

Vacancy at Client Confidential

Country HR Director - Netherlands

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Requirements

- Over 12 years of experience
- Broad HR expertise across talent acquisition, talent management, compensation & benefits, employee relations, and HR operations
- Proven success as HR leader in an independent company or business unit of comparable size and complexity
- Background in a fast-paced, commercially driven, sales-oriented environment
- Strong knowledge of the Dutch labor market and legislation
- Excellent stakeholder manager
- Fluent in Dutch and English

📍 **Amsterdam**



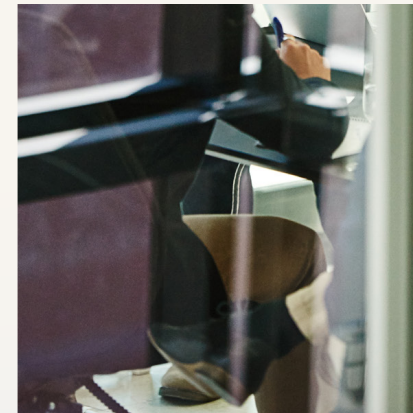
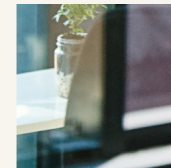
A leading company in the consumer services sector has achieved strong growth for over fifteen years. With low market penetration and a recurring revenue model, significant potential exists for further expansion in the Netherlands. Reporting directly to the MD, the Country HR Director serves as a strategic partner to senior leaders while driving transformative initiatives and ensuring high-performing day-to-day HR operations.

About the company

This fast-growing and consumer-driven organization operates across Europe and beyond. With decades of experience and a focus on continuous innovation, it has built a strong reputation for its customer-focused approach, effective sales and marketing strategies, and development of new services. High service standards have resulted in strong customer loyalty and retention, placing the company among the top performers in the industry.

In the Netherlands, the company has achieved notable growth over recent years. Market share has increased substantially, revenue has grown significantly, and the organization holds a leading position in its sector. Tens of thousands of customers rely on its services, supported by a dedicated team of several hundred professionals. Despite strong growth, the Dutch market still offers substantial untapped potential – a rare, high-return opportunity. With a proven business model and scalable operations, the company is well positioned to continue expanding its presence. The goal is to significantly increase both reach and scale, consolidating its role as a key player in the national market.

This external success is mirrored internally. The organization has been recognized as a Top Employer and certified as a Great Place to Work, highlighting its strong focus on employee engagement and leadership development. Building on this momentum, the Country HR Director will have the opportunity to shape organizational capabilities, culture, and the talent agenda, driving the next phase of growth in the Netherlands.





Country HR Director

At the heart of the company's ambition to significantly expand its workforce is the Country HR Director Netherlands, who enables this growth while embedding a culture of high performance and sustainable development. As a member of the Dutch Management Team, this person reports directly to the Managing Director for the Netherlands and collaborates closely with Group HR. Group HR provides strategic direction and shared frameworks while empowering countries to tailor solutions locally.

The company operates as a decentralized organization, where Group and regional teams work together to enable and accelerate local impact. The Dutch operations are part of a larger Central Europe cluster – including the UK, France, Belgium, and Germany – an actively connected network that interacts regularly to share knowledge and best practices. Within this framework, the HR Director defines the most effective approach for the Dutch organization, considering local legislation, labor market dynamics, and the broader organizational context.

To achieve this, the Country HR Director focuses on several key priorities: enabling the Management Team and business leaders to deliver results attracting and retaining talent in a competitive labor market, strengthening the leadership pipeline, and keeping employees engaged and motivated throughout this journey. These priorities are supported by a clear recruitment strategy, well-structured succession planning, and impactful employer branding initiatives, all designed to create an environment where people can grow and feel proud to be part of the organization.

Building and empowering a high-performing HR team

Leading a team of around twelve HR professionals – including recruiters, HR business partners, specialists in talent development, and HR operations experts – the Country HR Director ensures the team develops and matures in line with the company's ambitions. Coaching, enabling, and professionalizing the team is an essential part of the role, ensuring HR functions as both a strategic enabler and an operational anchor for the organization.

A crucial element of the role is leading employee and labor relations with expertise, acting as the primary partner to the Works Council. This requires someone who is experienced and comfortable working in blue-collar and technical environments, engaging effectively with unions, fostering open and constructive dialogue, ensuring compliance with Dutch labor law, and balancing business objectives with employee interests.

The ideal candidate is an entrepreneurial and commercially minded leader who combines strategic vision with a hands-on approach. This person has previous experience in B2C companies across sectors such as telecom, retail, FMCG, subscription-based businesses, and other consumer services, or in B2B organizations with a substantial blue-collar workforce. Setting clear direction and fostering engagement and motivation across the organization, this leader effectively balances local priorities with broader group objectives. Comfortable in complex and fast-changing environments, they translate analysis into clear, actionable decisions and confidently challenge the status quo. In every choice and initiative, they keep both the business and its people at the heart of their approach, ensuring strategy and execution are fully aligned. With strong communication skills and high emotional intelligence, they excel at influencing stakeholders and building trust at all levels in the organization.

This role offers the ideal opportunity to work in a business that combines global scale, proven profitability, and entrepreneurial pace, while offering a strong career trajectory where leaders can thrive.





Interested?

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