



# Case study – Scaling Worldline's commercial hiring through PCN Internal

PCN

WORLDLINE



# Driving growth together through global talent partnerships.

Founded in 1972, Worldline is a European leader in payment services and partner of choice for merchants and financial institutions. 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 energising commerce with the most trusted and advanced payment processing solutions.

# Our brief

Worldline reached out to PCN to deliver an embedded talent solution through PCN Internal, supporting their ongoing commercial hiring push across the EU and US markets.

The goal was to provide consistent, high-quality recruitment outcomes during a four-month period, focusing on roles across their fintech and enterprise payment solutions business units.

## Key Objectives

Strengthen **enterprise sales teams** by investing in their growth to accelerate commercial performance

Enhance **employer branding** and **candidate experience** through a tailored recruitment approach

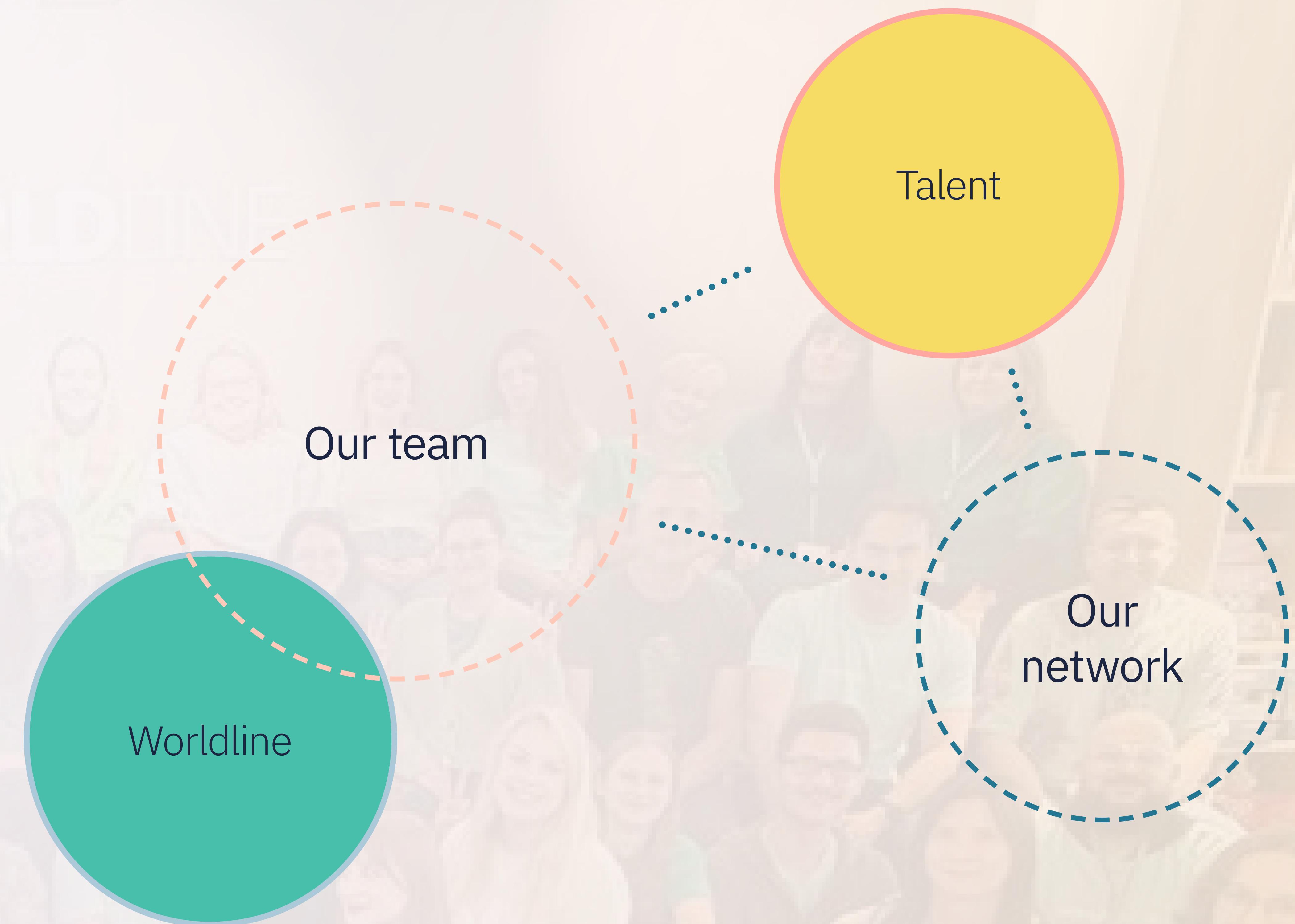
**Streamline external hiring** by consolidating recruitment under a single, scalable RPO model through PCN Internal

# Our approach

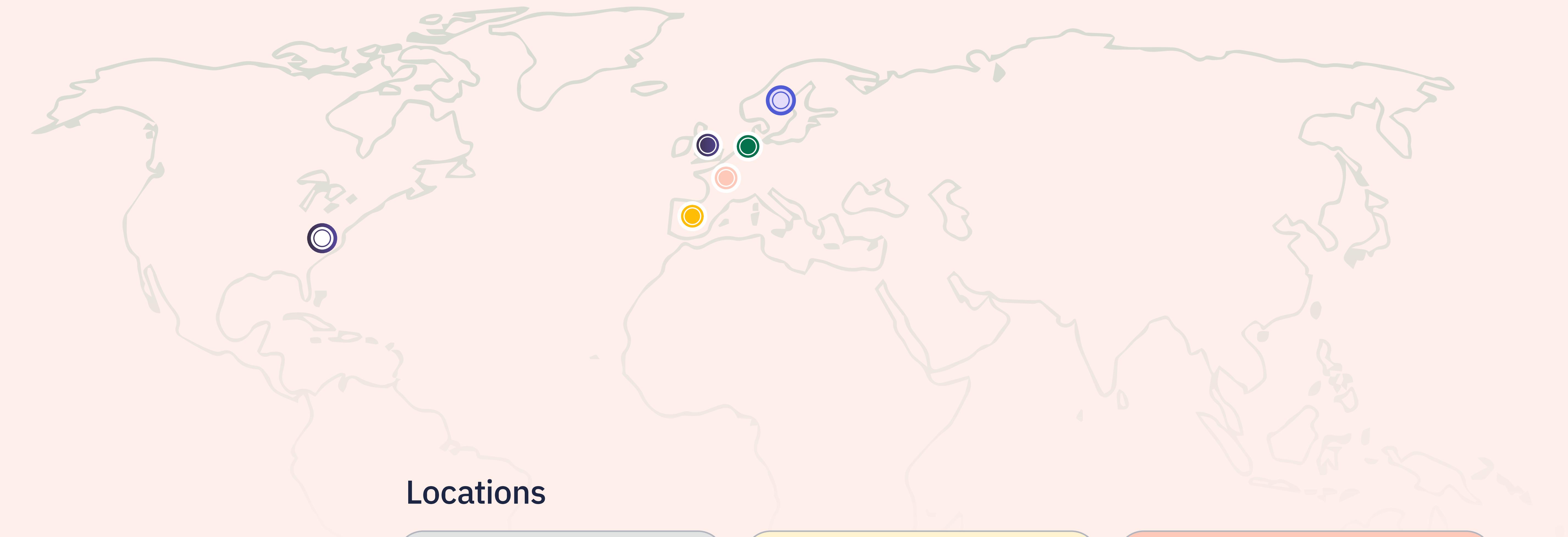
PCN embedded one of our senior recruiters directly within Worldline's internal Talent Acquisition team, acting as a seamless extension of their hiring function.

We combined strategic partnership with agile delivery to help Worldline achieve their hiring goals efficiently:

- Managed **full recruitment lifecycle**, from intake briefing to offer negotiation
- Collaborated closely with hiring managers to clarify role requirements and expectations
- Leveraged **direct sourcing** through LinkedIn Recruiter and niche fintech talent networks to reach passive candidates
- Provided **weekly reports and market insights** for full transparency
- Ensured a positive candidate experience in line with Worldline's global brand



The project with PCN Internal was scoped for **4 months**, with a target of **8 placements (2 per month)**.



# The outcome

The partnership with PCN Internal **overachieved expectations**, delivering measurable results across multiple regions with **12 successful placements** (50% above target) and an average time-to-fill of 40 days.

Consistent communication and alignment were key to our success with Worldline. By keeping both the hiring teams and candidates well-informed and supported, we created a fast, transparent, and engaging process. The outcome was a set of strong commercial hires and a continued partnership built on trust and results.

## Locations

Netherlands  
4 placements

Spain  
4 placements

France  
1 placement

Sweden  
1 placement

USA  
1 placement

UK  
1 placement

## Placements / Roles

**1x** Account Manager (Airlines)

**1x** Account Manager, Team Lead (Airlines)

**4x** Business Development Manager (Airlines, Digital)

**6x** Partnerships Manager (Hospitality, Digital, Retail, SaaS, Travel)

“As our assignment has come to an end, I wanted to take a moment to sincerely thank you for your support and dedication. Your efforts have made a positive impact on the project R&R, and we’re pleased with the results you’ve delivered.

## Client’s feedback

Worldline required additional recruitment capacity, one that understood both the complexity of their markets and the nuances of their internal processes, while working seamlessly within their existing workflows.

Throughout the project, they placed a great deal of trust in our team and genuinely valued the experience of our recruiters, which made a meaningful difference. Their openness to new ideas created an environment where we could work together effectively, and it’s something we truly appreciated.

By staying aligned, managing a multi-layered process, and maintaining clear communication, we were able to achieve strong outcomes together.

We have had luck to rely on your expertise and professionalism throughout this period. The feedback we’ve received from your stakeholders and managers has been positive, highlighting your quality of work and collaborative spirit.”

– **Chris Leyssens**

Talent Acquisition Leader Region North



## Let's connect

Providing exceptional service requires being on the pulse of the industry. By continuously monitoring market ups and downs, we ensure you stay ahead of the competition.

Interested in how PCN's hiring solutions can accelerate your company's growth through scalable, high-impact hiring?

[Contact us or book a free consultation](#) to learn more.

### Amsterdam, NL

Singel 126  
1015 AE Amsterdam  
The Netherlands

**M** +31 626 74 16 07



### Global Inquiries

We're happy to speak to you about work across Europe & the US

**E** [info@teampcn.com](mailto:info@teampcn.com)

## 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 we do it **for...**

verifone

wise

nexi

Airwallex

bunq

Modulr

token

FINOM

KPMG



Coinmerce

bitvavo

ratepay

tink

CoinShares

swan

HiPay

oney

qonto

tide

YAPILY

Plus many more undisclosed clients...