

Vacancy at Verisure

HR Operations Manager



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Verisure Netherlands protects more than 100,000 customers and grew from five to thirty percent market share in five years. With a new HR Director joining and ambitious growth targets ahead, the time has come to establish the HR operations foundation the organization needs for its next phase. The HR Operations Manager takes ownership of laying that basis.

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- Over 10 years of experience
- Track record of building or professionalizing HR operations (including payroll)
- Strong knowledge of Dutch labor legislation
- Experience with compensation structures, grading methodologies, pension schemes, and Dutch benefits
- Comfortable in a build-from-scratch environment
- Able to lead a small team through significant change

 **Amsterdam**



About Verisure

As the global leader in professionally monitored security services, Verisure protects approximately 6.2 million households and small businesses across eighteen countries in Europe and Latin America. Founded in Sweden in 1988, the company has delivered double-digit growth for over 35 years through a vertically integrated model that combines proprietary technology, professional installation, and 24/7 monitoring and response. In October 2025, Verisure completed Europe's largest IPO since 2022 on the Stockholm exchange, marking a new chapter in the company's development.

In the Netherlands, that growth story is equally tangible. Revenue exceeds ninety million euros and over 850 professionals serve a fast-growing customer base of currently 100,000 customers. The ambition is to double the customer base and triple the scale of the organization by 2028, consolidating its position as a defining player in the security market.

Internally, the company has kept pace with its own growth. Employees get ownership from day one, and are offered a clear path to grow alongside the organization. Verisure Netherlands has been certified as a Top Employer for the second consecutive year in 2025 and recognized as a Great Place to Work, underscoring the organization's commitment to employee engagement and leadership excellence. Building on this momentum, the HR Operations Manager will lay the foundation for a solid operational basis, structured payroll, and a benefits framework that matches a company of this scale and ambition.





Vacature

HR Operations Manager

The HR Operations Manager owns the core HR processes, including payroll. Further focus areas in the compensation & benefits domain are reviewing and standardizing employment contracts, drafting HR policies, and defining a benefits framework in line with group guidelines and Dutch legislation. The role also covers the annual compensation cycle, including salary reviews, bonus calculations, and grading, translating group envelopes into the Dutch context.

The position is new to the Netherlands, making it a genuine greenfield opportunity. The HR Operations Manager leads a team of three HR administrative employees, with the scope to grow that team as the organization expands. Coaching and developing the team is a core part of the role. Where needed, the group HR team and external employment counsel are available for support. The position reports to HR Director Netherlands Frank Geuze and sits within the Dutch HR leadership team.

“HR at Verisure is at an inflection point. With strong growth ahead and a new HR leadership team in place, this is the moment to build the operational foundation that will carry us through the next phase. The HR Operations Manager will have real ownership over that.”

▪ Frank Geuze, HR Director Netherlands

The right candidate has built or professionalized an HR operations function before and is comfortable with both the operational detail and the longer-term people strategy. She/he is fluent in Dutch labor law and at ease with figures and payroll mechanics. For the right candidate, this is an exceptional combination of factors that rarely come together at once: a profitable company in full growth mode, a greenfield scope with immediate impact, and a new HR Director actively looking for a sparring partner to build the function together. Whoever joins now will help shape what HR at Verisure Netherlands looks like five years down the line.





Interested?

Verisure is working with Top of Minds to fill this vacancy. To express your interest, please contact Vivian Linker at vivian.linker@topofminds.com or Julia Besa at julia.besa@topofminds.com.



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