

An aerial photograph of a rowing team on a blue body of water. The team consists of five rowers and a coxswain, all wearing blue uniforms. They are in a sleek, white racing shell, moving towards the bottom right of the frame. The water is a deep blue with white ripples and a wake behind the boat. The overall mood is one of speed and teamwork.

VANTERRA

HUMAN RESOURCES

Move Forward **with Confidence**

Strategic support for
organizations and individuals

Premium Outplacement
Strategic HR Advisory
Fractional HR Leadership

A person stands on a rocky beach at sunset, holding a surfboard. The scene is bathed in the warm, golden light of the setting sun, with waves breaking in the distance and large, smooth rocks in the foreground.

The View's Better When You're *Supported*

Transforming organizations, careers, and lives
with intelligence and empathy.

At Vanterra, we understand the pressures HR professionals face, especially during times of change, growth & transition. That's why we work alongside you as a trusted partner, helping navigate challenges, support your people, strengthen and grow your organization.

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I worked with Vanterra HR during a recent employee departure at my company. They provided exceptional timely service, demonstrating professionalism and care throughout the entire process. Their empathetic, customized approach was instrumental in ensuring a smooth and successful career transition meeting. I highly recommend their services.

- HR Professional
Midstream Energy Company



Welcome to *Vanterra* Human Resources

From the desk of Roselyn Himann, CEO

Leading people through change, growth, and uncertainty is some of the most important work an organization can do, and some of the most challenging.

Vanterra Human Resources was created to support leaders navigating those moments with strategic intelligence, thoughtful partnership, and a uniquely human approach.

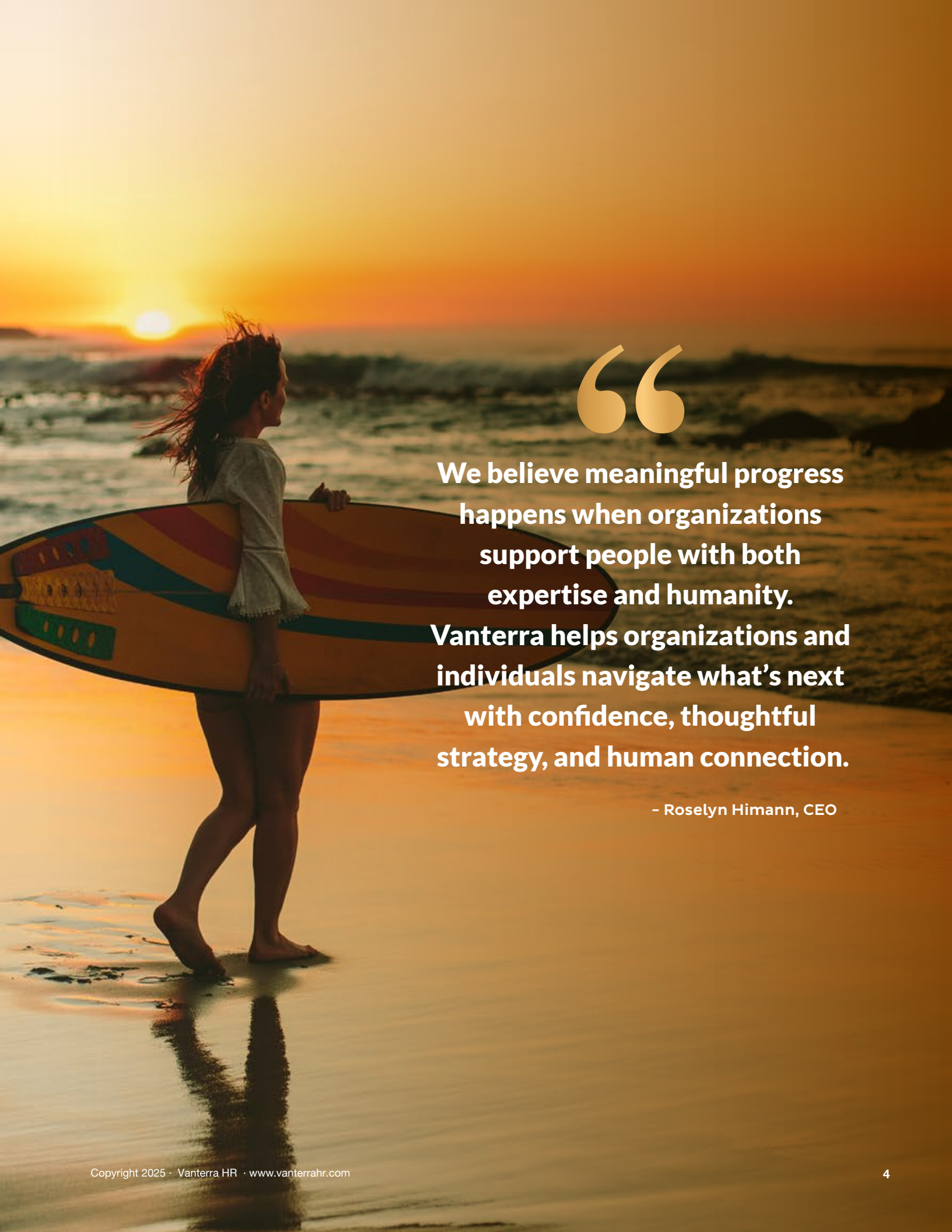
We work alongside organizations through rightsizing, workforce change, people strategy, and leadership challenges. Whether you need trusted HR guidance, outplacement expertise, or experienced fractional support, we're here to help.

No two organizations are alike. That's why our work is personal, adaptable, and grounded in trust. We take the time to understand your people, your business, and what matters most. Then we deliver support that strengthens both organizations and the individuals within them.

Thank you for taking the time to learn more about Vanterra. We look forward to the possibility of working together to build stronger workplaces, support meaningful transitions, and help people thrive.

Roselyn

Roselyn Himann
CEO, Vanterra Human Resources



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We believe meaningful progress happens when organizations support people with both expertise and humanity. Vanterra helps organizations and individuals navigate what's next with confidence, thoughtful strategy, and human connection.

– Roselyn Himann, CEO

Your People are Our *Priority*

Empowering people and
organizations.
Locally and globally.

Our Expertise

Vanterra's consultants bring decades of senior-level experience supporting organizations that operate at the heart of Canada's economy and beyond. Our work spans energy, power, finance, technology, health care, education, and more. We operate in complex corporate environments where people strategy and business performance are intricately connected.

We understand the realities leaders face in industries shaped by growth, disruption, regulation, market pressure, and workforce change. From navigating restructuring and organizational transformation to strengthening culture, scaling teams, and supporting critical moments of transition, we bring practical expertise grounded in real-world experience.

Wherever you need us, we step in with perspective, discretion, and thoughtful support.

Vanterra Human Resources was founded on the simple belief that people deserve to be supported with expertise, empathy, and care. Led by CEO Roselyn Himann, Vanterra brings together an extensive handpicked network of experienced consultants and coaches who help organizations strengthen their people strategy and help individuals move forward with confidence.

We support HR leaders and organizations through workforce challenges, people strategy, growth and transformation, while helping individuals rediscover direction, possibility, and what comes next.

At Vanterra, we believe strong HR solutions should not come at the expense of human connection. We're here to provide experienced guidance, practical support, and a trusted partnership when you need us.



**We believe
strong HR
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human
experience.**

- Roselyn Himann, CEO

HR Advisory

Strategy for the Human Side of Business

Strong organizations are built on more than policy and compliance. They are built on people strategies that align culture, leadership, talent, and organizational goals.

Vanterra's HR Advisory services help organizations make thoughtful, confident decisions around people, structure, and change. Whether you are scaling rapidly, strengthening culture, managing complexity, or navigating sensitive workforce moments, we bring experienced guidance grounded in real-world practice.

Fractional HR

Senior HR Leadership Right When You Need It

Not every organization needs a full-time HR executive. Many need experienced strategic leadership at key moments of growth, restructuring, transition, leave coverage, or periods of operational complexity.

Vanterra's Fractional HR support provides senior-level expertise without the long-term overhead of a permanent hire.

We become an extension of your team, bringing a strategic voice to the leadership table while helping operationalize the people strategies that move organizations forward.

Our role may include advising leadership, strengthening systems and structure, supporting employee relations, guiding workforce planning, or helping organizations establish the HR foundations required for sustainable growth.

Flexible by design, our support scales with your organization and evolves alongside your needs.

Our Work

People Strategy

Aligning HR priorities with organizational vision and business goals.

Culture & Engagement

Creating environments where people want to contribute and thrive.

Leadership & Executive Coaching

Strategic HR counsel for executives, founders, and leadership teams.

Policy & Compliance

Building practical frameworks that protect organizations and support people.

Performance & Growth

Strengthening accountability, development, and organizational capability.

Common Engagements

- HR foundations for growing organizations
- Rapid growth & scaling
- Leadership transition or leave coverage
- Founders without dedicated HR leadership
- People strategy implementation
- Executive coaching
- Strategic counsel



The right HR leadership doesn't always require a full-time role. Sometimes organizations need trusted expertise, thoughtful perspective, and the right support at the right time.

– Roselyn Himann, CEO

Outplacement

Protecting Your People. Preserving Your Reputation.

Workforce transitions are among the most sensitive moments an organization will face. How you support departing employees matters to the individuals involved, the teams who remain, and the reputation your organization carries forward.

Vanterra delivers high-touch, human centred outplacement services designed to help people navigate career transition with dignity, confidence, and practical support.

We meet individuals where they are, helping them clarify direction, articulate their value, strengthen their personal brand, and build momentum toward what comes next.

Through a combination of expert coaching, workshops, digital tools, assessments, and personalized support, we guide people toward meaningful next steps while helping organizations lead difficult moments with care.

Outplacement Support Includes

Personalized Coaching

One-to-one guidance tailored to individual goals, experience, and career direction.

Career Strategy & Positioning

Resume development, LinkedIn optimization, interview preparation, and personal brand support.

Workshops & Learning Resources

Practical tools, assessments, workshops, and digital resources designed to build momentum.

Leadership & Transition Support

Optional guidance for leaders navigating workforce change, team communication, and sensitive conversations.

Executive & Specialized Programs

Flexible support designed to meet the needs of leaders, professionals, and diverse career paths.

Human, High-Touch Experience

Thoughtful, personalized support that reflects your organization's values and protects your reputation.

What Comes Next *Matters*

Whether supporting leaders through complexity or helping individuals navigate career transition, Vanterra brings strategic intelligence, thoughtful partnership, and a distinctly human approach to moments of change.

Because how organizations support people matters to culture, performance, reputation, and the future that follows.

Let's Start the Conversation.

Proudly Canadian, with offices in Calgary and Edmonton, Vanterra is connected through a world-wide network of trusted partners and professionals to support organizations here at home or around the globe.



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