

Vacancy at 4PS

Chief Financial Officer (CFO)



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Requirements

- Over 10 years of experience
- Background in software technology/SaaS, ideally coupled with exposure to construction-related environments
- Experience working in an international matrix organization
- Entrepreneurial, growth-oriented mindset
- Skilled at coaching, developing, and challenging teams
- Team player who fosters cross-functional collaboration
- Affinity with and a clear vision on AI and digitalization, leveraging new technologies to drive business value
- Willingness to travel frequently

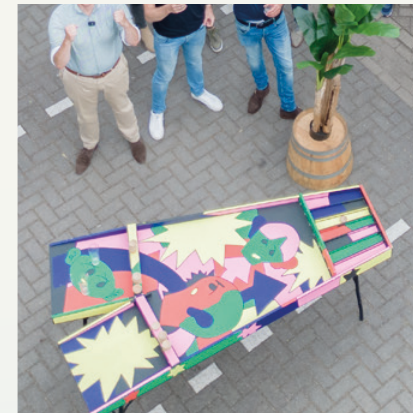
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4PS is a specialized software solution for the construction industry. Built on Microsoft technology, the platform is widely regarded as one of the most advanced systems in the market. Now under the ownership of Hilti, 4PS is focused on growing the business, creating the need for a strategic, business-oriented CFO to guide its next phase.

About 4PS

4PS is a Dutch software company fully dedicated to the construction sector. The organization offers a comprehensive ERP platform based on Microsoft Business Central, enriched with a large, proprietary project module. This module is designed specifically for the realities of construction, where no project is ever the same, and each carries its own risks, margins, and operational complexities. The platform enables customers – exclusively B2B clients, typically medium to large construction companies – to manage the full project P&L from start to finish, including estimating, execution, equipment and workforce planning, internal charging, and risk management. Everything runs cloud-based, giving customers direct access to the benefits of modern analytics and emerging AI capabilities.

Within the Microsoft ecosystem, 4PS is regarded as a top one-percent global partner, known for its deep technical expertise and extensive codebase. The software is considered one of the strongest and most specialized platforms available to the industry. Revenue is expected to approach a hundred million euros in 2026, supported by strong cloud adoption and continued expansion in the Netherlands, Germany, France, the United Kingdom, Belgium, and Sweden, with potential entry into additional global markets. With almost five hundred employees today, the organization is projected to grow significantly in the coming years.





Part of Hilti

Since 2023, 4PS has been part of the Swiss-based Hilti Group, positioned within the Construction Software Business Unit. The company retains substantial autonomy but operates within a matrix structure and collaborates closely with Hilti. The acquisition has accelerated international expansion and opened significant new avenues for growth, driven both organically and through strategic acquisitions. The ambition is clear: 4PS aims to become the leading software provider for the global construction industry.

One of 4PS's biggest strengths is its shareholder's long-term vision: there's no pressure for a quick exit, so the focus can stay on quality, innovation, and sustainable growth. This makes 4PS a highly attractive place to work, where a culture of care and performance drives daily success.



Chief Financial Officer (CFO)

With momentum at 4PS building, the company welcomes a CFO who brings a fresh perspective: someone who combines financial excellence with a growth-oriented, SaaS-driven mindset. The role oversees finance across all operating countries, ensuring reliable reporting, structured planning cycles, and strong financial governance. Beyond these fundamentals lies the real challenge: building a finance function that actively supports growth.

Every investment decision has measurable commercial impact, with the CFO going beyond the numbers to test assumptions behind market and product strategies. Local teams are enhanced with clear forecasting, meaningful performance metrics, and forward-looking scenarios. Close collaboration with Sales, Product, and Operations ensures cross-functional alignment and avoids siloed decision-making

This is a CFO who's in the heart of the business, coaching country General Managers while fostering a performance-driven mindset across the organization. As a member of the Executive Team, the CFO reports directly to the CEO of 4PS, Niels Goos, with a dotted line to the CFO of Hilti Construction Software. Beyond reporting lines, the CFO acts as a strategic business partner and thought leader, continually looking for opportunities to innovate and improve processes.

Bringing extensive experience in finance leadership and a proven track record in software or recurring revenue businesses, the ideal CFO blends strategic vision with practical execution. This strength is reinforced by a skillset that values cultural awareness, empathy, and sound decision-making. A background in construction or technical industries is not essential, although affinity with these sectors is obviously helpful.

” In this role, you’re much more than a traditional CFO: you’re a strategic partner, collaborating cross-functionally to align investments with expansion, develop country organizations, modernize finance, and drive the company’s international scalability. You foster a SaaS scale-up mindset, thrive in an international matrix structure, and actively coach and challenge teams to make them better. You inspire others and have strong potential to grow further within the broader organization.”

▪ **Niels Goos, Managing Director**

This opportunity invites a visionary and energetic CFO to shape the financial architecture of a fast-moving SaaS company with advanced technology, a strong market position, and significant room for growth. Supported by a committed long-term shareholder and a clear strategic horizon, the role offers the chance to define the company’s financial future. Candidates with long-term ambition fit well: Hilti offers exciting pathways, including General Manager positions in various countries or a broader CFO responsibility within the global construction software portfolio.





Interested?

4PS is working with Top of Minds to fill this vacancy.

To express your interest, please contact Annelijn Nijhuis at annelijn.nijhuis@topofminds.com.



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