



VACANCY

Chief HR Officer

Requirements

- About 15 years' experience in HR
- Background in professionalizing an international scale-up
- Expertise in a technical environment
- Familiar with Agile or Holacracy
- Change management skills
- Analytical mindset

Almere Minimum of 15 years experience



Enreach is a young, rapidly expanding company that provides innovative contact technology and integrated telecom services. The Chief HR Officer will lead and professionalize all HR activities, including Holacracy: Enreach's unique way of working centered around self-organization, an unprecedented approach for a company this size.





ABOUT THE COMPANY

Enreach

Enreach offers an integrated portfolio of innovative cloud and on-premise PBX (private branch exchange), mobile, fixed telephony, data services, and cloud contact centers to European SMEs and enterprises. Their unified communications products range from cloud contact center solutions to AI-based chat and voice bots. They're designed to make business technology, connectivity, and productivity integration easy for organizations as they grow.

With an annual revenue of about 275 million euros, Enreach has approximately 1,100 employees. They serve 2.4 million users across key markets, which include The Netherlands, Germany, Denmark, France, Finland, Spain, and the UK. Backed by PE investor Waterland, In the last five years, Enreach has grown considerably, both organically and through a series of targeted acquisitions.

With our UCaaS, CaaS, and connectivity solutions, we are a virtual telco focusing exclusively on the B2B market. Thanks to our innovative power and flexibility, we are a serious challenger to incumbents such as Vodafone, Orange, and BT." – Stijn Nijhuis, CEO of Enreach

Enreach has adopted Holacracy, a self-organization method centered around purpose and distributed authority. This agile and role-based organization systems helps the company create an inspiring, open, and empowering culture that limits bureaucracy and champions entrepreneurship.





VACANCY

Chief HR Officer

The Chief HR Officer (CHRO) is responsible for Enreach's full HR scope, including Holacracy. With about seventeen acquisitions in the last five years, the CHRO will drive organizational integration, professionalize and harmonize the HR function (including adopting a one HR system), and optimize self-organization. Their goal is to lead a unified Enreach culture and way of working.

This role will become part of the Management Team, report directly to the CEO, and lead the HR and Self-Organization teams. Their direct reports include the Heads of Learning, Recruitment, HR Operations, the Group HR Business Partners, and the Self-Organization Lead. They will need to strike the right balance between strategically preparing the company for further growth and ensuring smooth HR operations.

The CHRO's main focus will be to drive the roll-out, adoption, and continuous improvement of Holacracy. Most of Enreach's teams already function using its principles. The CHRO will continue the implementation to integrate the entire organization, including newly acquired companies. Working with the Self-Organization team and with the CEO's sponsorship, will lead to a successful adoption of this unique way of working.

The CHRO will oversee all HR-related processes and ensure alignment with Enreach's Holacracy approach and business strategy. They will lead:



- recruitment
- onboarding
- retention
- learning
- goal setting (OKRs)
- employee engagement
- performance management (including peer feedback and coaching)
- reward policies
- team building
- organizational development
- diversity
- equity;
- and inclusion.

The CHRO will also use data-driven insights to track HR effectiveness and leverage technology to improve its processes. Additionally, they will build, lead, develop, and inspire their teams and drive culture change.

This is an exciting role with many opportunities that perfectly suit an entrepreneurial HR professional. They will get to work at a fast-growing, PE-backed scale-up with an extraordinary way of working. The CHRO will be empowered to bring HR and self-organization practices to the next level, to align with Enreach’s next stage of maturity Enreach. ■



Interested? Enreach is working with Top of Minds to fill this vacancy. To express your interest, please contact Vivian Linker at vivian.linker@topofminds.com.



“By joining us, an HR professional who understands that building a people-centric culture involves close collaboration with all stakeholders and a good feel for business priorities will be able to make a lasting impact on a rapidly expanding company with a unique way of working

Stijn Nijhuis, CEO of Enreach