



## September

Currently hiring for the below positions

# **Finance & Accounting Manager Europe**

**Based in Amsterdam**

## **The Client**

The employer is a Dutch Retail Group.

## **About The Role**

As Finance & Accountant Manager for part of Europe's Central, Eastern & Nordic market, you will be based at our Europe HQ in Amsterdam, with punctual travelling throughout the region.

Your main mission will be to coordinate and review the accounting processes in a multi country, widely geographically spread region.

The successful candidate brings a solid expertise of the EU accounting principles and regulations, and has ideally a previous experience from the retail sector, overseeing multiple countries.

You are the main responsible of the financial reporting and consolidated data and mandatory fillings of the region, to ensure correct accounting information and compliance with the local regulation.

You will prepare comprehensive management reports for the Group's Headquarters, highlighting key financial performance indicators (KPIs), budget vs. actual analysis, cash flow projections, collections and payments status, reconciliations, and other pertinent financial information.

This is done by coordinating and supervising the fulfilment of all local accounting & tax obligations carried out by our key external partners in each country, to ensure full compliance with local administrative obligations.

This role reports directly to the CEO in Europe, and functionally to the Group CFO in Tel Aviv.

## **Responsibilities**

- Coordination of accounting, book keeping & tax procedures of the UE subsidiaries
- Coordinate the work of the local external accounting & tax partners based in the corresponding country
- Review the financial data from EU subsidiaries local external partners for accuracy and compliance
- Compile timely reporting packages for global finance department in Tel Aviv.
- Prepare and oversee regulatory filings (VAT, tax) and ensure timely submissions.
- Prepare EU consolidated financial reports (IFRS) and manage the audit process
- Oversee the end of month & end of year closings of each country, in close collaboration with local partners and finance controlling teams in Amsterdam and Tel Aviv.

- Treasury management
- Collaborate the CFO & corporate finance team in Tel Aviv on any financial subject required
- Ensure that each subsidiary and its retail teams carry out sales transactions respecting the AML regulations of each country.

### **Project Management**

- Manage all the accounting and tax operations related to possible new store openings, events and /or the launch of new markets in the region

### **Requirements and skills**

- Fluent in Dutch & English
- Bachelor's degree in Accounting or Finance; CPA.
- At least 5 years of similar experience in accounting or financial role, with preference in a retail company and multi country scope.
- Strong knowledge of EU accounting principles and regulations.
- Proficiency in financial software ERP, BI, Excel.
- Outstanding analytical, problem-solving, and organizational abilities.
- Hands-on, agile and able to work independently handling multiple projects.
- SAP know how is a plus.

This role implicates punctual travel within the network, and a valid VISA to work in the European Union.



**Human Resources Manager Europe**  
**European Retail Group**  
**Based in Amsterdam**

**The Client**

The employer is a Dutch Retail Group.

As the strategic & exclusive franchise partner in Europe for an international leading premium sports apparel brand, they are looking to set up the corporate organization at the HQ in Amsterdam to support the opening & ambitious expansion of the retail network throughout Europe.

It's parent company is a private owned company since more than three decades and exclusive representative of world leading retail & fashion brands.

## **About The Role**

As Human Resources Manager of Europe you play a strategic role in the recruitment, growth and development of our people.

You will be entrusted with and have the opportunity to create from scratch the HR department and future HR & corporate team of our European HQ.

Reporting directly to the Europe CEO, we expect you to work creating and enhancing business performance through organization design, alignment, accountability, culture shift and process improvement.

For such, you have to be a strong generalist practitioner, with key experience driving and delivering talent management services & advising on a broad aspect of employee relations topics in a multi country, diverse market.

The HR Manager will provide thought partnership and managerial knowhow to the corporate leadership as well as retail teams, to help develop and implement leading-edge talent processes and practices.

This is a role where proximity is key, to establish trustful relations with presence in store with retail leaders & teams.

You will be based at the Europe HQ in Amsterdam, with punctual travelling to visit stores & local partners in the region.

## **Responsibilities**

### **Talent & Development**

- Build the talent acquisition strategy for the European region, identifying core competencies & critical skills for each brand, role and market, to build inclusive, diverse, high performing teams
- Influence, challenge and develop relations of trust with the managers to support them in building successful and diverse teams in different markets.
- Lead the recruitment initiatives with HR team and managers, to identify the best talent, and secure present and future business needs
- Develop robust succession planning for key positions in each country, and identify specific training need for key talent, in partnership with the retail leaders and training team

### **Performance Management**

- Define the performance process and KPI aligned with company culture & values

### **Employee Relations**

- Establish & develop close relations to retail leaders and teams, to coach and advise them on daily employee relations topics
- Ensure employees compliance with company values and local labour Law in each country
- Deal with disciplinary or performance related issues with individuals or collectives
- Main interlocutor with local stakeholders in each country (external partners, Unions, etc)

## **C&B**

- Define the core C&B structure for the European HQ team and a competitive frame for retail teams in each market
- Development of key C&B initiatives attractive to and relevant for the market and employee population
- Supervision of the HR budget for each country (payroll, benefits, training, etc)

## **Requirements and skills**

- You hold a master's degree or equivalent in Human Resources, Psychology or Business Administration.
- You have 9-12 years of relevant working experience in a HRBP role in retail managing multi countries in Europe, and are today ready to take a next step up as HR Manager with full business responsibility.
- You are agile, have a strong sense of service and excellence and enjoy working in fast paced international environments with multi-cultural teams where your ability to listen and make rational analysis of a situation are well known strengths.
- You are hands-on, enjoy ambiguity and thinking out of the box.
- You are comfortable multi-tasking and highly organized.
- This role requires a valid VISA to work in the European Union.
- Fluent English is mandatory for the role



## **Store Manager Copenhagen**

### **The Client**

The employer, a Dutch Retail Group, belongs to a family owned holding who since more than three decades is an exclusive representative of world leading fashion brands using a variety of marketing channels: wholesale, multi-brand retail stores, mono-brand flagship stores, and e-commerce.

As the strategic partner of a Canadian premium lifestyle & sports apparel brand they are opening this brands first flagship store in Copenhagen, in a premium location at Købmagergade street.

### **About The Role**

We are looking for a people oriented, passionate leader, who will have the opportunity to partner with us to recruit & build a diverse & inclusive team for the store opening planned for March 2025.

Reporting directly to the Europe Retail Director, based in Amsterdam, the successful candidate brings a previous experience in retail, of which of least five years managing a team, and will be responsible of every aspect of the retail store performance.

We expect you to lead with example, ensuring that every area of the store is engaged and performing to deliver world-class guest experience.

People are at the heart of what we do, and this role is responsible for the talent acquisition strategy, ongoing people development and growth within their community.

As Store Manager you will be responsible for creating an environment and a store culture where people feel a deep sense of belonging and have the opportunity to grow.

You thrive developing team capabilities to drive strategy and achieve key results for the business.

## **RESPONSIBILITIES**

### **Leading & developing people**

- Create and foster a respectful and inclusive team environment and culture by welcoming and celebrating differences to ensure a supportive, productive and fun experience for team members.
- Establish a vision for the store, based on key metrics and initiatives, and cascade to all team members.
- Manage the store's hiring strategy to build a strong and diverse team that includes team members with various experiences, backgrounds, and skillsets to drive store operations.
- Support ongoing learning and development of all team members consistently and equitably by providing direct feedback, coaching, mentoring, continuous development check-ins and leading performance management activities.
- Address all employee concerns and issues, including knowing when to partner with internal support to take appropriate action.
- Build a strong and diverse team that includes team members with various experiences, backgrounds, and skillsets to drive store operations.
- Address all employee relations issues, including knowing when to partner with the HR team for guidance or appropriate action.

### **Creating community & client experience**

- Move dynamically with daily presence on the floor to assess and fulfil the needs of the client's, business and team.
- Manage and direct in-store team members to ensure optimal guest experience that values guests' time and supports store operations.
- Lead an exceptional client experience on the floor through assessing the level of guest connection and technical product education and supporting team members to address gaps through feedback and coaching.
- Establish and increase brand awareness in the community by cultivating and maintaining inclusive relationships with local ambassadors, community influencers and other external partners.
- Plan and execute local, regional, and area driven Community projects and initiatives (e.g., local run club, International Day of Yoga).

### **Operations, Product, and Strategy**

- Plan floor coverage and make decisions to maintain efficiency and effectiveness of floor operations.
- Drive overall store visual merchandising, product strategy, including product escalations, and execute company-driven product actions, projects, and initiatives.
- Manage sell-through by monitoring product levels, ensuring accuracy of inventory counts, and organizing product deliveries in line with visual merchandising strategy.
- Understand and adhere to people safety policies and procedures to maintain a safe work environment.
- Perform work in accordance with applicable policies, procedures, and laws or regulations.

### **Requirements and skills**

- Fluent in Danish & English
- A minimum of ten years of working experience in retail or a service & people oriented industry, of which at least five years leading & managing people.
- Able to and desires to lead and inspire others; motivates, empowers, develops, and directs people as they work
- Sets challenging, focused goals and is motivated and determined to meet or exceed them; is innovative and owns results
- Agile- Identifies opportunities for improvement; evaluates alternatives and makes effective, timely decisions
- Integrity & trust: Behaves in an honest, fair, and ethical manner with people
- Holds a valid Schengen working VISA

### **Others**

This role requires the flexibility corresponding to any business operating in a retail & commercial environment, with regards to working hours, schedules and availability, in respect with local labour law or collective agreements.