

Vacancy at FincoEnergies

Head of People & Culture



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Requirements

- Over 10 years of experience
- In HR
- And in leading/supporting transformations/turnarounds
- Within international, mid-sized companies
- And within companies with a buy-and-build component
- Knowledge of Dutch and/or international labor law
- Able to shift gears between strategy and operations

 **Rotterdam**

FincoEnergies is an independent, leading supplier of (bio)fuels and decarbonization services for fuel distributors, transport companies, freight forwarders, and cargo owners. The new Head of People & Culture will be responsible for optimizing and professionalizing all facets of HR strategy, policies, and operations in the context of organizational restructuring and cultural transformation.

About FincoEnergies

What started in 2013 as a small, Netherlands-based fuel distribution company has since grown into an impactful business in decarbonisation solutions and services. With operational bases in the Netherlands, Germany, and Switzerland, FincoEnergies is strategically positioned in the heart of Europe's economy and transport network. The company seamlessly merges profound expertise in decarbonization services and transportation fuels with a proven track record of entrepreneurial success spanning more than a decade.

The people behind FincoEnergies are inspired by Darwin's finches and their ability to adapt to different conditions. No matter what challenges come its way, FincoEnergies evolves to stay at the forefront of the energy transition. Its strong portfolio – including GoodFuels, GoodShipping, the Biofuel Swap, FuelEU Pooling, and the decarb desk – empowers the transport sector to decarbonize 'the Good Way' by combining experience, expertise, and supply security.

In recent years, the company has been through a significant transformation journey, sparked by the acquisition of GoodNRG and the subsequent decision to integrate the GoodBrands. FincoEnergies has grown to a workforce of 280 people within a new structure of four main divisions: road and inland marine, carbon management, international marine, and businesses in Germany and Switzerland. Fostering an optimal culture and distinctive talent development is a core element of sustained success. A strategic Head of People and Culture will guide the company through these transitions – influencing, persuading, and securing support for the changes ahead.





Head of People & Culture

The Head of People & Culture manages, optimizes, and executes all HR aspects across FincoEnergies' international organization. This covers daily HR management, the development of policies, the improvement of ways of working, as well as the introduction of standardization and the adoption of best practices.

In terms of daily HR management, the Head of People & Culture steers all HR functions – from performance and productivity management to recruitment, learning and development, payroll, employee journey optimization, and case management. These responsibilities also involve relevant operational and administrative tasks. As sparring partner to the CEO, the Head of People & Culture identifies new projects in addition to existing priorities. Developing a strong performance culture and anticipating organizational needs in line with company strategy are key elements. The role also supports major transformation efforts, helping to manage change and navigate conflicting requirements.

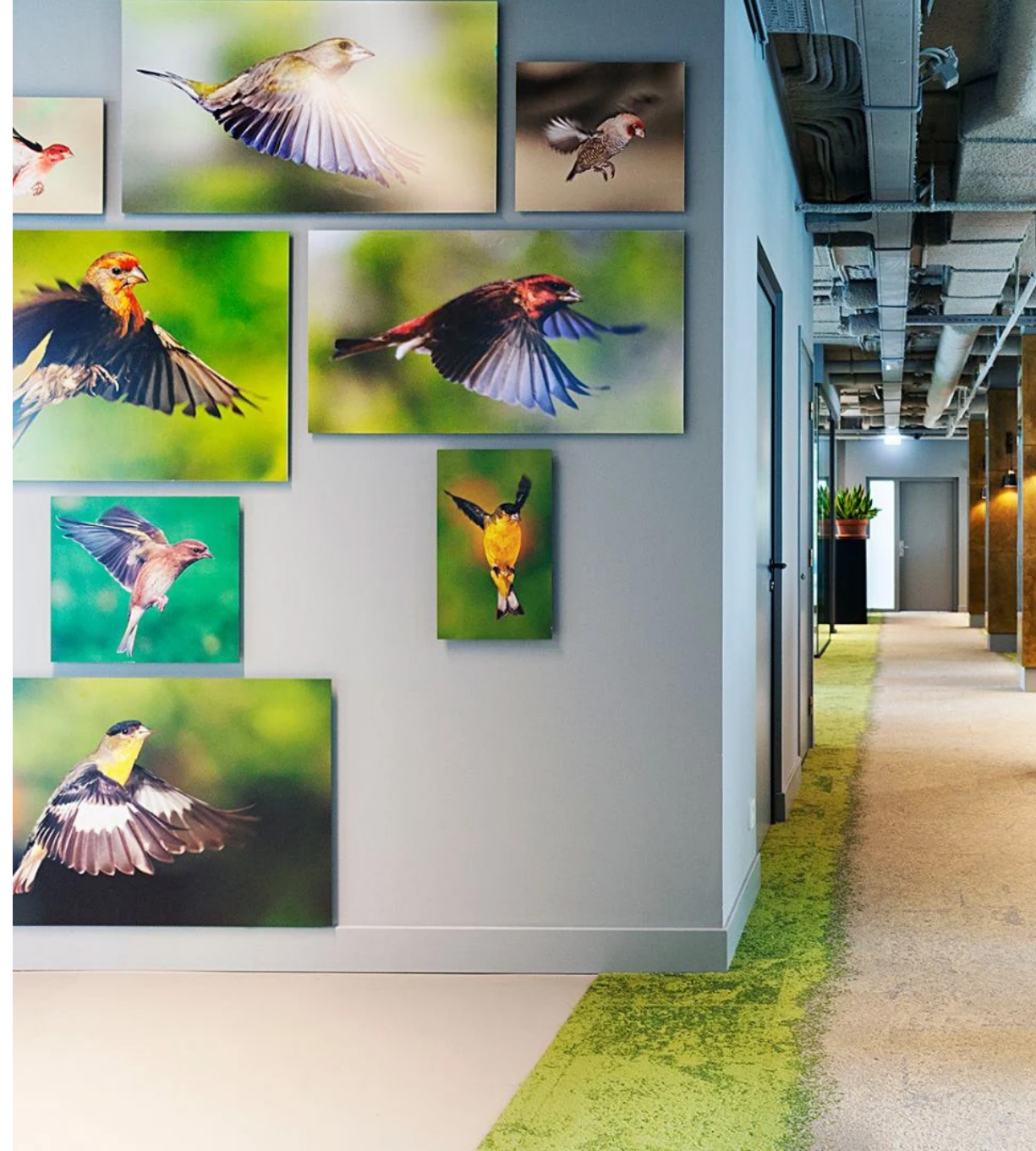
Maintaining excellent relationships with both senior leadership and local teams enables swift consultation and effective resolution of specific questions or cases. Success in this role requires strong stakeholder management skills and a natural ability to build trust: approachable and reliable, yet able to set boundaries and stand firm when needed – always with clarity, fairness, and professionalism. In addition to the recent reorganization, FincoEnergies is undergoing a cultural transformation, focusing on rewriting policies on topics such as bonus structures and redundancy planning. The Head of People & Culture will identify, initiate, and deliver several special projects related to this cultural transformation and to broader strategic organizational challenges. This role is part of the Management Team and reports directly to the CEO.

“The Head of People & Culture needs to be well familiar with best practices when it comes to implementing cultural transformations and creating an agile organization that fits the company’s overall strategic goals. The ideal candidate is hands-on, results-oriented, combining strategic ambition with the drive to build a people performance culture and get things done.”

**Kimon Palinginis,
CEO**

The right person has a flexible mindset befitting the dynamic culture of this growing and pioneering company. With a holistic view of people performance and the strategic value of HR, the ideal candidate brings a strong drive to improve and shape organizational culture. Experience with post-merger integration and hands-on change management is essential.

This role presents a great opportunity for a seasoned HR leader who can seamlessly move between strategic direction and operational execution. Collaborative by nature, this person builds strong relationships across teams and knows how to navigate the complexities of a rapidly growing, mid-sized business. In doing so, they will support FincoEnergies in further professionalizing its organization and achieving its mission to help clients decarbonize and create global impact.





Interested?

FincoEnergies is working with Top of Minds to fill this vacancy.
To express your interest, please contact Vivian Linker at
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