Vacancy at FinDock

Chief Financial & Operating Officer (CFOO)

FINDOCK

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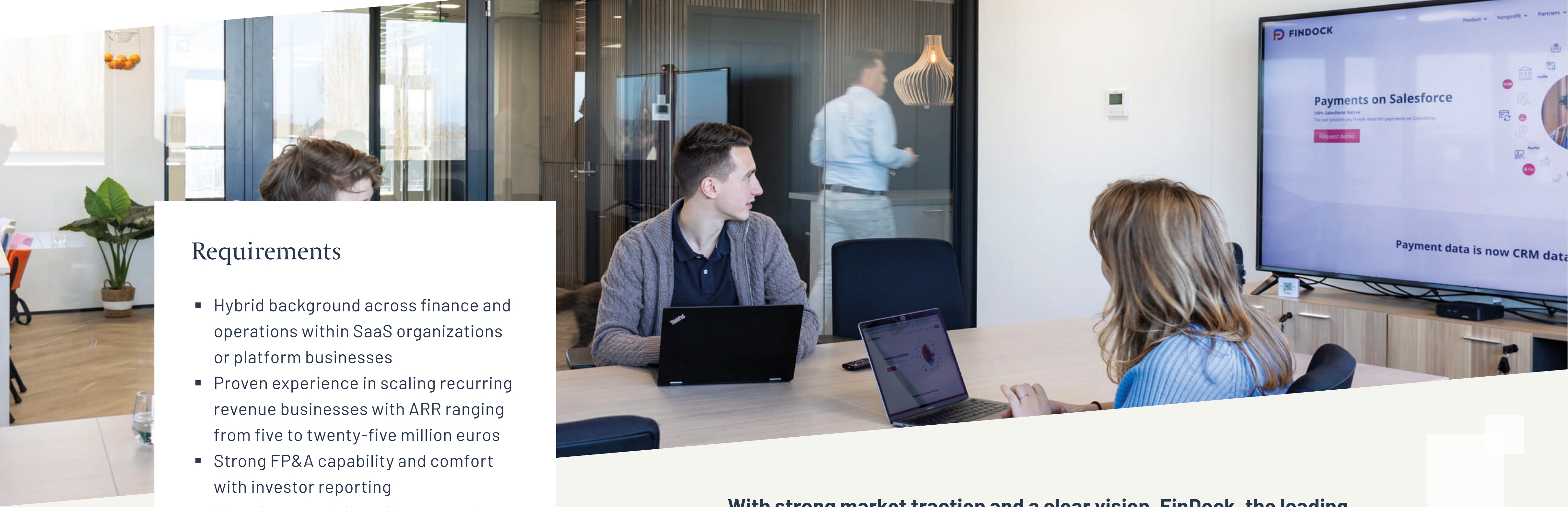


Requirements

- Hybrid background across finance and operations within SaaS organizations or platform businesses
- Proven experience in scaling recurring revenue businesses with ARR ranging from five to twenty-five million euros
- Strong FP&A capability and comfort with investor reporting
- Experience working with external investors
- Track record of building or maturing operational systems, governance, and KPI frameworks
- Highly analytical
- Collaborative leader and communicator with low ego

Woerden

With strong market traction and a clear vision, FinDock, the leading customer payment management solution, is poised for its next phase of growth. This phase requires a structured leader who brings both financial precision and operational maturity. The CFOO builds the foundation for predictable revenue and operational clarity, so that the company can scale efficiently and successfully.

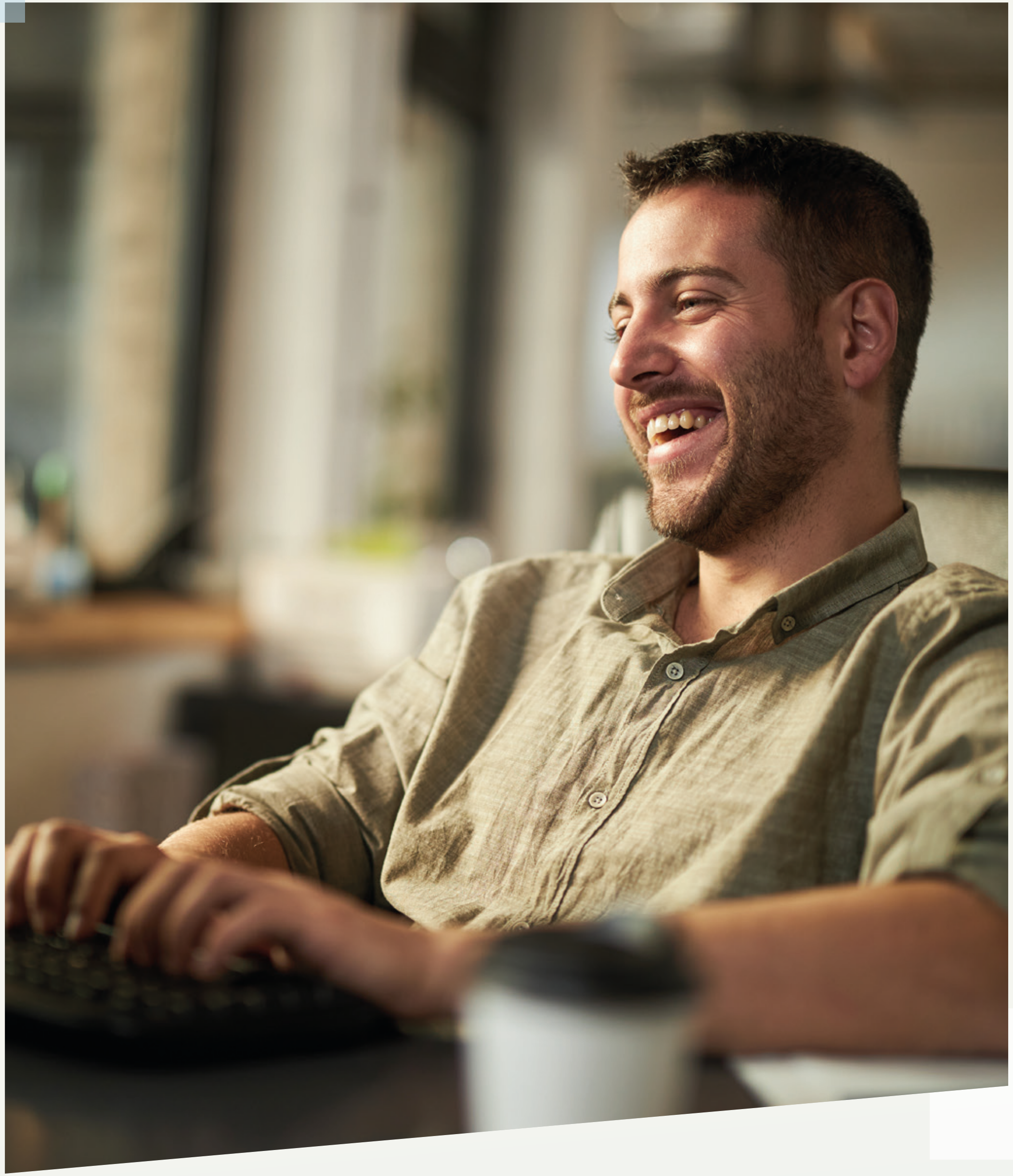
About Findock

FinDock is the leading customer payment management solution built natively on Salesforce. By integrating payments dirently into the CRM, organizations gain real-time insights that strengthen relationships and fuel growth. FinDock calls this Customer Payment Happiness: turning every payment into a meaningful customer moment. More than 375 organizations worldwide rely on FinDock to power their customer journeys, including nonprofits like UNICEF and commercial innovators such as ABN AMRO, Tilburg University, and major energy and insurance providers.

What sets the organization apart is its energetic and personal culture. Its values – trust, customer success, doing good, and (helping people) thrive – are embedded in the way the company operates. These values guide how the organization interacts with customers, partners, and colleagues. For the fourth year in a row, FinDock has been recognized as a Great Place to Work. FinDock is headquartered in Woerden, near Utrecht, with a satellite office in Leeuwarden.

Ready for the next phase of growth

With strong year-over-year growth and a solid product foundation, FinDock is entering its next phase: scaling from a fast-growing founder-led company toward a mature, data-driven organization ready for the next investor stage. The company aims to reach twenty million euros in annual recurring revenue by accelerating its ecosystem-led growth model while ensuring operational excellence and financial discipline. This journey requires a decisive leader who brings operational structure, forward-looking financial insight, and the ability to strengthen forecast accuracy. That leader is FinDock's new Chief Financial & Operating Officer (CFOO).



Chief Financial & Operating Officer (CFOO)

At FinDock, ownership is part of the culture – especially for the CFOO. With full trust from CEO Bas Visser, the CFOO builds and shapes the operational and financial structures that enable the company to realize its growth ambitions. An exciting opportunity to shape the next chapter of a category-leading independent software vendor.

A defining part of this role is full ownership of Revenue Architecture, the operating model behind predictable ARR and growth. The CFOO designs and evolves the end-to-end commercial motion, bringing clarity and structure to segmentation, handovers, funnel definitions, roles, and cross-team processes. They create a unified rhythm of forecasting, performance reviews, KPI steering, and continuous improvement. By connecting Go-to-Market, Customer Success, Product, and Finance in one coherent system, this leader ensures that every function operates on the same definitions, the same rhythm, and the same path toward sustainable growth.

Turning strategy into measurable results

Having guided and scaled a SaaS company through a comparable growth stage before, the CFOO understands what it takes to bring clarity to the numbers and stability to execution. They have led forecasting cycles, investor communications, and scenario planning with a steady hand and established operational rhythms that bring consistency across teams. This combination of financial expertise and operational experience enables the CFOO to turn strategy into measurable results and align the company around clear priorities.

Overseeing the operational backbone of the company, the CFOO covers HR, Finance, Legal, CS Delivery, and Information Security. Full financial leadership includes budgeting, forecasting, cash management, SaaS margin discipline, cost control, and board-ready reporting. With the experience to manage investor expectations and the accuracy to turn financial insight into operational decisions, the CFOO ensures the organization runs smoothly and scales predictably. Tooling, data structures, automation, and information quality are also within scope, with a clear ambition to create an AI-enabled organization where automation increases the value of human work and reduces friction across the company.

> *As CFOO, you will help us evolve from a fast-growing, founder-led business into a mature, purpose-driven organization. You'll build a predictable revenue engine and a scalable operating model, creating the pace and conditions for teams to thrive, all within a culture that strengthens as it scales."*
>
> - **Bas Visser, CEO**

For CEO Bas Visser, the CFOO serves as a true counterpart and trusted sparring partner, balancing strategic vision with hands-on execution. Bas is an entrepreneurial CEO who values partnership, clarity, and mutual learning. By providing structure and focus, the CFOO complements him and strengthens the leadership team, helping the wider company reach its full potential and thrive at scale.

This role goes far beyond managing the internal machine. It is an opportunity to design the scalable foundation of FinDock's next chapter. The ideal CFOO brings a calm, emotionally mature presence to a fast-moving environment. They make clear decisions and offer warmth and recognition without needing much reassurance themselves. Their leadership style is steady, low-ego, and deeply reliable – someone who builds structure without adding layers, creates order without slowing teams down, and maintains clarity and logic even when the pressure rises.

Interested?

FinDock is working with Top of Minds to fill this vacancy.
To express your interest, please contact Annelijn Nijhuis at
Annelijn.Nijhuis@topofminds.com.

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