

An aerial night view of a city, likely Tokyo, showing a dense grid of buildings with numerous neon signs and advertisements. The lights are primarily in shades of blue, green, and red, creating a vibrant, futuristic atmosphere. The perspective is from a high angle, looking down on the city streets and buildings.

fourthline

## Head of HR

Fourthline is a scale-up that provides neobanks, corporate banks, fintechs and other companies across Europe with solutions for Know-Your-Customer (KYC) checks and compliance analyses of their customers. In this phase, culture is key. To lead the growth and professionalization, this highly successful, internationally oriented scale-up is recruiting a Head of HR.

### For whom?

- Vanaf 7 jaar ervaring
- In HR, consulting, fintech, of een combinatie hiervan
- Proactieve doorzetter
- Strategisch
- Analytisch
- Vloeiend Engels
- Bereid om af en toe te reizen

# About Fourthline

Fintech scale-up Fourthline, formerly known as SafeNed, is a European provider of KYC solutions for neobanks, corporate banks, fintechs and other companies. The company has offices in Amsterdam and Barcelona. Fourthline has identified its target group well: it is the only KYC provider in Europe that focuses on regulated businesses and offers banks end-to-end onboarding solutions. In Spain, Italy, France, the United Kingdom and several other countries, the team has already built up a solid customer base with strong sales momentum.

Fourthline's mission is to protect the online financial system. They use innovative technologies to make their KYC solutions secure and customer friendly. Fourthline is at the forefront of the KYC-SaaS solutions sector. With a strong management team in place and the first high-profile customers having expressed their satisfaction, the next growth phase has arrived. Fourthline is highly motivated to maximize their turnover and leave their unique footprint on the financial sector.

The team consists of young, driven and highly intelligent professionals who work closely together. In addition to a culture of open communication, there is a high degree of freedom at every level within the company.

**“We have a cool product that serves a vital purpose. And that’s what drives all of us here.”**

*– Duco van Lanschot, Chief Commercial Officer*



"I don't know what I don't know. The Head of HR is responsible for providing a fresh flow of ideas that will help to answer the question of how we can truly become the best employer for our people!"

– Remco Vlemmix, Chief Operations Officer

## Head of HR

**Fourthline has grown rapidly in recent years, mainly due to the quality of their product and the demand for it from the market. In the current phase of scaling up, culture and professionalization play a key role. In line with the business strategy, the Head of HR develops the international HR strategy for this phase and takes care of the implementation.**

It is about consistently maintaining the balance between the company's vision and the day-to-day running of the business. Strategically, the role is responsible for defining the corporate culture, the recruitment process, the planning of learning & development, HR analytics and performance management. On an operational level, the Head of HR is responsible for the HR team. Topics the HR team deal with vary greatly. Think for example of scaling up the sales and operations team, setting up the onboarding program and improving HR processes. The Head of HR leads a team of two or three FTEs, in an organization of around 200 employees. The team has a very international feel.

The Head of HR will enjoy a high degree of freedom in setting up and managing the company's HR function. This can be done from a background in HR, consulting or business, as long as he/she knows what it takes to win in the fintech/scale-up sector. Everyone at Fourthline relies on his or her expertise and finds it important to constantly learn from each other in order to further grow the business. Given the international character of the organization and its ambitions, a candidate with an international background is an obvious choice.

In short, this is an excellent opportunity for a strategic and proactive HR professional or ex-consultant to have a major impact on a highly successful international scale-up.



# Interested?

Fourthline works with Top of Minds to fill this vacancy.  
Contact Martine Francken for more information.

**Martine Francken**

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