Vacancy at Triodos Bank

Senior Strategy Lead

Triodos Bank

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Triodos Bank’s mission is captured in one line: ‘finance change, change finance’. With a renewed board, the organization wants to become a leading impact challenger bank that is commercial as well as mission-driven. The Senior Strategy Lead takes the most senior seat in Corporate Strategy, shaping the bank’s next strategic cycle into board-level choices on growth and transformation.

Requirements

- Over 8 years of experience in banking or financial services, in strategy-related roles
- Strategy experience that includes a period at a top-tier consulting firm, in a corporate-level industry position, or through a combination of both
- Solid expertise in business lending, corporate banking, and/or cost transformation
- Broad strategic understanding of banking, including how lending, funding, capital, risk, and impact interact
- Experience within the Dutch banking sector, ideally in combination with exposure to other European markets
- Track record leading complex strategic analyses and decision-making
- Strong stakeholder manager at C-level and across departments, able to influence without formal authority
- Hands-on approach

Driebergen

About Triodos Bank

As the largest pure-play impact bank in Europe, Triodos finances projects and businesses to make the banking sector more transparent, diverse, and sustainable. That mission dates back to 1980, when the bank was founded on the conviction that money can be used consciously to create positive social, environmental, and cultural change – from renewable energy and organic farming to social housing and the arts.

The bank is headquartered in Driebergen-Rijsenburg in the Netherlands and active in five European countries. It combines retail banking, business banking, and investment management under one roof, with strategy centered on financing the real economy and system change organized around five transition themes: energy, food, resources, society, and wellbeing. Triodos' investment management arm extends the bank's mission worldwide, running impact funds that contribute directly to the Sustainable Development Goals.

Around 1,800 people work at Triodos, serving over 740,000 customers and managing more than twenty billion euros in assets. In 2025, sustainable energy projects financed by the bank helped avoid eight hundred kilotonnes of CO_2 emissions. The bank is a founding member of the Global Alliance for Banking on Values, holds B Corp certification, and has been listed on Euronext Amsterdam since June 2025. Decision-making runs on shared responsibility rather than hierarchy, with open dialogue built into how the organization works at every level. That culture was recognized in 2026, when Triodos ranked seventh among Europe's most inspiring workplaces – the highest-ranked bank on the list.

Vacancy

Senior Strategy Lead

Triodos Bank's Corporate Strategy team is building toward its next generation of leadership over the coming years, and the appointment of the Senior Strategy Lead carries part of that weight. Their work starts wherever strategy needs sharpening – a business model due for change, a portfolio choice waiting to be made – and runs through to the point where the Executive Board turns those options into decisions, risk processes included. Implementation then moves to the separate Strategy Execution team. But the connection doesn't end there: the Senior Strategy Lead keeps working with functions across the Group, from the CCO and CFO organizations to Legal, Communications, and Risk, to make sure priorities stay aligned, actionable, and embedded.

This is a moment of real change at Triodos. Corporate Development recently split in two: Eliza Zisopulu leads group and commercial strategy plus M&A, and the Senior Strategy Lead reports directly to her, while strategy execution moved under a newly appointed Head of Strategy Execution. The Corporate Strategy team counts six strategy consultants and now falls under Triodos' new Chief Transformation Officer, part of a broader renewal of the Executive Board that also brought in a new CEO and a homegrown CIO. The bank itself changed shape around the same time – since July 1, it runs on value streams, agile teams with end-to-end ownership of a product and customer journeys.

The ambition behind all this is bigger than a reorganization: Triodos wants to prove that commercial ambition and mission can reinforce each other. Getting there starts with the strategic cycle running to 2027. The coming year is about shaping the bank's new strategy, investor and equity story included, and finding the sources of growth that will carry it. The Senior Strategy Lead leads that review end to end, bringing an outside-in view – market developments, peer benchmarks, client trends, the wider shifts in the sector – to challenge assumptions before they become strategic choices. Business lending sits at the center of much of that work: growth, efficiency, portfolio decisions, and operating model and cost redesign at group level all run through it, and the analyses built here shape what the Executive Board eventually decides. Product-market choices are part of the mandate too, worked out independently and directly with board members. The Supervisory Board owns the strategy as well, which means this work is watched from more than one seat at the top.

Delivery here is hands-on and personal, with a willingness to go the extra mile when needed. The Senior Strategy Lead builds the slides and the analyses themselves, earning credibility with the board by being a valuable sparring partner. Emotional intelligence matters as much as analytical sharpness here: the Senior Strategy Lead brings people along and builds real connections, sometimes by deliberately choosing to slow down.

> *With a new CEO in place and a new Chief Transformation Officer now on board, this is an exciting moment to join Triodos. This role is about purpose as much as it is about strategy. It's an opportunity to step into a senior, high-trust position with real influence over the bank's direction."*
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> - Eliza Zisopulu, Group Director Corporate Development

This role puts the candidate right where Triodos decides its future – exposure to the Executive Board and the Supervisory Board included. It's a unique position inside a bank that puts values before profit, at the exact moment it's reshaping itself. For someone who wants their strategic work to actually change something, this is where that happens.

Interested?

Triodos Bank is working with Top of Minds to fill this vacancy. To express your interest, please contact Remco Vlemmix at remco.vlemmix@topofminds.com.

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