



Head of HR

Recharge.com is a fintech scale-up with an extremely scalable business model. Worldwide they sell online gaming and entertainment credit, call credit, prepaid credit cards and crypto currency. The unbelievable growth that the company is experiencing has created a unique challenge in the field of HR. That is why a new role is being created: Head of HR.

For whom?

- Relevant master's degree
- At least 8 years of experience in HR
- Business experience outside of HR is a plus
- Tech or e-commerce background
- Scale-up phase or major transformation
- International mindset
- Analytical, persuasive & strong communicator



Recharge.com

Recharge.com is one of the successful fintechs of Dutch origin. The story begins with two entrepreneurs, Robin Weesie and Dirk Ueberbach, who saw a niche in the market for online credit. Under the flag of 'Creative Group' they developed advanced software to enable the digitization of credit. It soon became apparent that this software could also be used for other products such as online credit for top global brands such as Netflix, Spotify, iTunes, Playstation, Amazon, but also prepaid credit cards and crypto currencies. As a result, the company grew into a global scale-up with an annual sales volume of 200 million (2019). As of September 2020, the company will complete the rebranding of Creative Group to Recharge.com.

“The market for topping up credit digitally is still in its infancy; the infrastructure is still fully geared to physical retail. Recharge.com is changing that now.”

- Günther Vogelpoel, CEO

2020 for Recharge.com

From its headquarters in Amsterdam, the company serves millions of users in over 130 countries with only 120 employees. In June 2019, the scale-up raised a capital injection of 22 million Euros from technology investor Prime Ventures, enabling even faster expansion. As a result of the global COVID measures, no one can ignore the relevance of the proposition and the company's growth is accelerating even further. Recharge.com is expected to hit 1 billion Euros within three years.

At the same time, the product is so scalable that the international team only needs to double – and in particular by setting up local marketing teams in the most important growth markets.

Scale-up culture

Developments at Recharge.com are extremely fast-paced. What's essential today will be obsolete in three months. That puts a great deal of strain on the team. Anyone who thinks that 'agile', 'resilience' and 'self-reliance' are buzzwords, will notice that at Recharge these words are prerequisites for being able to function well within the company.

“Our informal atmosphere is sacred. The fact that we are going to professionalize does not mean that we will instantly turn corporate. We don't want procedures; we only want processes that solve a problem. The well-being of our employees is paramount, I take that very seriously, which is why one of our values is 'being well'.”

– Günther Vogelpoel, CEO





#VACANCY

Head of HR

The Head of HR monitors and develops the culture that is essential for the success of the scale-up. Together with the CEO, she/he develops the HR strategy for the next three, six and twelve months. Based on this, she/he sets up the HR organization – the team, the flexible shell and external partners.

The Head of HR is responsible for the entire employee journey: from employer branding and recruitment to HR administration, performance management and personal development. Recharge's culture and associated values are the foundation of the company. The Head of HR ensures that these values remain anchored in daily reality, no matter how quickly the company changes. After all, employees who feel good about themselves are the cornerstone of a well-performing company. It is vital to Recharge.com that employees are encouraged to be themselves, to stay curious, to experiment and to continue to grow. Fixed growth pathways such as those used by corporates do not fit the nature of the scale-up. It is up to the Head of HR to discover how personal and professional development can be safeguarded in this special organization.

The Head of HR reports directly to the CEO, who hopes to find a 'partner in crime' in her/him. Furthermore, she/he is an indispensable business partner for the four-person MT and other stakeholders in the organization in the areas of leadership, culture, people development and succession planning. It is therefore important that the Head of HR is able to provide analytical support for business cases and is confident in her/his own capabilities. Experience outside the HR field can be of added value in order to better understand the needs of the business.



Interested?

Recharge.com works with Top of Minds to fill this vacancy.
For more information contact Annelijn Nijhuis.

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