



Charlene Bergman

**Managing Director & Partner |
Executive Search & Interim
Management**

Charlene Bergman is the Managing Director & Partner of the Executive Search & Interim Management practice at GlassRatner. Her expertise lies in building long-term relationships by supporting clients to meet their corporate and strategic business goals and candidates by impacting their careers and realizing their aspirations.

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Profile overview

With over 25 years in the search and recruitment industry, Charlene is a recognized business partner and trusted advisor, collaborating with organizations to develop strategic talent plans and execute them to build exceptional executive teams. She has placed leaders and emerging leaders who have transformed organizations and contributed to their successes. Her methodical search process involves:

- deep analysis of business needs aligning their talent strategy to meet these objectives
- engaging her deep and broad network whilst conducting an exhaustive mapping of the market
- identifying and methodically evaluating the best-suited candidates based on the organization's immediate and long-term needs
- securing and onboarding exceptional leadership and supporting them through their successful integration

Charlene places an emphasis on supporting the career journeys of executives. She particularly enjoys these candidate interactions and maintains long term relationships with her candidate network.

Prior to joining GlassRatner, Charlene established a deep network working for leading global and national recruitment firms in Toronto.

Select client experience

Recent placements include:

- VP People for a growing Canadian consumer packaged goods and retail business, adding a strategic HR leader to their executive
- Canadian President for a US-based global manufacturer and distributor of apparel, scaling their business in Canada
- VP Operations for a family-based national distributor, replacing a retiring long tenured executive
- CFO for a Not-for-profit in the music arts industry, a recognized arts organization in Canada and North America
- Head of Canadian Infrastructure for a global advisory organization, adding to their growing North American practice
- CFO, CHRO, Treasurer and Corporate Controller for a Canadian division of a multinational automotive manufacturer, expanding their operations across the Americas
- President of a family-based Canadian manufacturer, building out their executive team for succession planning
- CFO and COO for a municipal Hydro with related environmental portfolio companies in the GTA, undergoing growth
- CFO for an early stage global distributor hiring their first Finance executive
- COO for a global investment bank, supporting their growing business in the Toronto market
- Various senior finance, HR and operations roles across multiple industries in the GTA and other centres in Ontario

Of interest...

- Charlene established the Executive Search practice at GlassRatner, building teams in Toronto, Vancouver and Calgary
- Charlene takes a candidate-centric approach, supporting executives in transition through various formal and informal alliances and associations
- when she's not travelling and enjoying regional cuisines, Charlene spends her time running and training for races. Read more about Charlene's interests and athletic pursuits in her *Faces of Farber* [profile](#)

Areas of expertise

- Executive & Leadership Search
- Fractional Executives
- Interim Management

Insights

Articles

- Accelerating Growth: The Strategic Advantage of Fractional Executives for Startups and Scaling Companies
- Elevating Business Success: Why Interim and Fractional Executives Are Your Optimal Solution Over Hiring Traditional Consultants
- The Pitfalls of Internal Interim Executives: Why Hiring Externally Yields Better Results
- Demystifying Interim and Fractional Executives: Embracing Change for Strategic Advantage
- Embracing Flexible Leadership: Navigating the Future of Executive Talent

Events

- Effective Communication: Enhancing your Executive Presence, Sept. 20 (Webinar)

Education & qualifications

- Bachelor of Arts (Psychology), University of Witwatersrand, South Africa (1989)