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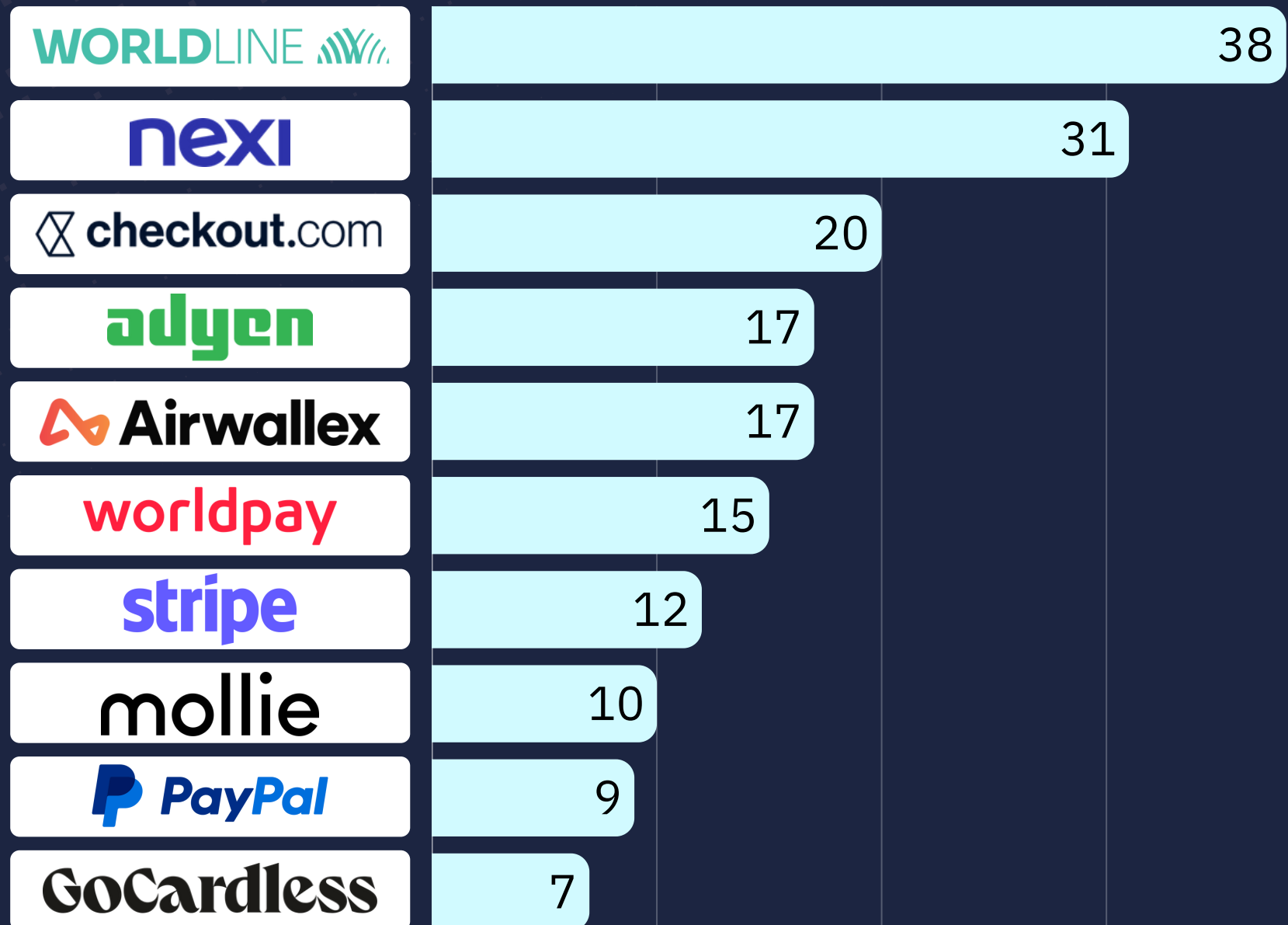
COMMERCIAL HIRING IN EUROPE ACROSS PAYMENTS

By PCN



Commercial Hiring in Europe

These are the 10 payment companies with the biggest hiring demand ranked by number of open roles in their commercial departments



Hiring Hotspots[📶]

London emerges as a common hiring location (many firms' European HQ), followed by **Amsterdam, Paris, Berlin, Dublin**, and **Madrid**.

Several companies use **regional hubs** to cover nearby markets.

E.G.

- Dublin (EMEA) - Stripe & PayPal
- Warsaw (Eastern Europe) - Adyen
- Barcelona (Southern Europe) - Checkout.com



Language & Localization



A clear trend is the demand for **multilingual talent**.

All companies require **local language skills** for roles targeting non-English markets.

E.G.

- Stripe and PayPal seek German/French/Italian speakers in Ireland;
- Adyen and Mollie require Eastern European and Nordic languages;
- Worldline and Nexi hire locals in each country (French in France, Slovak in Slovakia, etc.)

Remote VS In-Office

Hybrid work is the norm.

E.G.

- **3 days in-office:** Airwallex
- **~50% in-office:** PayPal EMEA
- **Occasional home office:** Nexi/Nets
- **Fully remote** (role-dependent):
 - Stripe (remote in-country)
 - Checkout.com (remote but linked to a base office)

Overall, **flexibility** is a selling point, but **proximity** to clients and teams keeps offices important.

Seniority & Growth

Hiring ranges from entry-level to leadership, but there's a **tilt toward mid-career professionals in sales.**

Many roles require **2–5+ years of experience** in fintech or payments sales, while companies also invest in junior talent pipelines.

E.G.

- **SDR/BDR roles** - Checkout, Stripe, Airwallex, GoCardless
- **Graduate programs** - Nexi's Graduate Program
- **Internships** - Mollie's marketing intern in Paris

This mix suggests a need for both immediate expertise and long-term talent development in commercial teams.

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**Want to get more insights?
Get in touch**



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