



OPPORTUNITY PROFILE

Vice President of Human Resources

About Durabuilt Windows & Doors

Durabuilt Windows & Doors is one of Western Canada's leading manufacturers of residential and commercial windows and doors. Founded in 1988 and headquartered in Edmonton, Alberta, the company has grown from a small entrepreneurial operation into a diversified manufacturing organization employing more than 800 people across multiple facilities and provinces.

Recognized as one of Canada's Best Managed Companies, Durabuilt has built its reputation on quality, innovation, customer service, and a strong entrepreneurial spirit. Continued investments in manufacturing technology, commercial expansion, and operational capability have positioned the organization for its next phase of growth.

Despite its size, Durabuilt continues to operate with the agility and decision-making speed of an owner-led business. The Executive Leadership Team is collaborative, accessible, and deeply committed to building an organization capable of sustaining long-term growth while maintaining its entrepreneurial culture.

As the organization continues to evolve, Durabuilt is intentionally strengthening its executive leadership structure to support its next stage of growth while preserving the entrepreneurial mindset that has contributed to its success. The company is committed to building scalable leadership capability, enhancing cross-functional collaboration, and equipping its executive team with the strategic expertise needed to support an increasingly sophisticated manufacturing and commercial environment.

Core Values

Durabuilt's core values are more than words. They are the foundation of their culture and the principles that guide how they work, lead, and build lasting relationships. They influence every decision that is made and their commitment to customers, employees, and communities. Durabuilt attracts leaders who embody these values and inspire others to do the same.

The core values are

- Individual
- Innovative
- Driver
- Caring
- Ownership

The organization believes that diversity fuels innovation and strengthens their business. They are committed to creating an inclusive environment where every individual feels respected, valued, and empowered to succeed.

To learn more about Durabuilt Windows & Doors, its products, culture, and values, please visit:

www.durabuiltwindows.com

The Opportunity

Durabuilt Windows & Doors has built a strong operational foundation and established itself as one of Western Canada's leading manufacturers. As the organization continues to grow, it recognizes the opportunity to strengthen its people infrastructure with the appointment of its first dedicated Vice President, Human Resources.

Reporting directly to the Chief Executive Officer and serving as a key member of the Executive Leadership Team, the Vice President, Human Resources will lead the evolution of the organization's people strategy while preserving the entrepreneurial culture that has contributed to its success. This is a highly visible leadership role requiring an executive who can balance strategic thinking with operational execution, providing trusted counsel to senior leadership while remaining closely connected to employees across the business.

The successful candidate will build organizational capability by strengthening leadership, developing scalable people processes, enhancing workforce planning, and implementing systems that support continued growth. Equally important, they will become an independent voice within the organization, someone who understands the pulse of the business, identifies emerging opportunities and challenges, and provides thoughtful, practical solutions that enable informed decision-making.

This opportunity is ideally suited to an experienced HR executive who thrives in fast-paced, entrepreneurial environments, enjoys building rather than maintaining, and is motivated by the opportunity to make a lasting impact on both the organization and its people.

Key Roles & Responsibilities

- Provide strategic HR leadership as a trusted advisor to the CEO and Executive Leadership Team, aligning people initiatives with organizational priorities.
- Develop and execute a comprehensive people strategy that supports business growth, operational excellence, and long-term organizational capability.
- Strengthen the HR function by introducing scalable processes, systems, and best practices while maintaining the agility of an entrepreneurial business.
- Build, mentor, and develop a high-performing HR team capable of supporting multiple business functions and locations.
- Foster strong relationships across manufacturing, operations, sales, and corporate functions to understand workforce needs and proactively address emerging issues.
- Lead workforce planning, talent acquisition, succession planning, leadership development, performance management, and employee engagement initiatives.
- Champion organizational culture by balancing employee advocacy with sound business judgment and helping leaders navigate change effectively.
- Partner closely with operational leaders to ensure HR remains practical, responsive, and aligned with the realities of a manufacturing environment.

- Oversee the implementation and continuous improvement of HR technology, reporting, and people analytics to support informed decision-making.
- Ensure compliance with employment legislation while promoting a workplace built on accountability, collaboration, safety, and continuous improvement.

The Person

The ideal candidate is an accomplished Human Resources executive who has successfully helped organizations transition through periods of growth and increasing organizational maturity. They understand how to introduce greater structure and discipline without creating unnecessary bureaucracy and recognize that credibility is earned through relationships, consistency, and delivering results.

Equally comfortable on the manufacturing floor and in the executive boardroom, they are naturally curious, approachable, and highly engaged with people at every level of the organization. They possess the confidence to provide thoughtful advice, respectfully challenge ideas when appropriate, and influence decisions through sound judgment rather than authority.

This individual enjoys building teams, developing leaders, and creating practical solutions that enable business success. They are energized by entrepreneurial environments where priorities evolve quickly, decisions are made efficiently, and collaboration is valued over hierarchy.

Experience leading Human Resources within manufacturing, industrial, construction, or similarly operational environments would be considered highly beneficial.

Education and Experience Requirements

The successful candidate will bring:

- A post-secondary degree in Human Resources, Business Administration, Industrial Relations, or a related discipline. A CPHR designation or graduate degree would be considered an asset.
- Progressive senior Human Resources leadership experience, ideally within manufacturing, industrial, construction, distribution, or other operationally intensive environments.
- Demonstrated success building and leading high-performing HR teams while developing scalable people strategies, systems, and processes.
- Experience partnering with executive leadership to align people strategy with organizational objectives and business growth.
- Strong knowledge of talent acquisition, leadership development, succession planning, workforce planning, employee relations, performance management, and organizational development.
- Experience leading organizational change, implementing HR technology or HRIS platforms, and utilizing people analytics to support decision-making.
- Sound understanding of Canadian employment legislation and HR best practices.

- A proven ability to influence, coach, and build credibility with executives, managers, and frontline employees across a diverse workforce.
- Experience within a privately held, entrepreneurial, or founder-led organization would be considered a significant asset.

Key Attributes

The successful candidate will demonstrate:

- A collaborative, relationship-focused leadership style.
- Strong commercial and business acumen.
- The ability to build trust quickly across all levels of an organization.
- Exceptional communication, coaching, and influencing skills.
- High emotional intelligence, sound judgment, and integrity.
- A proactive, solutions-oriented mindset with a bias toward action.
- The ability to balance strategic priorities with operational execution.
- Resilience and adaptability within a fast-paced, evolving environment.
- Experience leading organizational change and building high-performing teams.
- A genuine appreciation for entrepreneurial cultures where accountability, responsiveness, and teamwork are highly valued.

What Success Looks Like

During the first 12 to 18 months, the Vice President, Human Resources will have established themselves as a trusted member of the Executive Leadership Team and a respected partner across the organization. Success will be reflected not only in stronger HR systems and processes, but in the relationships, credibility, and organizational capability they have built.

Specifically, success will include:

- Establishing trusted relationships with the CEO, Executive Leadership Team, managers, and employees across the organization.
- Building a capable, high-performing HR function that effectively supports the business.
- Developing scalable people strategies and processes that support continued organizational growth.
- Introducing practical HR systems and tools that improve efficiency, reporting, and decision-making.
- Strengthening leadership capability, workforce planning, and talent development across the organization.



- Providing leadership with an objective understanding of workforce trends, organizational health, and emerging people issues before they become business challenges.
- Preserving Durabuilt's entrepreneurial culture while introducing the structure and consistency required for its next stage of growth.

Compensation

A competitive compensation package will be offered, plus bonus and comprehensive benefits. Full details will be discussed during the interview process.

Express Your Enthusiasm

Leaders International Executive Search values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Anurag Shourie or Deepthi Koshy** at apply@leadersinternational.com, indicating the job title in the subject line.

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