



TO INCREASE

FUNCTIEPROFIEL

Chief People Officer

Kandidaatprofiel

- Over 8 years of experience
- In human resources
- At a technology start-up/scale-up
- Dutch employment law
- Communication
- Cultural sensitivity & adaptability

Amstelveen Vanaf 8 jaar werkervaring



To-Increase is an international software developer providing solutions that enhance Microsoft Dynamics. The company is backed by private equity, growing at a stellar pace globally and building the organization accordingly. The Chief People Officer is essential for both strategy and implementation. This is an exciting opportunity for a board-level HR executive to truly leave a mark.





To-Increase

To-Increase is a global B2B software developer specializing in solutions that enhance enterprise ERP systems (Microsoft Dynamics) to help customers operate more efficiently. The company's solutions are tailored specifically to manufacturing, construction, food, professional services, and retail companies. Founded in The Netherlands over 15 years ago, today more than 2,200 customers across 44 countries worldwide rely on To-Increase software. The company has a strong base of recurring revenue and customer cloud retention of 94 percent.

To-Increase has been in the top one percent of Microsoft partners for 14 years and all the while, the company is growing fast. The organization has built deep expertise, a broad relevant portfolio, and a strong connection with Microsoft over the years. This allows To-Increase to grow together with Microsoft, which is heavily investing in Dynamics. Meanwhile, in January 2021, Gilde Buy Out private equity fund invested in To-Increase. With this new owner, To-Increase can enter new geographies and expects a fifty percent year-on-year growth going forward by entering new markets both organically and through acquisitions. Gilde Buy Out is looking to achieve double-digit growth within three to five years. The team of To-Increase is expanding accordingly; with a large number of new hires in the past year, the company currently has over 170 employees.



The organization is characterized by transparency and a politics-free work environment. Information is frequently and openly shared across all functions and everyone is encouraged to ask questions and challenge the business. The company has offices in Veenendaal and Amstelveen, The Netherlands, and in Hyderabad, India.





Chief People Officer

The Chief People Officer is part of the leadership team and drives all people aspects of the business. The key responsibility is to define and implement the Employee Experience Strategy globally through expert knowledge of best practices and emerging trends of all aspects of employment. This includes recruitment, compensation, benefits, recognition, wellbeing, training & development, performance acceleration, talent, and career planning.

Furthermore, the CPO inspires the entire organization to become more people-centric. The baseline is already there: there is an HR team of nine who will report to the CPO, and the business is in the process of adopting a new HR system, a new performance review structure, and a salary benchmark with Mercer consultants. The company culture is focused on making people feel good at work. For example, recently the leadership team got together, and each person discussed their responsibilities, indicating which does or does not give them energy. Subsequently, some responsibilities were exchanged to assure everyone could largely focus on what energizes them most.

The Chief People Officer has a key role in the operation of To-Increase and will make fundamental contributions to the organization's culture, development, and staffing. It is essential to have a strategic mindset as well as the skills to turn strategy into execution. The CPO develops the global vision for the Employee Experience within a rapidly growing business and is responsible for creating a



robust, people-centric organization together with the management board. Moreover, as part of the management team, the new CPO will be invited to invest directly into the company as well.

This is an exciting opportunity for a seasoned, internationally-minded HR professional with tech affinity to join a fast-growing company and truly leave a mark on the organization and its culture. The position is based in Amstelveen with partial remote working. ■

Interesse? To-Increase werkt voor invulling van deze vacature met Top of Minds. Neem contact op met Vivian Linker via vivian.linker@topofminds.com om te laten weten dat je interesse hebt in deze vacature.



“We encourage our people to be happy. Happy people make happy customers and happy customers will enable our success.”

Luciano Cunha, CEO