

A person wearing headphones and glasses is working on a laptop. In the background, there are multiple computer monitors displaying code and data. The image has a blue and purple color overlay.

PCN

Company Profile

Version 6.5 | teampcn.com



An introduction to PCN

PCN has a network of over 150k contacts in the industry. Our international team of professionals are dedicated to providing the very best services. We've accumulated over 10k candidate interviews over the years with a retention rate of 92% with over 150 placements per year.

We focus on FinTech, SaaS, eCommerce & Cybersecurity. Candidates looking to take the next step in their careers, clients looking for the best talent, or just interested in the latest from our industries - we've got you covered with offices in Amsterdam, Atlanta and Berlin.

People create networks.

Overview

Here is a high-level overview of the industries that we specialise in. Over the years we have connected hundreds of companies with candidates of the highest quality, helping businesses grow all over the globe.

Sectors

Fintech

We know the fintech industry inside out. We have been leading recruitment and media coverage in this area for more than 10 years and intend on further developing our connections.

SaaS (Software as a service)

Over the last few years, we have been heavily involved in the SaaS industry, building connections with the key players, leaders and some of the best talent in the world.

E-commerce

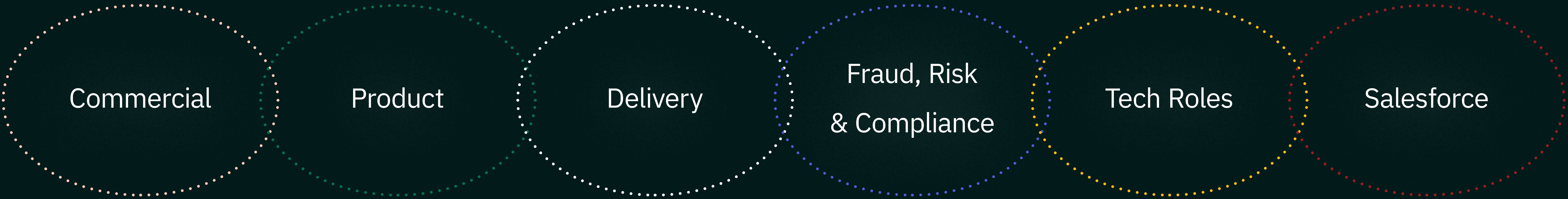
PCN works with some of the biggest eCom platforms, such as Delivery Hero & Zalando. As E-commerce is driven by technological leaps, we’re on the pulse of all the ins and outs within the market and will be able to guide you through the wilderness.

Cybersecurity

The protection of computer systems and networks from theft or damage is of the utmost importance to our clients. We have carefully developed a team that is specialised in Cybersecurity and ready to advise you with expert insights.

Expertise / Practice Groups

Here’s some of the practice groups that we are currently hiring in



What is the — PCN
process?

PCN

PCN Process

PCN has developed a tried and tested process that sees us looking closely at all key points in the success of an agreement. We guide you through each part with attention to detail and aftercare to ensure that our clients are happy.

1

Meet with all stakeholders involved to understand the requirements and dynamics of the role(s)

2

Discuss and agree on process with deliverables, such as:

- Delivery of long-list
- Interview slots
- Weekly catch-up calls
- Feedback on candidates
- Feedback from the market on the company and role

3

Interview process:

- Provide qualified, matched & prepped candidates
- Discuss feedback
- Analyse & assess candidates suitability, adjust where needed

4

Offer/Accept

- We will be with you along the whole process to support the contract negotiation, offer and acceptance

5

Aftercare

- Check-in and prep the candidate to start
- Stay in touch with the candidate to ensure they are happy and successful



Case study — Javier

“Shopping, but better.”

PCN | Klarna.

We're building a bridge between the client and the candidates.

Founded in 2005, Klarna is a Swedish Fintech unicorn that provides smooth one-click purchase experience for their customers, no matter how they pay. They are offering a number of payment options, including direct payments, pay after delivery, and installments plans including their flagship Pay In 4 program. Currently the company is operating in 45 countries for 150 million active customers with more than 2 millions of transactions per day.



Our brief

Javier from Klarna's Talent Acquisition team came to us to fill his Solutions Engineer role at Klarna in a very competitive and challenging market as Berlin/Zurich. Besides the conflict between the high demand for tech roles and the shortage of qualified candidates in the desired market, the role itself was also a tricky one. The position required a good mix of advanced tech and sales skills at the same time.

From the thousands of CVs they receive, Klarna needed our help to streamline this process by hand selecting only those that were right for the role. Along with finding a good fit for the role, they were also caring about finding a good fit for the company's culture and values.

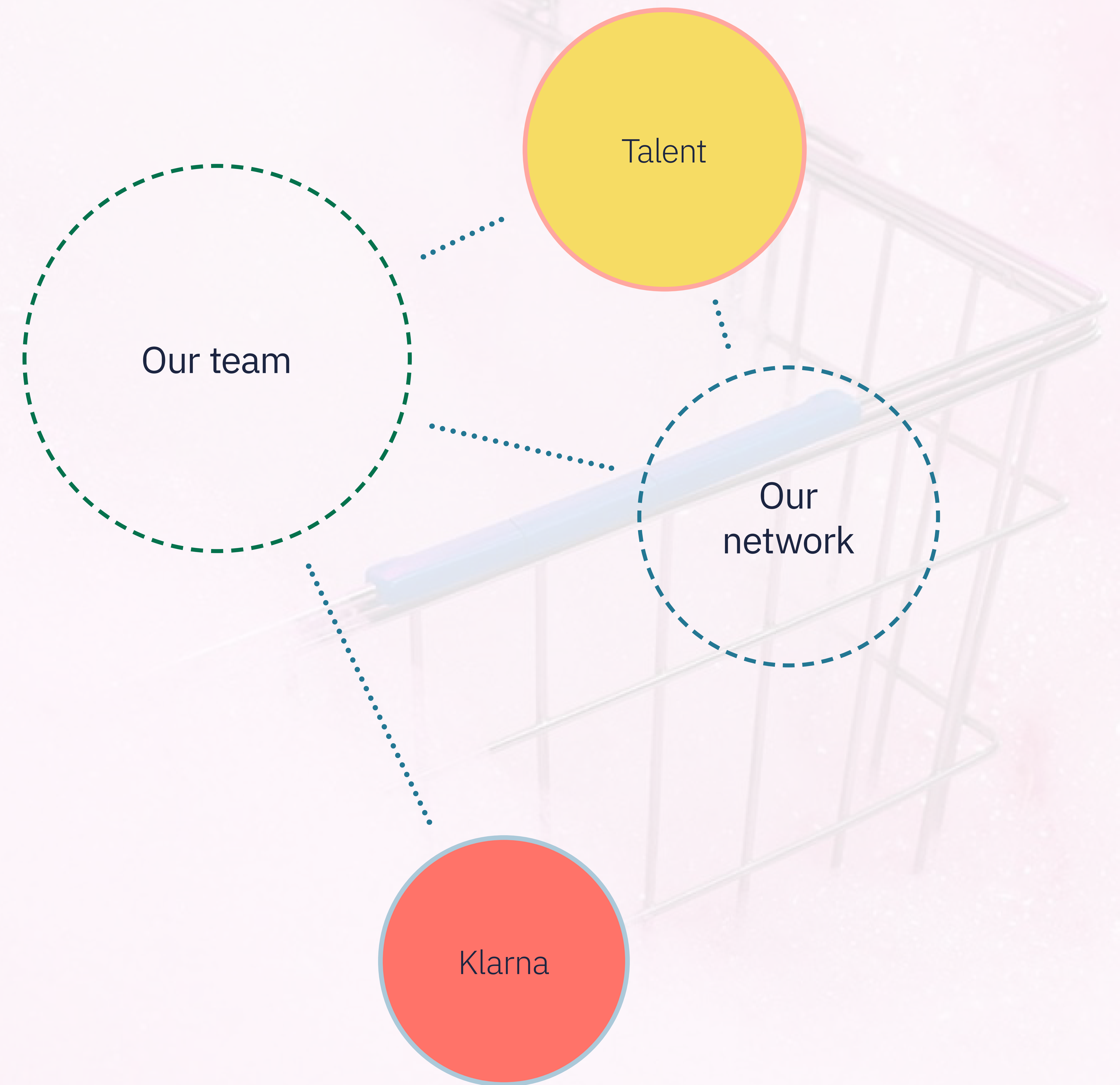
An ideal
Solutions
Engineer

Javier at
Klarna

Our approach

We started by asking the right questions to get to know the company's culture, values and the required soft or technical skills for the position. We want to understand the type of role that is being discussed and also exactly what sort of candidate is the right fit for Klarna. Not just someone that has the technical skills but also will fit into the Klarna company.

We quickly delivered multiple candidates fitting the profile that Klarna was looking for. We sent executive summaries over from which Klarna could really dive into each candidate that we submitted. Klarna receive hundreds, if not thousands of CVs and we were able to help them be time efficient by hand selecting each one. We highlighted the valuable info they need at the first sight like experience, salary expectations and notice periods.



Client's feedback

Working with Javier was challenging as we were operating in a tough market with big competition, but our experience and methods made it possible to supply Klarna with the candidates they wanted within the deadlines.

“I would recommend PCN, they have a bunch of people who are super talented and super professional. Our candidates told us that it's the first time they have been feeling so involved in the process, received so much information, and that it was a great experience.”

– **Javier Pardo**

PCN is different from all other recruitment agencies because they put in a lot of work to understand the roles that they are given. While others can get this wrong and I find myself telling them it's not quite what we are looking for. With PCN, from the very start they knew what we needed and did their research.

PCN's professional experience and approach is the reason why I would recommend them. They keep candidates updated and also embody Klarna's main principle which is customer obsession – which means keeping the candidate as happy as possible.

– **Javier Pardo**

(Recruiting and Leading Teams at Klarna)



A close-up photograph of hands working on a green printed circuit board (PCB). The hands are using a pair of silver wire cutters to trim a component. The background is dark and out of focus.

Case study — Going global with Worldline

PCN

WORLDLINE 

• Keeping a world leader ahead of the rest with the right talent.

Founded in 1973, Worldline is a global leader in secure payments and trusted transactions. By being a pioneer in its industry, the company aims to make digital payment and transactional solutions environmentally friendly, widely accessible and support social transformation. Working with more than 1 million merchants, their services focusing on energizing commerce with the most trusted and advanced payment processing solutions.

Our brief

Worldline's main goal was to **accelerate its business** development by expanding its European customer base. They searched specifically for people with experience in dealing with high-risk clients and different payment solutions with niche expertise like cryptocurrency. An ideal candidate was someone with sales skills, high self-sufficiency, and **autonomy**.

They needed talent with niche focuses on the payments sector to **hire two Business Development Managers** for their Payment IQ division. Their priority for the location was Amsterdam, but they were also ready to provide some flexibility and offer a remote/hybrid/on-site position according to the preferences and availability of the potential candidates.



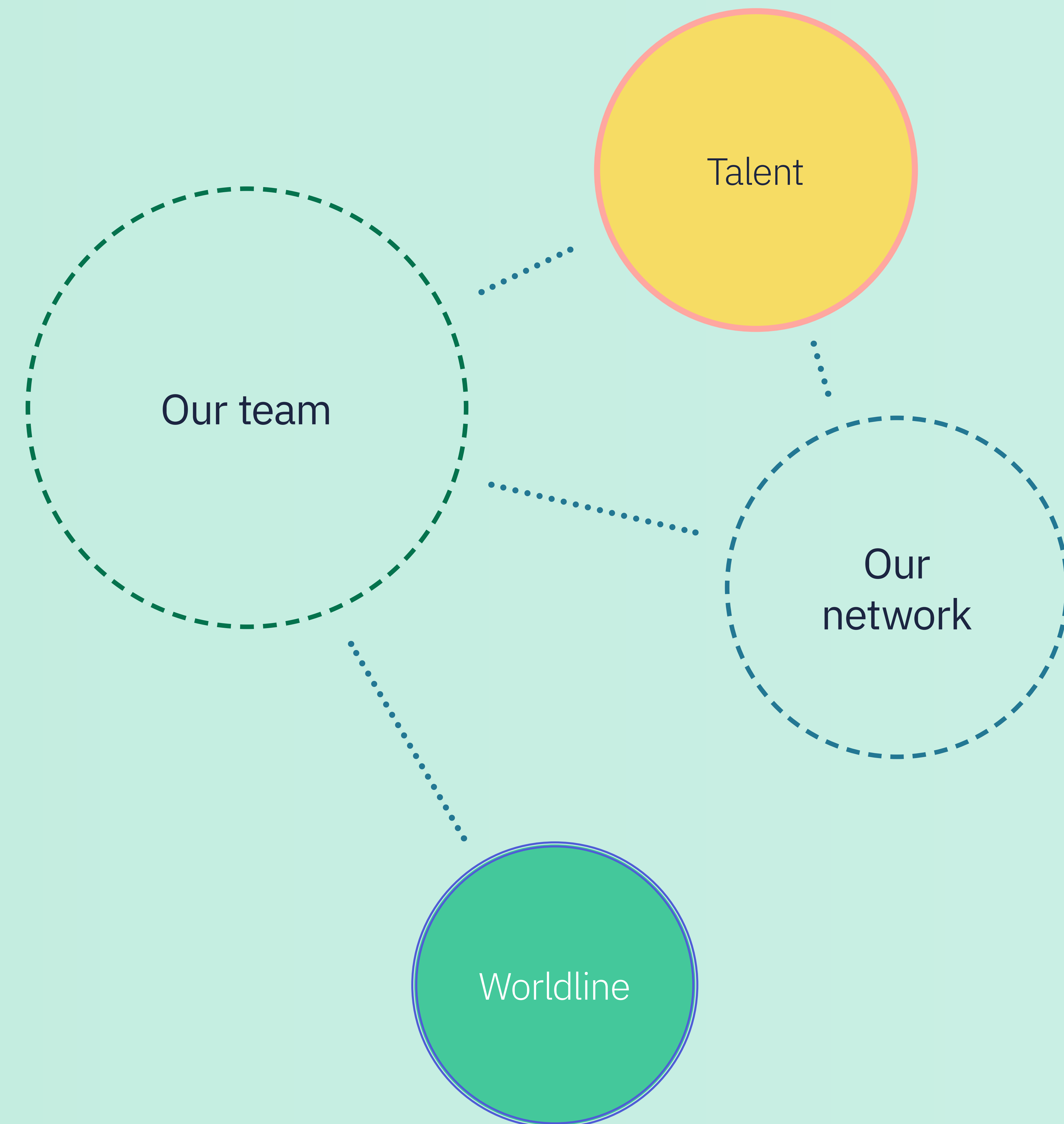
Worldline

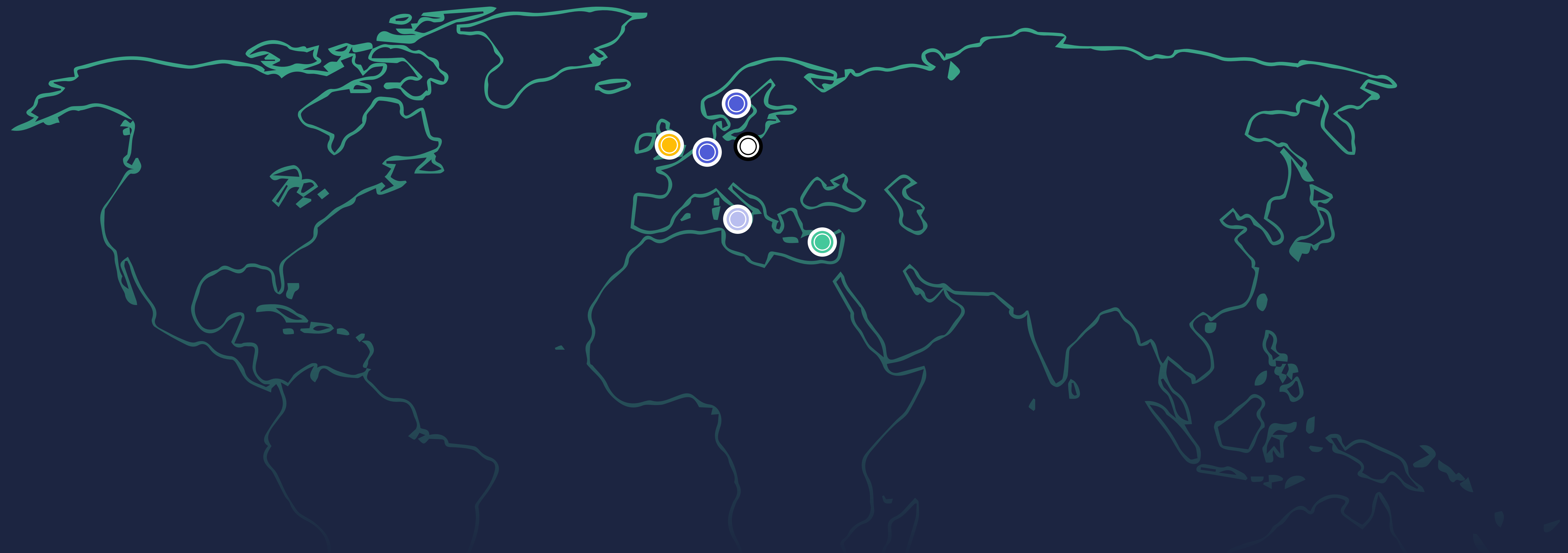
Business
Development
Managers

Our approach

While working with our client, Worldline, we started the recruiting process with an initial face-to-face meeting with the hiring manager. By doing a quick research through **PCN's extensive talent pool**, we were able to send over a long list of candidates. After a detailed elimination process, we had a few candidates who fit the precisely tailored role for the company's growth strategy. We were able to provide the option for our client to choose from **many suitable candidates**.

After finding the right fit for the company, Worldline went through a swift interview process, and our candidate was happily integrated into the team quickly. We had feedback from both sides during his onboarding process and maintained **constant communication after his placement**.





The outcome

The goal was to complete the hiring process as soon as possible, which is what happened. After our initial meeting, it took us only 45 days to fill the positions, which was **25% faster than the average time** to find two successful candidates. Our first candidate started 15 days later and was followed by the second two weeks later.

In a short amount of time, PCN was able to fill two challenging positions that required niche expertise in fintech and payments industries. We continued to be in contact with both parties during the onboarding process and later to guarantee **a long relationship between the candidates and the company.**

Our candidate broke their record of time-to-close during the first deal he did after he joined Worldline. Proving that our talent pool is filled with quality candidates that can make a difference.

Locations

Latvia

United Kingdom

Netherlands

Cyprus

Malta

Sweden

Placements / Roles

x2 Global Business Development Manager

More undisclosed projects are currently underway.

The feedback from our client

Besides the limited time, finding the best candidates to leverage Worldline's expansion strategy for their customer base in Europe was a challenging one. Our partnership required a 360° recruitment expertise which we could easily provide with the company.

This feedback gives us the credentials to get new projects and deliver the high level of expertise we have become known for.

“It was absolutely **fantastic working with the PCN** team in our global growth expansion. They have been very responsive and worked hard to understand our needs and expectations from the potential candidates genuinely. We especially value their consultative approach and **effective communication**. It was great to see they were following up on the onboarding process of hired candidates and their hiring process.”

– Roy Blokker

(Global Head of Sales at PaymentIQ/Worldline)



Permanent & Contract Recruitment

Using the force, Salesforce.

PCN



Fostering talent and expertise in Salesforce for your success.

Rooted in a profound understanding of the Salesforce ecosystem, we’ve diligently fostered a diverse network of Functional and Technical Salesforce talents.



Speak with our Salesforce expert:

Christopher Fowers

“For the past 3 years, I’ve supported Salesforce Partners and End-Users with growth of their Functional, Technical and Marketing teams.”

 christopher@teampcn.com

 LinkedIn

1

Our Approach

Tailoring Solutions to Your Needs

Whether you’re seeking a seasoned Consultant or a visionary Director, our spectrum of offerings caters to your unique requirements.

Our candidate network includes Salesforce Administrators and Consultants to Business Analysts, Project Managers, Solution and Technical Engineers, Developers, Solution Architects, and Technical Architects.

2

Guiding Partners, Empowering Users

Thoughtful Recruitment

Their insightful perspective on market dynamics equips them to identify candidates who harmonize not just with your technical prerequisites, but also with your organizational vision and cultural ethos. Our team provides this support to Salesforce Partners, End-Users, and ISVs across the Netherlands and the UK.



The €440 Billion Euro
industry is here to stay

PCN
Projects

Value of cybersecurity

The everchanging world of cybersecurity

Cybersecurity is one of the most dynamic and fast-growing sectors in the world, as digital transformation, cyber threats, and regulatory compliance drive the demand for innovative and effective solutions. PCN have invested in a specialist team to support Cybersecurity teams within the Freelance and Permanent market, aligned with this growth.

Get in touch with Calum

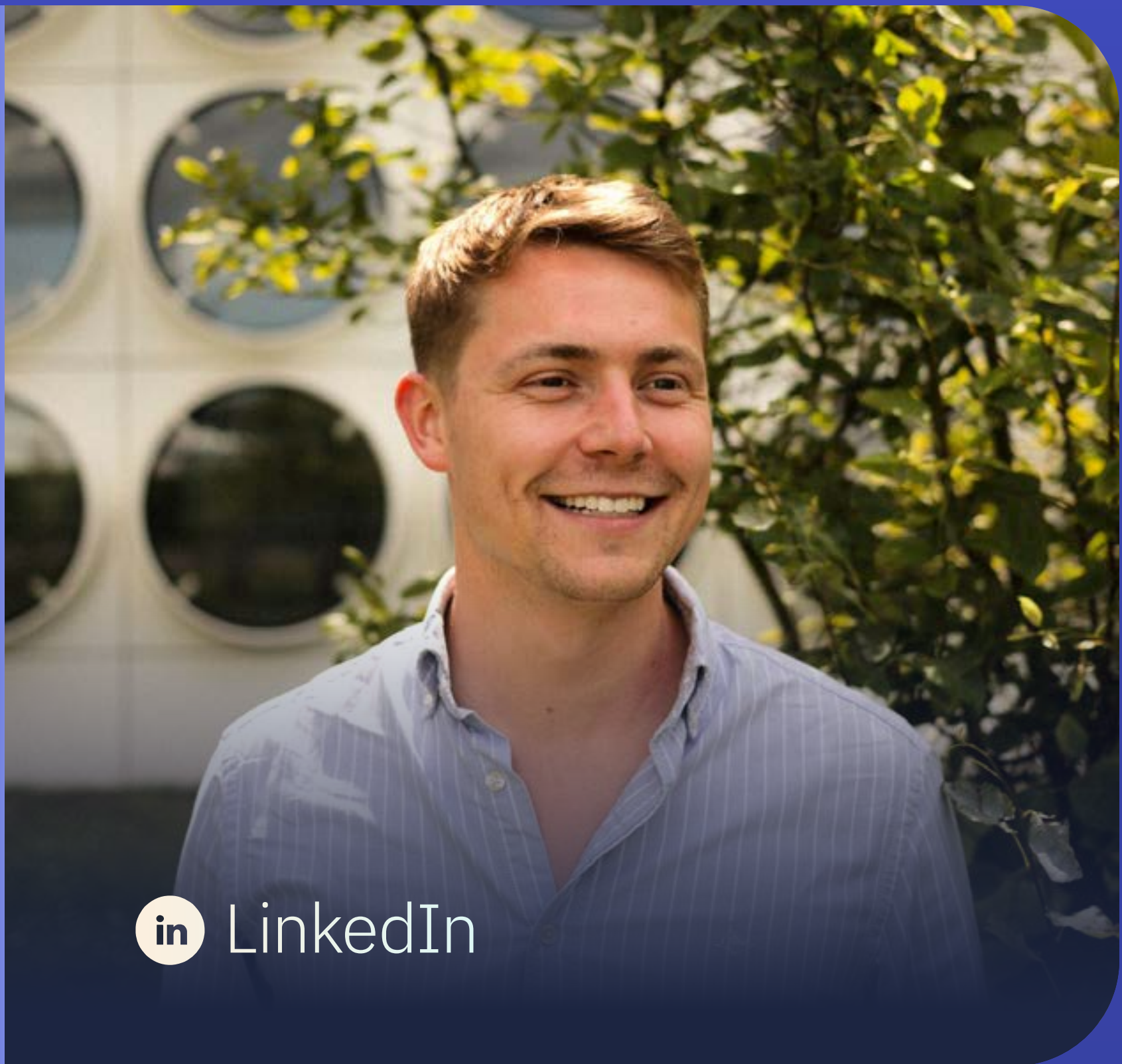
We're keen to learn more about your recruitment needs and challenges! Please get in contact with us.

Calum Peacock

Director PCN Projects

☎ +31 651 974 848

✉ calum@teampcn.com



 LinkedIn

The benefits of hiring us as a specialist agency are:

- **You'll save time and money** by outsourcing the recruitment process to PCN, who knows the Cybersecurity market with a large pool of talent.
- Improve the **quality of your hires** by leveraging PCN's knowledge of the latest trends, technologies, and best practices in Cybersecurity.
- Reduce the risk of hiring the wrong person by relying on **PCN's rigorous screening and assessment methods**, which can include technical tests, background checks, and reference checks.
- Enhance your employer brand and reputation by partnering with a reputable agency that can **showcase your company's culture, values, and vision** to potential candidates.
- **Increase your retention rate** by hiring candidates who are not only qualified but also motivated, engaged, and aligned with your company's goals.

Cybersecurity verticals that we specialise in:

| | | | |
|----------------------|----------------------------|----------------------|---------------------|
| Information Security | Identity Access Management | Network Security | Governance |
| Incident Response | Cloud Security | Application Security | Risk and Compliance |



What about on-demand recruitment solutions?

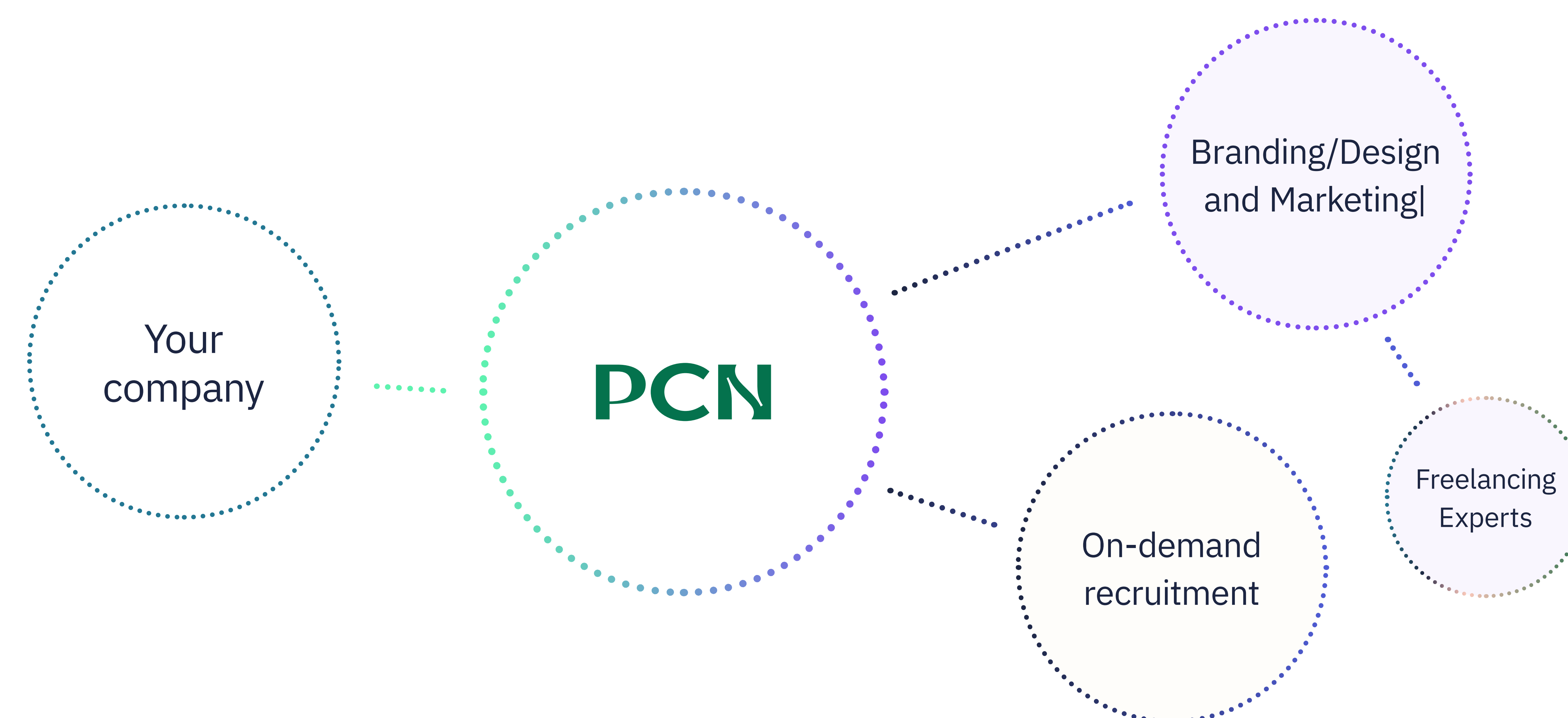
PCN
Internal

150k global network and PCN Media to offer on-demand recruitment whilst **boosting** your content and employer branding.

Combining our 150k+ global FinTech network with the power of PCN Media to offer companies an on-demand recruitment solution that can be scaled up and down when needed, whilst working on your employer brand.

PCN Internal offers interim recruiters as well as teams of sourcers and/or recruiters for a monthly fee.

Through PCN Media we work on attracting the best talent by increasing your employer brand. By creating bespoke content we bring your company culture and people to life for the world to see. We work on your careers pages and LinkedIn to showcase your employer value. And we help establish the personal brands.



Get in touch with us

We're keen to learn more about your **recruitment and media** needs and challenges! Please get in contact with us.

Rogier Rouppe van der Voort
CEO

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Our Content Services

PCN's content services are fully established from the 30k podcast downloads, 7k plus blog entries, to active YouTube content. We're busy staying on the pulse of the industry.

Click here to
see our media
and services
online!

PCN Resources

PCN is pulling together sources of information, and becoming the place to go for all the resources that are relevant for clients and candidates. On our website, you'll be able to find guides to navigating those tricky interviews and also tips to grow your business or organisation.

PCN Podcasts

Listen to the podcast 

Every week PCN releases a podcast featuring CEOs, industry leaders, and special guests. The podcasts are hosted by Rogier Rouppe van der Voort, our CEO, Maxim Smits van Oyen and Filip Perica – with a range of special guests.

PCN Media

PCN Media is our department that releases video, graphic and audio content along with paid contributions focused on our industry. Over the past years, we have established strong media partnerships with 500+ conferences like the Money20/20 series, Seamless series, MPE, just to name a few.

PCN Webinars

[View our Webinars](#)

[View our EPI Series](#)

We're offering a webinar service crossing all verticals in fintech and payments. From promotion only all the way through to a Full Webinar service - PCN can promote, source, host, and deliver a quality digital event experience. With a portfolio of over 30+ video webinars & video interviews, we've got the know-how to help your business be heard and seen.

If you're interested in collaborating or advertising with us, contact: marketing@teampcn.com

Video testimonials

Our clients over the years have appreciated our approach. We're focused on creating a clear level of communication and maintaining our high level of expertise. Click below to hear the stories from our previous work.



Andrew Monroe & Brennan Peterson

Listen to Andrew Monroe & Brennan Peterson, Andrew being the General Manager North America at Ingenico ePayments describe his experience with us and why he chose to work with PCN.

Delivery Hero



Nabil Naimy

Alexandru Dorobantu, Senior Director of Global Payments at Delivery Hero shares his experience with the hiring process at PCN. Over the past three years, we have had the pleasure of working with Delivery Hero on growing their team with talents across different levels.

Our clients

We're proud of the work we do and we've got all the stories and results to show for it. Here's a snippet of some of the clients that we have worked with and delivered results for.

Who do we do it **for...**

Verifone[®]

Dior

Swile

WORLDLINE 

 qonto

 token

 zalando

Delivery Hero

oney

HiPay

 treezor

tink^ç

eshopworld
Sell Global, Feel Local

G-STAR
RAW

 bitvavo

 ManoMano

Plus many more undisclosed clients...

Contact us



Amsterdam HQ



Berlin



Atlanta



Singapore

Based in Amsterdam with operations around the world,
PCN is a specialist leading supplier of executive recruitment.
Contact us for more information on our services.

Barbara Strozzi laan 300, 1083 HN Amsterdam, Amsterdam

