

An aerial photograph of a rowing team on a blue lake. The team consists of five rowers in a white boat, moving towards the bottom right. The water is a deep blue with white ripples and a wake behind the boat. The rowers are wearing dark clothing and have their oars in the water.

VANTERRA

HUMAN RESOURCES

Move Forward **with Confidence**

Strategic support for
organizations and individuals

Premium Outplacement
Strategic HR Advisory
Fractional HR Leadership

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, and transition. That's why we work alongside you as a trusted partner, helping you navigate challenges, support your people, and 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, Vanterra Human Resources

Your People. Our Priority.

Empowering people and
organizations.
Locally and globally.

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.

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 many industries such as 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.

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



**We believe
strong HR
solutions should
strengthen both
organizational
performance and
human
experience.**

Roselyn Himann
CEO, Vanterra Human Resources

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 navigating growth, strengthening culture, managing complexity, or leading sensitive workforce moments, we bring experienced guidance grounded in real-world practice.

We work alongside leaders to create practical, people-centred solutions that strengthen organizations, support performance, and help teams move forward with clarity and confidence. Our team is trained in a range of assessment tools designed to strengthen teams and leadership.

Fractional HR

Senior HR Leadership Right When You Need It

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

Vanterra's Fractional HR support provides senior-level expertise without the long-term commitment of a permanent hire. We become an extension of your leadership team, bringing strategic HR perspective while helping operationalize the people priorities that move organizations forward.

Flexible by design, our support scales with your organization, strengthens internal capability, and evolves your systems and organizational structure to match changing needs.

Our Work

- **Culture & Engagement**
Creating environments where people contribute, connect, and thrive.
- **Leadership & Executive Coaching**
Strategic 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.
- **Change & Workforce Support**
Helping organizations navigate transition and evolving workforce needs.

Common Engagements

- **HR Systems to Support Growth**
Building HR foundations to support growth.
- **Leadership Transition & Leave Coverage**
Providing stability and experienced guidance during key transitions.
- **Founders Without Dedicated HR Leadership**
Strategic support for organizations building people capacity.
- **People Strategy Implementation**
Turning HR priorities into practical action.
- **Executive Coaching & Strategic Counsel**
Trusted guidance for leaders navigating complexity and change.



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 enhanced by high-tech tools and a 24/7 online learning portal. Through expert coaching, workshops, career assessments, and AI-enabled resources, we help individuals clarify direction, articulate their value, and build momentum toward what comes next.

Whether pursuing a new role, making a career pivot, exploring entrepreneurship or consulting, or preparing for retirement, participants gain personalized support, practical tools, and anytime access to learning designed to move them forward with confidence.

Outplacement Support Includes

- **Personalized Coaching**
One-to-one guidance tailored to individual goals and experience.
- **Career Strategy & Positioning**
Resume development, interview preparation, AI tools, and personal brand support.
- **Online Learning Portal**
Practical tools, workshops, assessments, and digital learning.
- **Leadership & Transition Support**
Elevated guidance for executives and leaders transitioning.
- **Career Pivots & Retirement Planning**
Guidance for consulting, entrepreneurship, career pivots, and retirement.
- **Human, High-Touch Experience**
Thoughtful support that reflects your 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 combines local expertise with a global network of trusted partners, supporting organizations and their people across Canada and around the world.



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