



Case study — Accelerating
growth with Verifone

PCN

Verifone®

We're finding the right payment and talent solutions together.

Founded in 1981, Verifone has been supporting businesses for over forty years. Their Amsterdam-based financial services Verifone Payments BV operates under the license from the Dutch regulator DNB (De Nederlandsche Bank). The company's mission is to couple their proprietary acquiring solutions and industry leading financial services with Verifone's cutting edge payment hardware solutions into a true omni-channel solution for the European market.

Our brief

Verifone asked PCN's help to support the executive search for two key senior roles. The first role was Statutory Director/Board member with an overarching function in the Compliance and Risk management programs for their regulated financial services. Key requirements were **proven international experience**, capabilities to operate in a fast moving multi-cultural and diverse organisation, previous board experience, and expertise on governance, compliance and risk-management matters.

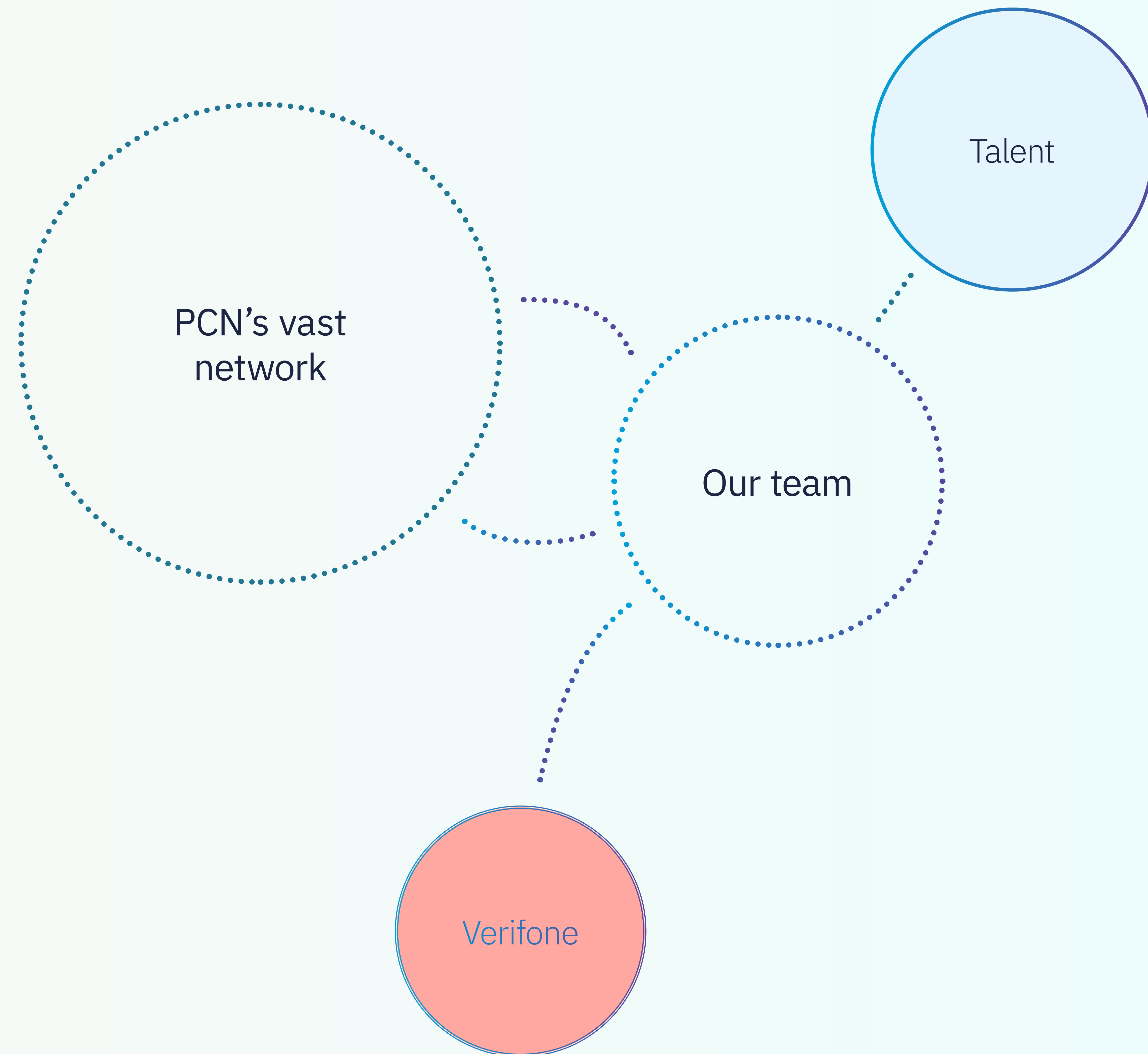
The second position was a Chief Compliance Officer (Interim) to help scale their Compliance program for the regulated entity. The perfect candidate was an experienced professional who can sustain a **perfect balance between compliance and business objectives**. Verifone was looking for a good fit with the company's culture and multi-tiered process flows, in addition to the desired strong regulatory compliance background.

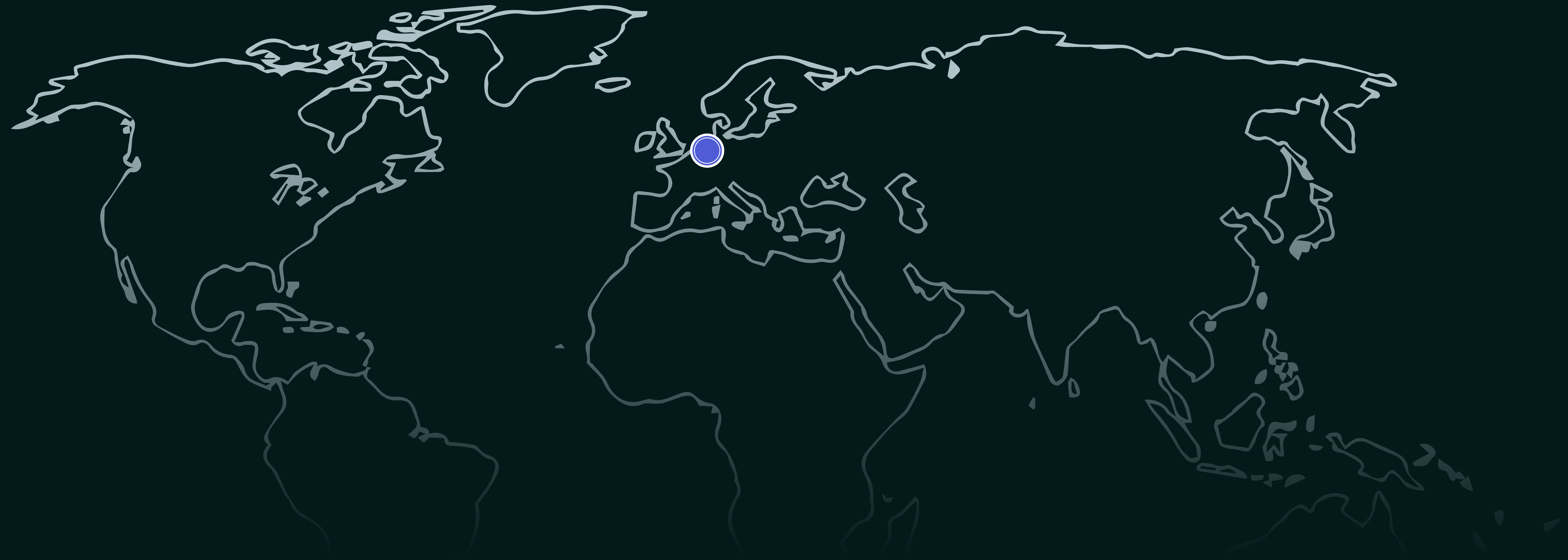
A 60-day timeline was dedicated to find the Statutory Director and Board member which was more flexible in time compared to the (Interim) CCO position. However, considering the fact that the company operates under a regulated environment, a CCO function was the absolute baseline for operating a controlled environment and a regulatory requirement. **Therefore it was aimed to be closed within 30 days with an immediate start date next month.**

Our approach

PCN quickly adapted its recruitment strategy around Verifone's requirements. By leveraging our expertise in the industry and our extensive resources, we asked the right questions to understand the context and efficiently delivered a suite of **potential candidates within the first week**.

Profiles were finely tuned to the requirements in terms of scope and timeline. During the whole process, we worked very closely with the Verifone team for **shortlisting candidates** and pushing for online and in-person interviews.





The outcome

The success of this project was evidenced by the new hire's speed in delivering on their responsibilities. The selected candidate for the (Interim) CCO position went beyond expectations in the weeks and months following the recruitment process. They established themselves as the **go-to-expert** within the wider Verifone, integrated quickly into the organization while taking ownership of the AML Compliance and also the Enterprise Risk Management program, and reinforced a key independent connection to Verifone's Supervisory Board.

The other candidate joined in February 2023 and already started to bring a **wide range of industry expertise** on how to scale governance programs for international payments companies to the table.

Locations

Netherlands, Amsterdam

Placements / Roles

1x **(Interim) CCO**

1x **Statutory Director/Board member**

More undisclosed projects are currently underway.

The feedback from our client

Through these joint projects with PCN, the Managing Board of Verifone succeeded in achieving their key objective and they were very happy with their choices. Sorin Hazu, the Managing Director & Vice President of Acquiring, perceives trust as the key in this project, given the stakes in play.

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

“I enjoyed the **personal interactions** with PCN team members, as well as their flexibility and availability in working around my busy schedule – all discussions were appropriately timed and the right communication channels used, which allowed us to **quickly build trust** and work toward our set goals.”

“Having previously successfully completed projects with PCN, in other roles and organisations throughout my professional path, I knew from the get-go that **their team would deliver**. Their reputation has been steadily built on trust, which brings a lot of peace of mind to business partners like ourselves.”

Sorin Hazu – Managing Director Verifone Payments BV, VP Acquiring



Let's connect

To deliver top service, you have to be on the pulse of the industry. Continue monitoring the ups and downs to keep you and your clients ahead of the rest.

If you are interested in how PCN can help your business grow, contact us/book a free consultation with us; we're always eager to help you grow.

Are you interested to know more?

Click here for more info!

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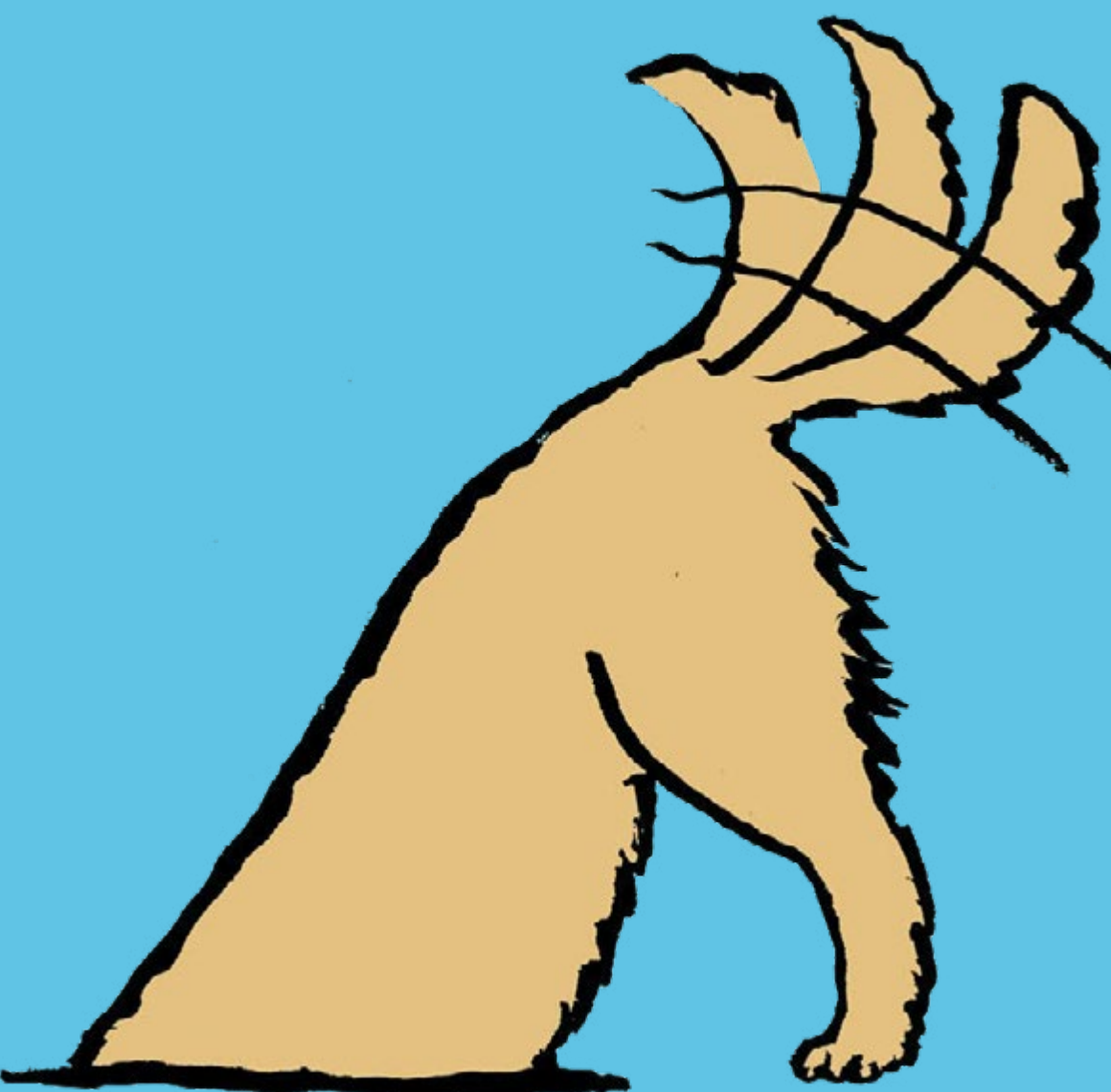
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Plus many more undisclosed clients...

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