



## **Director of People & Culture – 10FOLD Group**

*This executive search is conducted by Nelson/Kraft & Associates on behalf of 10FOLD Group*

### **EXECUTIVE SUMMARY**

10FOLD Group is searching for a relational and seasoned HR executive to join their team as Director of People & Culture.

The Director of People & Culture will be a strategic leader and trusted advisor to the 10FOLD team, driving a holistic people strategy that aligns with the organization's values and growth goals. This role will uphold cultural stewardship, talent development, and HR systems across 10FOLD's portfolio of companies in Canada and the U.S. Additionally, the Director will ensure that all HR practices are scalable, compliant, and deeply rooted in the company's mission. The successful candidate will bring a strong HR leadership background, a passion for purpose-driven work, and a proven ability to thrive in a fast-paced, entrepreneurial environment.

If you are an HR professional who champions leaders and excels in a dynamic and quick-moving workplace, we would love to hear from you!

### **ABOUT US**

#### **WHAT WE DO**

At 10FOLD Group, we are passionate about utilizing the power of chemistry and solving complex problems to enhance the lives of others. Our comprehensive approach ensures that every solution we deliver is designed with the future in mind.

#### **OUR PROCESS**

Collaboration and customization are at the core of our process. By working closely with our partners, we deliver chemical solutions that are innovative and suited to each project's unique needs. Our teams are with you every step of the way, ensuring exceptional results.

#### **OUR BEGINNINGS**

The mission of 10FOLD Group has been steadfast from our onset in 1997.

We've grown and expanded into a leading group of companies united in purpose – generously living our values to enhance the lives of others.

Our team is driven by the same passion and belief we began with: providing innovative solutions and a desire to make a meaningful impact. We are proud of our journey and excited for the future.

## **OUR COMPANIES**

### **EVERGREEN SOLUTIONS**

With a focus on customization and sustainability, Evergreen Solutions delivers high performing solutions, specializing in:

- Customized chemistries
- Safety innovation
- Clean technology

### **LARANJA CHEMICAL CORPORATION**

Laranja Chemical Corporation offers a wide range of chemical products across multiple industries. We pride ourselves on quality, reliability, and an unwavering commitment to serving our clients with excellence. Specializing in:

- Chemical distribution
- Tailored supply
- Strategic sourcing

### **VERDECHEM TECHNOLOGIES**

Specializing in precision solutions for the oilfield industry, VerdeChem Technologies is known for its efficiency in tackling the toughest challenges. Specializing in:

- Wet gas production
- Downhole and process treatment chemistries
- Scale inhibitors, demulsifiers, anti-foulants, and paraffin control products

## **QUALIFICATIONS**

- 10+ years of progressive HR leadership experience, including executive-level partnership.

- Demonstrated ability to scale and strengthen HR functions in a high-growth, founder-led, entrepreneurial environment.
- Strong foundation in culture stewardship, leadership development, and strategic workforce planning.
- Extensive knowledge of employment legislation and HR practices in both Canada and the U.S.
- A coaching mindset, high level of integrity, and strong business judgment.
- Passion for building organizations where people and purpose thrive together.
- Experience in performance-driven industries like manufacturing, chemical solutions, or technology, preferred.
- Familiarity with cross-border HR operations and professional networks in Canada and the US, preferred.

## PERSONAL ATTRIBUTES

- Principled leader with unwavering integrity and a passion for building relationships.
- Strategic and proactive; able to translate vision into actionable, high-impact plans.
- Resilient and adaptable; thrives in a fast-paced, growth-oriented environment.
- Committed to fostering a culture of Character, Relationships, and Performance.

**Location:** Greater Calgary Area (Okotoks, AB)

**Application Deadline:** September 5, 2025

**Start Date:** TBD

**APPLY** online at [nelsonandkraft.com/jobs](https://nelsonandkraft.com/jobs) with your cover letter and resume. You must be eligible to work in Canada.

## ABOUT US

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

*Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position. Nelson/Kraft & Associates Inc. is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.*

*Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.*