



Vacancy

Rewards and HR Policies Specialist

FLOW ■ TRADERS



Flow Traders is a fast-growing global trading firm and market maker. As a leading liquidity provider, they drive transparency and efficiency in financial markets, worldwide. To enable continued success, the Rewards and HR Policies Specialist will design, align, and upgrade their Rewards Philosophy and be responsible for all HR policies and aligning global benefits.

Requirements

- 2+ years' experience
- In HR compensation, benefits, rewards, and policies
- Experience with Dutch labor law
- Bachelor's degree
- English fluency

 Amsterdam

 Minimum of 2 years' experience



About the company

Flow Traders

Founded in 2004, Flow Traders is a leading Exchange Traded Products (ETP) market makers that has expanded into digital assets, commodities, foreign exchange, and fixed income markets. They have heavily invested in innovating global financial markets to increase transparency and efficiency in the financial ecosystem.

Flow Traders has more than 600 employees worldwide, and over forty nationalities among the 420 employees in Amsterdam. As they build solid foundations for their employees, the HR organization is streamlining company policies, and its benefits and rewards philosophy.

“Flow Traders is a unique business with all the essential components in place to deliver on our ambitious strategic growth agenda. I am confident we can successfully leverage the numerous opportunities presented by the rapidly evolving financial markets.” – Mike Kuehnel, CEO of Flow Traders ▶



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When a company grows as quickly as Flow Traders, strengthening its foundations and policies is essential to operate effectively. That's why the company is focusing on stabilization and efficiency. The Rewards and HR Policies Specialist will be responsible for a critical part of these foundations by driving the compensation, benefits, and other HR policies for all departments and employees.

While the position is new and will evolve with the company's needs, the objective is clear. The Rewards and HR Policies Specialist will review existing policies, benefits and reward programs, and work with the HR leadership and business partners, as well as recruitment to design and implement an effective compensation and benefits strategy from A to Z. This role will work directly with internal stakeholders, and needs a keen interest in the workings of a trading organization, a flexible mindset, and the confidence to be hands-on as needed.

The Rewards and HR Policies Specialist joins an eight-person HR team in The Netherlands. They work with EMEA department heads, managers, and team leads. In addition, they collaborate with other corporate functions to drive the people strategy. The HR team lead for EMEA will work with the Rewards and HR Policies Specialist as they build and implement the company policies. ▶



Flow Traders values its employees' personality development and well-being. The Rewards and HR Policies Specialist can establish their new position in the team, and enjoy company benefits such as access to a personal learning budget, a gym with in-house personal trainers, and the company's bar.

This is an excellent opportunity for a flexible go-getter who wants to build deep expertise in compensation and benefits and help shape this entrepreneurial and dynamic trading company's policies. ■



Interested?

Flow Traders is working with Top of Minds to fill this vacancy. To express your interest, please contact Charloote Braat at charlottebraat@topofminds.com.

“There is a lot of flexibility to craft the position into what we learn our company needs in compensation and benefits. We need someone who designs the company’s policy and makes it happen.”

Madeleine Hendriks, Human Resources Team
Lead – EMEA of Flow Traders