



Vacancy

# Performance Management Expert

STX



**STX is a leading global Environmental commodity trader and climate solutions provider at the forefront of global change towards a greener future. Their new Performance Management Expert will play a key role in helping the company retain and develop existing talent to support its ambitious future goals.**

## Requirements

- 5+ years' experience
- Performance review and management
- Within an international environment
- Strong project management and stakeholder management skills

 **Amsterdam**

 **Minimum of 5 years' experience**



About the company

# STX

**STX is leading the way in a global shift away from pollution and depletion of natural resources. For more than fifteen years, STX has priced emissions and pollution costs, and developed trust in carbon-reduction and green energy trading. Today, with increasing regulations, shareholder demands, and corporate responsibility standards, companies are striving to reduce their carbon footprints. Market maker STX helps their clients by trading renewable energy products like renewables, biofuels, and carbon credits, and enhancing the environmental commodities market's liquidity, transparency, and availability.**

Through trading and corporate climate solutions, STX directs funds to various projects that support a greener world, while giving corporations proof of their environmental contributions. STX's 2050 vision includes achieving full transparency of the environmental impact made by companies, their products, and services. To support this international expansion, the People and Culture team is strategically enhancing how the company attracts, develops, and retains talent. And that's where the new Performance Management Expert comes in. ▶



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# Chief Operating Officer

**The Performance Management Expert will solidify and implement strategic plans to improve STX's talent and performance management. This includes career path planning, talent succession, internal mobility, profiling calibration, and the annual performance review cycle. They'll also refine STX's complex bonus structure.**

With strategic plans and a clear annual roadmap already in place, this role will focus on implementation, adoption, and organizational management. Strong project management skills are crucial to their success. This hands-on, cross-company role requires an entrepreneurial, organized self-starter with robust stakeholder management and communication skills.

Reporting directly to Head of Human Capital Development, Judith Wiarda-Kraaijenbrink, the Performance Management Expert will join a growing People and Culture team within a culture that values fun, teamwork, personal freedom, responsibility, and personal growth. Based in the Amsterdam office, they'll join a diverse, multicultural environment with a strong global perspective. ▶

This role is perfect for someone with a solid background in talent performance management, with an emphasis on implementing and adopting new frameworks and processes. It's an opportunity to help a global environmental trading leader attract, retain, and develop talent, while contributing to a greener future for everyone.

**“With over sixty nationalities, there’s always something new to learn about another culture.”**

Judith Wiarda-Kraaijenbrink,  
Head of Human Capital Development of STX



## Interested?

STX is working with Top of Minds to fill this vacancy.

To express your interest, please contact Vivian den Dekker at [viviandendekker@topofminds.com](mailto:viviandendekker@topofminds.com).