* Organized training programs for team members to enhance technical and safety knowledge.
* Evaluated tools and resources needed for civil maintenance projects to minimize delays and reduce costs.

**Nuclear Response Team Officer – Union Team Leader Supervisor January 2009 – August 2014**

* Planned and managed schedules and administrative tasks for a team of 20 officers.
* Prepared comprehensive daily logs and detailed reports for command staff review.
* Represented the department as a liaison with the Canadian Nuclear Safety Commission, adhering to safety & radiological regulations.
* Coordinated department-wide drills and safety training sessions to enhance emergency preparedness.
* Investigated and resolved security-related incidents to maintain operational integrity.
* Audited security protocols to ensure compliance with national and international standards.
* Conducted risk assessments and developed contingency plans to address potential vulnerabilities.

**DND, Naval Combat Information Operator – Master Seaman September 2001 – January 2009**Completed deployments ranging from 2 weeks to 9 months, taking on responsibilities as a junior ranks mess manager and foreign port liaison officer.

* Directed schedules for 16 junior members, allocating watch rotations and assigning secondary responsibilities.
* Documented performance data for Personal Evaluation Reports, provided coaching and addressed disciplinary issues.
* Planned shore leave and coordinated home port vacation schedules for operational continuity.
* Supervised staff assignments, managed procurement, and tracked inventory for the junior ranks mess, supporting a crew of 150 both at sea and onshore.
* Controlled annual budgets for the combat department, managing inventory valued at up to $200,000.
* Coordinated international events by working with multinational agencies to organize accommodations, staffing, and logistics for gatherings of up to 200 delegates.
* Oversaw procurement of supplies and services for multinational exercises, ensuring smooth execution and cost control.
* Managed administrative duties related to mission planning, providing strategic support to the combat team.
* Conducted operational briefings to ensure clear communication of mission objectives and member responsibilities.
* Collaborated with allied naval forces to align operations and support joint missions effectively.

**EDUCATION, TRAINING & CERTIFICATES**Royal Roads University | Bachelor of Commerce in Entrepreneurial Management Present  
University of British Columbia | Certificate in Real Estate Assessment Present

Bruce Power | Multi-Trade Union Team Leader Supervisor – Mechanical/Control/Operator 2015  
Bruce Power | Radiation Protection Training Yellow Badge 2015  
Occupational Health and Safety Management Systems – Canadian Centre for Occupational Health and Safety 2014  
Health and Safety Awareness for Ontario Supervisors – CCOHS 2014  
Health and Safety Awareness for Ontario Workers – CCOHS 2014  
Accident Investigation – CCOHS 2014  
Confined Spaces: The Basics – CCOHS 2014  
Confined Space Management – CCOHS 2014  
Basic Incident Management System 200 – Emergency Management Ontario 2014  
Introduction to Incident Management System 100 – Emergency Management Ontario 2014

Canadian Forces Base Esquimalt | Personal Leadership Qualification Course 2007

Canadian Forces Fleet School Pacific | CFB Esquimalt 2003

**VOLUNTEER EXPERIENCE**Saugeen Shores Fire Hall #50 | Firefighter January 2019 – 2021  
Marine Security Regulatory Affairs – Transport Canada, National Stakeholder June 2010 – Present