

NATIONAL ROSTER OF ENVIRONMENTAL COLLABORATION AND CONFLICT RESOLUTION PROFESSIONALS

Member Application and Roster Profile

General Instructions and Disclosure

To apply for membership of the National Roster of Environmental Conflict Resolution and Collaboration Professionals (National Roster), please complete all sections of this application.

The average estimated time required to complete this application is 2.5 hours. This estimate includes time for reviewing the instructions and completing the application. Send comments regarding this burden estimate to the U.S. Institute for Environmental Conflict Resolution (U.S. Institute). The Office of Management and Budget control number that is displayed above is currently valid and authorizes this collection of information.

Before filling out this application, please pay particular attention to the following definitions:

- **Third-party Neutral Environmental Conflict Resolution and Collaboration Professional**

A third-party neutral environmental conflict resolution and collaboration professional is an individual with experience and expertise serving as a neutral third-party to assist parties in collaborative problem solving (conflict prevention, management and resolution) for environmental, natural resource, or public lands issues. Services typically involve assessment, process design, mediation and facilitation. It does not include a role as a decision-maker, a representative/ advocate, or a stakeholder.

- **Qualifying Case Experience**

Applicants must have 200 hours of experience serving as the principal or co-principal third-party neutral for a **collaborative or conflict resolution process intended to assist the parties to achieve a common goal or agreement in one or more** environmental, natural resource, and/or public lands issues. Applicants must demonstrate abilities that go beyond simply working with parties to produce constructive dialogue. Roster members must be able to help parties solve a problem or resolve a conflict.

The qualifying cases must have been completed in the past ten years.

The 200 hours of experience must be represented by at least two but no more than 10 environmental cases of 20 hours or more in duration.

Once you are ready to submit your application, please review and indicate your acceptance of the terms and conditions at the end of the application, and complete the certification section.

Please note, if your application is approved, the information contained in this application will be used to create your member profile for the publically available online national roster available at www.udall.gov/roster.

Section I. Membership Application

A. Contact Information

Last Name: _____

First Name: _____

Middle Name: _____

Work/Office Address: _____

City: _____

State: _____

Zip Code: _____

Office Phone: (____) _____

Work Cell Phone (____) _____

Fax: (____) _____

Email: _____

Title/Position: _____

Organization Type and Name: _____
(if applicable – Check all that apply)

- Government Agency _____
- ADR/ECR Firm _____
- Law Firm _____
- Non-Profit _____
- Other _____

Organization: _____

B. Qualifying Cases

Environmental Conflict Resolution and Collaboration Case Descriptions:

In this section, please provide information on at least two but no more than 10 environmental cases of 20 hours or more in duration that in aggregate total 200 case hours of qualifying environmental conflict resolution and collaboration services.

List only those cases in which you were serving as the principal or co-principal third-party neutral for a **collaborative or conflict resolution process intended to assist the parties to achieve a common goal or agreement in one or more** environmental, natural resource, and/or public lands issues. Applicants must demonstrate abilities that go beyond simply working with parties to produce constructive dialogue. Roster members must be able to help parties solve a problem or resolve a conflict. The definition of environmental conflict resolution and collaboration services requires that you have served as a neutral third party assisting all parties. It does not include a role as a decision-maker, a representative/advocate, or a stakeholder. Applicants must have 200 hours of experience.

List only those cases that have been completed in the last ten years.

- 1. List the names of at least two but no more than 10 environmental cases of 20 hours or more in duration that total your 200 hours of qualifying experience.** You must list only those cases for which you have served as the principal or co-principal provider of environmental conflict resolution and collaboration services.

| Case Name | Case Hours | |
|--|------------|-------|
| 1. _____ | _____ | |
| 2. _____ | _____ | |
| 3. _____ | _____ | |
| 4. _____ | _____ | |
| 5. _____ | _____ | |
| 6. _____ | _____ | |
| 7. _____ | _____ | |
| 8. _____ | _____ | |
| 9. _____ | _____ | |
| 10. _____ | _____ | |
| TOTAL HOURS (Auto-totaled on the online application) | | _____ |

Information to be provided for each of the QUALIFYING CASES identified above.

The online system will automatically prompt the applicant to provide this information for each of the qualifying cases identified in question 1 above.

2. Qualifying Case Details

a) **Descriptive Name of Qualifying Case:** _____
(Auto populated in online form)

b) **Case duration** (actual or anticipated): _____
From To
(Month/Year) (Month/Year)

Total Hours: _____

c) **Please specify the type of service you provided for the qualifying case identified above.**
Check all service components that apply

Check All
that
Apply

- Mediation/Assisted Negotiation
- Facilitation of Collaboration or Conflict Resolution Effort
- Regulatory Negotiations
- Policy Dialogues
- Public Engagement
- Joint Fact Finding/Neutral Evaluation
- Conflict/Situation Assessment
- Process Design
- Strategic Planning for Collaboration or Conflict Resolution Effort

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- d) Provide a brief case narrative for qualifying case identified above. [The online system will automatically auto-populate the case name].** Please note your qualifying case narratives will be used as case examples for your initial online profile. You will have the opportunity to update your case examples after your application has been approved and your profile is posted online.

Briefly describe the issue/problem/conflict or challenge, including geographic scope

Describe the key process elements (e.g., case assessment, process design, mediation)

Describe your role in the case, with particular emphasis on your role as the principal or co-principal third-party neutral for a collaborative or conflict resolution process intended to assist the parties to achieve a common goal or agreement in one or more environmental, natural resource, and/or public lands issues. Please include the number of hours spent in that role.

Describe the categories of parties/stakeholders involved and number of participants

Describe the resolution, goal or outcome of the process, and the extent to which the objective was achieved

C. References for Two Qualifying Cases

Provide at least one letter of recommendation from a stakeholder or initiating organization.

The letter of recommendation should identify the case, your role, their reflections on your role as a third-party neutral, and a few lines on the outcomes or impacts of the case. The letters will be used solely for the purpose assessing qualifications for roster membership.

Case 1 Reference Letter

Name of Case: _____

Name of Referee: _____

Reference Letter Uploaded

Case 2 Reference Letter

Name of Case: _____

Name of Referee: _____

Reference Letter Uploaded

D. Additional Case Credit toward Qualification for the Roster

You will also need additional case experience, cumulative process experience, training, and substantive education and experience to qualify for the roster in addition to the environmental case hours used to meet the 200-hour "Qualifying Cases" requirement.

1. Number of **environmental or public policy cases** in which you served as a principal in the last 10 years (do not count cases used to meet the 200 case hour "Qualifying Cases" criterion).

| Check the Number of Cases | | | | |
|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1 | 2 | 3 | 4 | ≥5 |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

2. Total number of **complex environmental or public policy cases** in which you served as a principal in the last 10 years. (See definition of complex in glossary)

| Check the Number of Cases | | | | |
|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1 | 2 | 3 | 4 | ≥5 |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

3. Credit for environmental or public policy cases in which you served as an **apprentice or junior professional** in the last 10 years.

| Check the Number of Cases | | | | |
|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1 | 2 | 3 | 4 | ≥5 |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

E. Consideration of Training Hours towards Qualification for the Roster

Please answer the following (See terms in Glossary):

1. Have you **taken 24 hours of basic training** *and* an additional **16 hours of advanced training** in mediation, facilitation, or consensus building?

Yes

No

2. Have you **provided training** in mediation, facilitation, or consensus building?

Yes If yes, please indicate the number of contact hours < 40 hours
 40 to 150 hours
No > 150 hours

3. If applicable, identify and provide brief details on up to three of the most noteworthy trainings **you have taken and/or delivered** in the past ten years.

Name of training you have taken

Duration in Days

1. _____

2. _____

3. _____

Name of training you have delivered

1. _____

2. _____

3. _____

F. Relevant Education for Qualification for the National Roster

Graduate Education and Program Certifications:

Name of School: _____

City and State of School: _____

Degree or Certification achieved: _____

Focus of Degree: _____

Year of Degree: _____

G. Relevant Work & Volunteer Experience for Qualification for the Roster (Provide up to 3 examples)

Organization: _____

Full time, Part Time, Volunteer: _____

Occupation, Position or Title: _____

Start Date (Month/Year): _____

End Date (Month/Year): _____

Organization: _____

Full time, Part Time, Volunteer: _____

Occupation, Position or Title: _____

Start Date (Month/Year): _____

End Date (Month/Year): _____

Organization: _____

Full time, Part Time, Volunteer: _____

Occupation, Position or Title: _____

Start Date (Month/Year): _____

End Date (Month/Year): _____

H. Overall Summary of Experience and Biography

Total Number of Cases and Case Hours

(This section should reflect all the environmental and public policy cases 20 hours or more in duration in which you served as the principal ECR professional during the past ten years, including qualifying cases.)

Total number of environmental and public policy cases in which you served as the principal ECR professional during the last 10 years: _____

Average number of hours per case: _____ (Based on the number of cases identified above)

Biography for Online Profile (150 word limit)

In the space below, provide a 150-word biography. You are encouraged to emphasize your experience with environmental and natural resource mediation, facilitation, and other dispute resolution services. Highlight your experience and expertise, and avoid ADR/ECR jargon. This information will be prominently featured on your online profile.

I. Other Information - Ethnicity & Gender (Optional)

Ethnicity:

- American Indian/Alaska Native
- African American
- Asian
- Hispanic or Latino
- Native Hawai'ian or Other Pacific Islander
- Caucasian (not of Hispanic origin)

Gender:

- Male
- Female

J. Conditions for Listing

Applicants who qualify for inclusion on the Roster and wish to be listed must agree to the following terms and conditions:

- a. To abide by the Model Standards of Conduct for Mediators approved by the Society of Professionals in Dispute Resolution, the American Bar Association, and the American Arbitration Association.
- b. To abide, where applicable, by the U.S. Institute for Environmental Conflict Resolution's Confidentiality Policy.
- c. To be subject to removal from the roster for good cause such as:
 - i. Submission of materially false application data;
 - ii. Failure to provide non-confidential information required by the US Institute for management and evaluation of the roster;
 - iii. Failure to disclose to prospective parties any conflicts of interest or other circumstances likely to create actual or perceived bias;
 - iv. Engaging in unethical or illegal behavior pursuant to a case handled through the roster referral process;
 - v. Improper disclosure of confidential information related to a case handled through the roster referral process;
 - vi. Deviation from the Model Standards of Conduct for Mediators.

K. Certification

I certify that the information I have provided in this application is correct to the best of my knowledge.

I wish to be listed on the Roster if found to meet the qualifications for inclusion. Moreover, I have read, understand and agree to abide by all terms set forth in the Conditions for Listing Agreement (above), of this application as a condition for listing on the roster.

I further understand that false certification may subject me to civil or criminal penalties as prescribed in 18 U.S.C. 1001. I also understand that all information provided by me on this application is public record.

In my application, I certify that I am not currently debarred, suspended, proposed for debarment or suspension, nor have I been declared ineligible for the award of contracts by any Federal agency.

Signature

Date

SECTION II. PRACTITIONER PROFILE

(This section is the ECR Professional Profile – it will be completed when an applicant is approved for the Roster.)

CASE LIBRARY

Welcome [Name of Roster Member]!

Case Library

The roster profile allows you to enter noteworthy cases that illustrate your experience with specific applications of ECR. You can enter as many cases as you like, and then link to these cases as you fill out the various sections of your profile. Remember that roster searchers are looking for experience that is similar to their need, so including a wide range of subjects and process types is recommended.

| | Name | Engagement Year | Details |
|----------------------|-----------|-----------------|------------------------------|
| Edit | Case Name | | View Details |
| Edit | Case Name | | View Details |
| Edit | Case Name | | View Details |

Add Cases to Library

Edit Case

Case Name: _____

Engagement Year: _____

Cancel

Save

Profile Details Assigned to this Case *[identified in member application]*

CONTACT INFORMATION

Contact Information

Last Name:

First Name:

Middle Name:

Work/Office Address:

City:

State:

Zip Code:

Office Phone:

Work Cell Phone:

Fax:

Email Address:

Webpage URL:

Title/Position:

Organization Type:

Organization:

Does the organization you work for qualify as a small business as defined by the Federal Acquisition Regulations?:

Is your organization a GSA-schedule provider?:

Are you a Federal Employee?:

Are you a member of the Native Dispute Resolution Network?:

MANAGE PROFILE IMAGE

As part of your roster profile you may provide an image of you or a logo of your organization. This photo will be visible in your online profile and on PDF versions of your profile. Only files in jpg format and smaller than 1mb are allowed.

Upload Image

BIOGRAPHY OR OVERALL SUMMARY OF RELEVANT EXPERIENCE

Total Number of Cases and Case Hours (This section should reflect all the environmental and public policy cases 20 hours or more in duration in which you served as the principal third-party neutral during the past ten years)

Total number of environmental and public policy cases in which you served as the principal third-party:

Average number of hours per case: (Based on the number of cases identified above):

Biography for Online Profile (150 word limit)

In the space below, provide a 150-word biography. You are encouraged to emphasize your experience with environmental and natural resource mediation, facilitation, and other dispute resolution services. Highlight your experience and expertise, and avoid ADR/ECR jargon. This information will be prominently featured on your online profile.

HOURLY RATE

Hourly Rate: \$00.00

Please describe the costs included in your hourly rate:

Basic rate

Rate Applicable Until: [date]

In the space below, provide details of a second hourly rate if applicable, describing when the rate applies

Hourly Rate: \$00.00

Details:

N/A

Do you offer reduced rates?:

Do you do pro-bono work?:

ECR SERVICES PROVIDED

Please identify the environmental conflict resolution and collaboration services that you have experience in providing. As context for your response, provide the name of your most noteworthy case for each category selected.

Service

Case

Add Selected Service to Profile

Services available through drop-down menu:

- Mediation/Assisted Negotiation
- Facilitation of Collaboration or Conflict Resolution Effort
- Policy Dialogues
- Public Engagement/Public Input
- Joint Fact Finding/Neutral Evaluation
- Conflict/Situation Assessment
- Process Design
- Strategic Planning for Collaboration or Conflict Resolution Effort

TYPE OF PUBLIC DECISION

Please identify the applications of environmental conflict resolution and collaboration services for which you have experience. As context for your response, provide the name of your most noteworthy case for each category selected.

Add Selected Type of Public Decision to Profile

Public decision types available through drop-down menu:

- Policy development
- Planning
- Siting and Construction
- Rulemaking
- License and permit issuance
- Compliance and enforcement action
- Implementation/monitoring agreements

CASE EXPERIENCE BY SUBJECT MATTER

Please identify **up to 12** substantive areas where you have particular expertise or experience providing environmental conflict resolution and collaboration services as a third party neutral. *As context for your 12 areas of emphasis, provide the name of your most noteworthy case for each area of expertise that you identify.*

Add Selected Case Experience to Profile

Case experience categories available through drop-down menu:

- Agricultural issues
- Air Quality and/or Air Pollution
- Allocation of Liability for Damages
- Archeological and/or Historic Preservation
- Brownfields
- Climate Change
- Coastal Zone and/or Marine Management Issues
- Cross-cultural Issues
- Ecosystem Management
- Endangered Species and/or Critical Habitat
- Energy Issues (Including Transmission, Development and Conservation Issues)
- Environmental Enforcement and Permitting
- Environmental Health
- Environmental Justice

Environmental Planning (e.g., NEPA, Forest plans, travel mgmt., resource mgmt.)
Facility Siting
Fisheries
Floodplain
Forest and Timber Issues
Land Use, Growth Management, Sustainable Development
Landfills
Military and/or Base Issues
Mining
Native American, Alaska Native, Native Hawai'ian Issues
NEPA
Oceans
Oil and Gas Production
Parks and Refuge Issues
Pesticides and/or Toxic Substances
Public Health
Public lands issues Including use and Access
Radioactivity (Waste, Substances, Storage, Leakage, Transport)
Recycling and/or Conservation
Resource Management
Right-to-Know and/or Consumer Safety
Solid or Hazardous Waste issues
Superfund
Transportation and Urban Infrastructure General
Transportation Planning/Program Implementation
Water issues General
Water Management, Allocation, Rights
Water Quality
Watershed Management and/or Planning
Wetlands and/or Estuaries
Wildlife Issues

CASE SIZE

Please identify the size of cases for which you have the most experience serving as an environmental conflict resolution and collaboration professional providing third party neutral services. As context for your response, provide the name of your most noteworthy case for each category selected.

Add Selected Case Size to Profile

Case sizes available through drop-down window:

- Cases involving *3 or fewer participants*
- Cases involving *more than 3 but less than 15 participants*
- Cases involving *15 to 60 participants*
- Cases involving *more than 60 participants*

TYPES OF ENTITIES WORKED WITH

Primary Categories of U.S. Governmental and Other Entities with Whom You have Contracted to Provide Services.

Add Contracted Entity

Entity categories available through drop-down menu:

- Federal Government
- Tribal Government
- State Government
- Local/County/Regional Government
- Business/Commercial/Industrial
- NGO/Non Profit

CASE JURISDICTION/SCALE

Please identify the key categories for which you have experience serving as an environmental collaboration and conflict resolution professional providing third-party neutral services. As context for your response, provide the name of your most noteworthy case for each category selected. *See glossary for definitions.*

Add Selected Case Jurisdiction/Scale to Profile

Case jurisdiction/scale categories available through drop-down menu:

- National or regionally significant cases
- Interagency
- Intergovernmental
- Tribal government
- Multi-jurisdictional
- Local/community
- State
- International
- Large landscape scale

PROCESS SUPPORT SERVICES

Process Support Services include activities that support facilitations or mediations, such as meeting support (logistics, note-taking, etc.) and collaboration technology support.

Meeting Support - For meeting support services, please identify the key categories for which you have experience serving as an environmental collaboration and conflict resolution professional providing third party neutral services. As context for your response, provide the name of your most noteworthy case for each category selected.

Add Meeting Support Services to Profile

Meeting support categories available through drop-down menu:

Logistical and administrative support (organizing logistics for meetings, notetaking, etc.)
Experience in a team of multiple ECR Professionals.
Engagement of technical experts/third party science advisors.

Collaborative Technologies - Identify experience you have with technology-enhanced collaboration and conflict resolution processes. As context for your response, provide the **name of your most noteworthy case** for each category selected.

Add Collaborative Technologies to Profile

Collaborative technologies available through drop-down menu:

Engagement/Communication Tools (e.g., polling tools, social media, collaborative document production, video conferencing, webinars, ideation tools)

Visualization Tools (e.g., electronic maps, flyover video simulations, geographic information systems, digital storytelling)

Decision Analysis/Decision Support/Modeling (e.g., spatial analysis, multi-criteria discussion support, scenario planning, charettes)

Implementation Tools (e.g., content management tools, project management tools)

Evaluation and Monitoring Tools (e.g., electronic survey tools, dashboards)

Project Websites (static, interactive, portals, etc.)

Mobile Tools (messaging, mobile apps, etc.)

STATES WORKED IN

Please identify the specific states **where you have worked** as an environmental collaboration and conflict resolution professional providing third party neutral services (e.g., your base of operations/office and case sites).

Add State Worked In

States available through drop-down menu:

| | |
|------------------|-----------------------|
| AK | New Brunswick |
| AL | Newfoundland |
| Alberta | NH |
| Amer. Samoa | NJ |
| AR | NM |
| AZ | Northwest Territories |
| British Columbia | Nova Scotia |
| CA | Nunavut |
| CO | NV |
| CT | NY |
| DE | OH |
| FL | OK |
| GA | Ontario |
| Guam | OR |
| HI | PA |
| IA | PR |
| ID | Prince Edward Island |
| IL | Quebec |
| IN | RI |
| International | Saskatchewan |
| KS | SC |
| KY | SD |
| LA | TN |
| MA | TX |
| Manitoba | UT |
| MD | VA |
| ME | VI |
| MI | VT |
| MN | WA |
| MO | Washington DC |
| MS | WI |
| MT | WV |
| NC | WY |
| ND | Yukon Territory |
| NE | |

FEDERAL AGENCIES CONTRACTED WITHFederal Agencies with Whom You have Contracted to Provide Services[Add Selected Agency to Profile](#)

Agencies available through drop-down menu:

Council on Environmental Quality (CEQ)**Department of Agriculture (USDA)**

Forest Service (USFS)

Natural Resources Conservation Service (NRCS)

Department of Commerce (DOC)

National Marine Fisheries Service (NMFS)

National Oceanic and Atmospheric Administration (NOAA)

National Weather Service (NWS)

Department of Defense (DOD)

Air Force (USAF)

Army (DOA)

Army Corps of Engineers (USACE)

Conflict Prevention and Public Participation Center (CPC)

Navy (DON)

Department of Education (ED)**Department of Energy (DOE)**

Bonneville Power Administration (BPA)

Southeastern Power Administration (SEPA)

Southwestern Power Administration (SWPA)

Western Area Power Administration (WAPA)

Department of Health and Human Services (HHS)

Indian Health Service (IHS)

Department of Homeland Security (DHS)

Federal Emergency Management Agency (FEMA)

Transportation Security Administration (TSA)

U.S. Coast Guard (USGC)

U.S. Customs and Border Protection (CBP)

Department of Housing and Urban Development (HUD)**Department of Justice (DOJ)****Department of State (DOS)****Department of the Interior (DOI)**

Bureau of Indian Affairs (BIA)

Bureau of Land Management (BLM)

Bureau of Ocean, Energy, Management (BOEM)

Bureau of Reclamation (BOR)

Bureau of Safety and Environmental Enforcement (BSEE)
Fish and Wildlife Service (FWS)
National Interagency Fire Center (NIFC)
National Park Service (NPS)
Office of Collaborative Action & Dispute Resolution (CADR)
Office of Surface Mining, Reclamation & Enforcement (OSMRE)
U.S. Geological Survey (USGS)

Department of Transportation (DOT)

Federal Aviation Administration (FAA)
Federal Highway Administration (FHWA)
Federal Railroad Administration (FRA)
Federal Transit Administration (FTA)
Maritime Administration (MARAD)

Environmental Protection Agency (EPA)

Conflict Prevention and Resolution Center (CPRC)

Federal Energy Regulatory Commission (FERC)

National Aeronautics and Space Administration (NASA)

Nuclear Regulatory Commission (NRC)

National Transportation Safety Board (NTSB)

Department of Veterans Affairs (VA)

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LANGUAGES

Please provide a list of languages and the level of fluency for each. This is beneficial to searchers looking for professionals with language proficiencies in addition to and/or other than English.

Add Selected Languages to Profile

Languages available through drop-down menu:

American Sign Language
Amharic
Cantonese
Chinese(see dialects
chiTumbuka
Dutch
Fijian
French
German
Guarani
Hausa
Hebrew
Hindi
Indonesian
Italian
Japanese
Kiswahili
Malaysian
Mandarin
Marathi
Navajo
Northern Paiute
Persian
Polish
Portuguese
Quechua
Romanian
Russian
Spanish
Swahili
Swedish
Thai
Turkish
Vietnamese

EDUCATIONAL BACKGROUND

Please identify up to 6 areas of emphasis of your educational background (e.g., certificate, degree, PhD, continuing education courses)

Add Selected Emphasis

Areas of emphasis available through drop-down menu:

Architecture, Historic Preservation
Cultural Studies
Building Trades Construction, Development, Real Estate
Communications, Public Relations
Conflict Resolution
Economics, Finance
Education
Engineering
Health: e.g., Medicine, Public Health
International Relations
Law
Life Sciences (i.e.: Biology, Ecology)
Organizational Development/Strategic Planning
Planning, Urban Studies
Public Interest Work
Public Policy, Political Science, Government
Physical Sciences: e.g., Chemistry, Physics, Geology
Social Science: e.g., Sociology, Psychology, Mental Health
Social Services
Technology (e.g., Information Technology, Collaborative Technology)

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OTHER MENU BAR OPTIONS

GENERAL

ACCOUNT SETTINGS

First Name:
Middle Name:
Last Name:
Email Address:
Username:
Password (Leave blank to not change):
Organization Type:
Organization:

MANAGE RESUME

The roster search options allow searchers to search the information contained in your member profile. The profiles, while useful, are limited in the amount of information that can be included. Many professionals have extensive case listings and curricula vitae that offer additional insight into the Roster Professional's experience.

Uploading a resume will allow searchers to search the entire resume as provided by the ECR professional. Only files in PDF format smaller than 4mb are allowed.

View Resume
Delete Resume

VIEW/PRINT PROFILE

PRINT APPLICATION

LOG OUT