

Vacancy at Cenosco

# Head of People

 **cenosco**



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## Requirements

- Over 10 years of experience
- In a scale-up or fast-growing SaaS organization
- In an international context
- Strong and cultural sensitive people manager
- Focus on execution
- Hands-on mentality
- Visible and energetic personality

📍 Den Haag

**Global SaaS company Cenosco recently welcomed Summit Partners, one of the world's most renowned technology investors, as its lead investor. As the company scales globally, the Head of People ensures top talent is attracted and developed, high-performing teams are built, and the structures are in place to enable sustainable growth.**

# About Cenosco

**Cenosco's mission is to help asset-heavy industries operate safely, efficiently, and at their full potential. By combining over 25 years of industry experience with modern digital technology, the company – headquartered in the Netherlands – creates safe and smart environments where operations are productive while keeping people and the environment protected. This vision guides the ongoing development and improvement of Cenosco's integrity management solutions.**

The Integrity Management Suite (IMS) helps companies manage complex industrial systems in highly regulated, safety-critical environments. The platform brings together asset data from different sites, systems, and teams, linking engineering with daily operations. IMS works seamlessly with SAP, Maximo, EAM systems, document management platforms, and real-time operational data. Cloud-based, mobile-friendly, and highly configurable, the software helps make smart inspection and maintenance decisions while keeping assets safe, reliable, and well-maintained. Today, IMS is deployed across more than two hundred blue-chip company assets in over forty countries and used by thousands of professionals worldwide.

## **Driving innovation worldwide**

Grounded in deep industry knowledge and a technology-first mindset, over 160 experts across Europe, Asia, the Middle East, and the United States continue to shape the future of asset integrity and industrial safety. An investment led by Summit Partners in March 2025 set the stage for accelerated innovation, global expansion, and continued team development, following an earlier majority investment by Fortino Capital that supported the transition to a subscription-based SaaS model.





# Head of People

**The ambition to deliver top-quartile performance can only be achieved with top people, in a culture where performance is openly discussed and growth is continuous. The Head of People leads that effort. The role ensures the organization attracts exceptional talent, develops people beyond what they thought possible, and embeds frameworks that make high performance tangible.**

A small, highly engaged People team – consisting of an HR Business Partner, an HR Operations Officer, and a Recruiter – supports the business as a credible, hands-on partner. Team members are coached and developed to take ownership and operate at a high standard, creating a culture of continuous improvement and learning within the function itself. Close involvement in day-to-day work keeps execution on track and momentum high. The Head of People steps in personally when needed, whether supporting recruitment during peak periods or refining processes and building structures. Core HR processes, HRIS management, compensation and benefits oversight, and compliance are managed reliably, with HR analytics used to guide decisions and demonstrate impact. As Cenosco expands internationally, the function ensures new offices integrate smoothly, standards are applied consistently, and local context is respected. The Head of People reports directly to the CFO, Wouter Heikens.

At Cenosco, performance is not a checkbox; it is embedded into how people work every day. The Head of People sets the standard, designing systems that make development tangible and performance visible. Managers gain clarity on expectations, know how to give constructive feedback, and are equipped to coach their teams effectively. When growth or performance slows down, it is addressed directly, with support offered where possible and transitions handled decisively when needed. This way, high standards are reinforced through a culture of continuous feedback and learning, without creating a rigid up-or-out approach.

## Impact and outcomes

Measurable success comes in several forms. Team leadership depth strengthens, internal mobility improves, and managers grow more confident in guiding their teams. The quality of hires rises, performance issues are resolved more quickly, and overall productivity and execution clarity increase, contributing directly to personal growth and higher output per employee. Employee engagement and satisfaction improve, reflected in rising NPS scores. At the same time, the People team evolves in maturity and influence, capable of supporting approximately 35 new hires per year while maintaining high standards and operates as a trusted strategic partner rather than a back-office function.

*“Impact is seen in stronger leaders, clearer accountability, and teams that consistently perform at a high level, supported by a People function that can scale with the business. In this role, you ensure our colleagues develop beyond what they thought possible. You achieve this by inspiring and engaging people, rolling up your sleeves with a lean team, and combining strategic design with hands-on action whenever momentum is critical – jointly delivering value for clients and shareholders.”*

▪ **Wouter Heikens, CFO**





The ideal candidate has experience in fast-growing tech or SaaS organizations, particularly through periods of rapid scaling or cultural transformation. They join to drive strong, performance-oriented teams and create company value, rather than to build a corporate structure. Visibility, energy, and credibility are essential, combined with the confidence to address performance directly while remaining fair and engaging. Comfort in an international environment and the ability to navigate complexity without losing focus are key. Above all, this person thrives on building the systems, standards, and culture that allow Cenosco to perform consistently at its best, balancing long-term design with the pragmatism to act decisively when it matters most.



## Interested?

Cenosco is working with Top of Minds to fill this vacancy.  
To express your interest, please contact Vivian Linker at  
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