

Case study — Scaling Worldline's commercial hiring through PCN Internal

PCN

WORLDLINE 

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Client relationship | **12+ years**

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

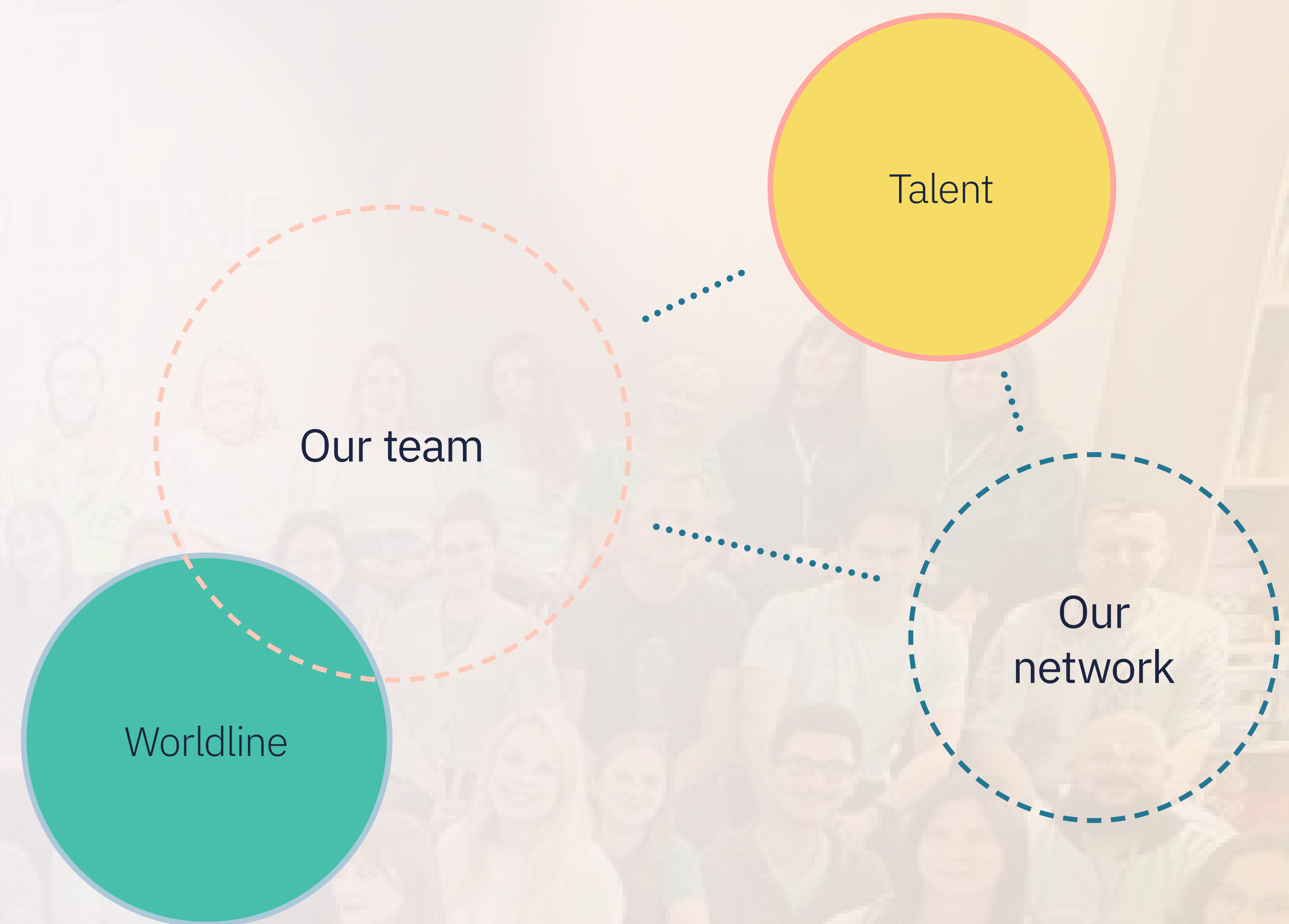
Streamline external hiring by consolidating recruitment under a single, scalable RPO model through PCN Internal

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

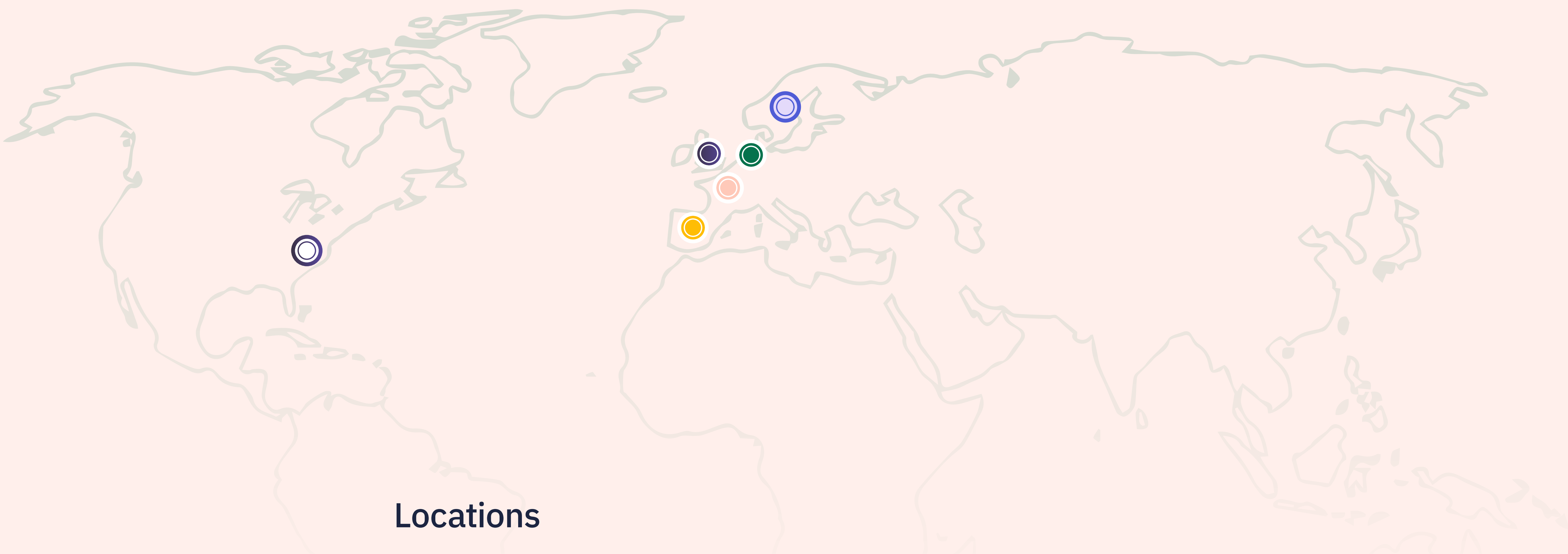


The project with PCN Internal was scoped for **4 months**, with a target of **8 placements (2 per month)**.

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)

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.

“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.

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

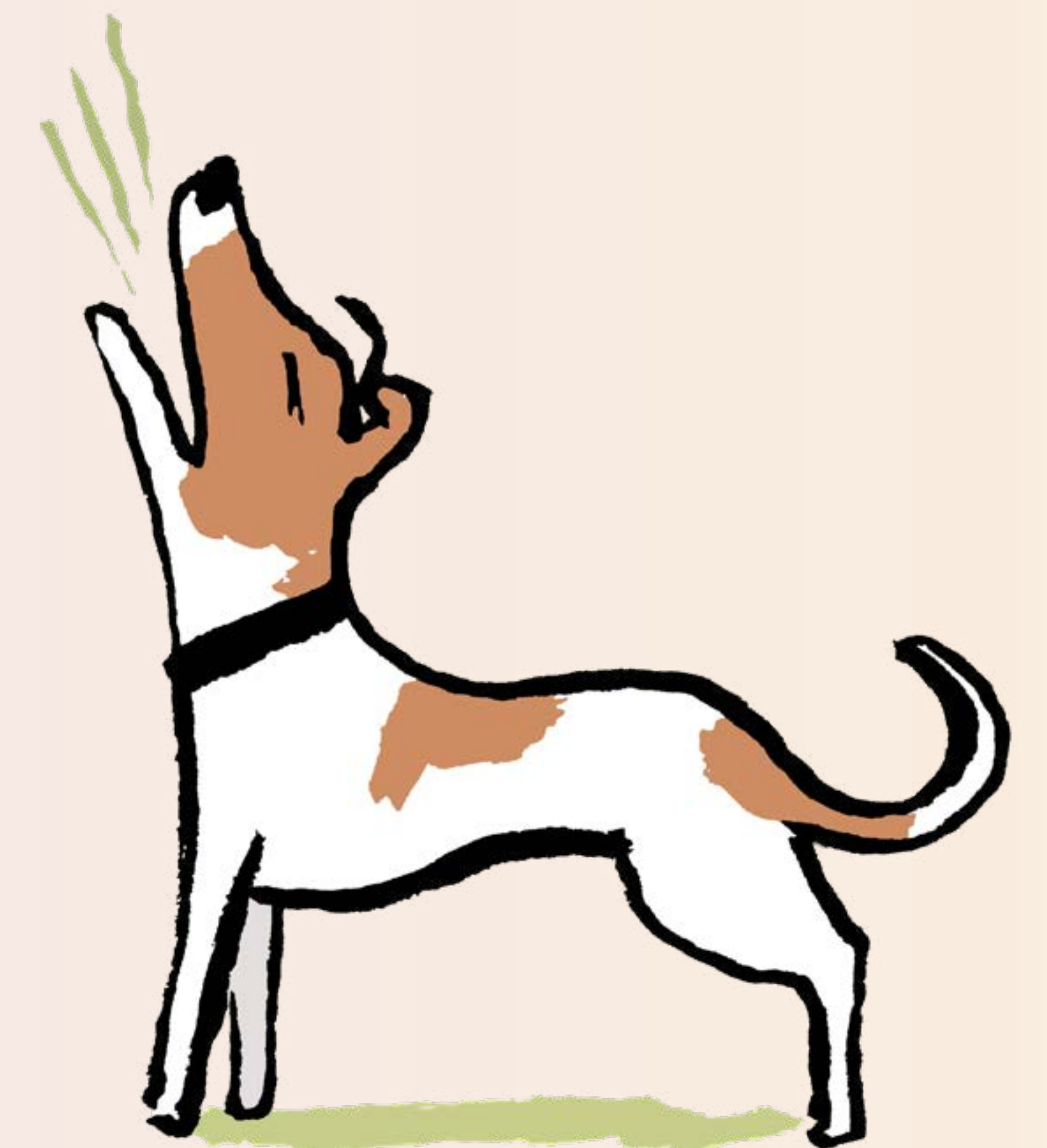


Let's connect

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.



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Global Inquiries

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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...