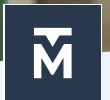


Vacancy at Verisure

# Senior Employment Relations Manager



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## Requirements

- Over 6 years of experience
- In employment law or employee relations
- Within a top-tier Dutch law firm and in-house or corporate experience
- Deep knowledge of Dutch labor law and collective labor relations
- Experience working with Works Councils and Trade Unions
- People person with excellent stakeholder management skills
- Pragmatic, solution-oriented approach to complex issues
- Fluent in Dutch and English

 **Amsterdam**

**Verisure is Europe's leading provider of monitored alarm systems. In this highly visible leadership role, the Senior Employment Relations Manager will shape the company's labor relations strategy in the Netherlands, managing Works Council and union dynamics while supporting organizational growth in one of the company's most strategically important markets.**



# About Verisure

**Verisure protects more than 4.8 million customers across seventeen countries in Europe and Latin America. Launched in 1988 in the Nordics and Spain, the PE-backed international organization has since rapidly expanded its footprint. Today, it ranks as the second-largest global home alarm provider and Europe's foremost provider of smart, monitored alarms. The company's mission is rooted in the belief that feeling safe and secure is a fundamental human right. Its full suite of products includes home security, fire and water safety, personal security, and smart home systems. These are supported by a robust business model that integrates product development, design, and sales with installation, service, and 24/7 professional monitoring.**

The company's international team of 28,000 professionals forms the core of its success, with about eighty percent engaging with customers daily. This fosters a deep connection and the foundation for continuous innovation and excellence. The company culture is defined by five core values: passionate in everything we do; committed to making a difference; always innovating; winning as a team; and operating with confidence and responsibility. These values drive their success and make Verisure a great place to work, where every team member can thrive and contribute to the company's mission of safeguarding lives.

Over the past thirty-five years, consistent growth has been fueled by an entrepreneurial and innovative business approach. The 2019 strategic partnership with Arlo Technologies enhanced leadership in connected camera services, expanding European offerings and opening new retail and e-commerce channels. Backed by private equity funds like Hellman & Friedman and GIC, the management team is steering the company toward sustained double-digit growth and value





creation. Operating as a large, fast-moving international organization with a start-up mindset, Verisure continues to grow by entering new markets, broadening service offerings, and expanding international teams. The Netherlands, in particular, is a key focus area, with the ambition to triple its financial size and become the recognized market leader in monitored home security solutions by 2028.





# Senior Employment Relations Manager

**Amid rapid growth in the Netherlands, Verisure has formed a new Works Council and is experiencing shifting labor dynamics and increased organizational complexity. To lead labor relations strategy and oversee employee casework locally, the company is attracting a Senior Employment Relations Manager. This high-impact role offers a combination of strategic influence and operational responsibility. Sitting at the intersection of legal compliance, employee engagement, and organizational development, the candidate will shape the employee relations landscape within one of Verisure's fastest growing and most strategically important European markets.**

Reporting directly to the HR Director Netherlands, a former top-tier employment lawyer who previously held this role, the Senior Employment Relations Manager will act as the go-to advisor on employment law and labor relations. The role bridges HR, Legal, and key business stakeholders. As part of the HR leadership team, the Manager will provide direction, expertise, and guidance across teams while serving as a key interface between HR, Legal, Works Council, and Trade Unions.

Based in Amsterdam, the Senior Employment Relations Manager oversees the full spectrum of employee relations activities, from complex case management and policy development to Works Council and union engagement. In the short term, priorities include stabilizing the newly installed Works Council, resolving ongoing employee conflicts, and reducing reliance on external legal advisors. Over time, the role will play a central part in professionalizing the employee relations function, supporting HR transformation, and contributing to a trusted, compliant, and future-ready people agenda.

The ideal candidate is pragmatic, resilient, and collaborative, combining strong legal acumen with practical HR instincts. They thrive in fast-paced, unstructured environments and can translate complex legal concepts into clear guidance across all business levels. Comfortable advising both senior leadership and frontline teams, this professional knows when to escalate legal matters and when to take ownership. Sound judgment, flexibility, and the ability to lead others with authority, empathy, and clarity are essential.

**“We are building something ambitious, and this position is central to that journey. It is a unique opportunity for someone with strong legal instincts and a pragmatic mindset to influence how we engage, support, and grow our people during a critical phase of transformation.”**

**Claire Reynaers,**  
**HR Director Netherlands**

Verisure offers a fast-paced working environment within a diverse and international team driven by ambition and collaboration. This role offers direct exposure to the HR Director and senior leadership, along with opportunities to shape key people strategies at country and group levels. It is an excellent fit for candidates with a background in employment law or employee relations who is eager to take on a broader, more strategic challenge in a business-critical function with real visibility and long-term growth potential.







# Interested?

Verisure is working with Top of Minds to fill this vacancy.

To express your interest, please contact Julia Besa at [julia.besa@topofminds.com](mailto:julia.besa@topofminds.com).



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