

A background image of three young women laughing and smiling together. The woman on the left has long dark dreadlocks and is wearing a white shirt. The woman in the middle has long reddish-brown hair and is wearing a dark blue hoodie. The woman on the right has short brown hair and is wearing a white shirt and a green skirt. The image is overlaid with a semi-transparent dark blue shape that contains the text.

Accelerating Bluecode's strategic hiring with PCN Internal

PCN



bluecode®

PCN



Client relationship | 1+ year

Building culture-aligned payment teams together.

Bluecode is a European mobile payment solution, focused on driving innovation in the fintech and payments space. Operating across key markets in Europe, the company was looking for talent who not only met the technical requirements of key positions, but who could also integrate seamlessly into their fast-paced, mission-driven culture.



Our brief

Bluecode partnered with PCN to support the hiring of five strategic positions across multiple departments. The scope went beyond simply identifying candidates with the right skills. It required a deep understanding of team dynamics, cultural alignment, and industry-specific expertise.

The PCN team became an embedded partner within the hiring process. With Bluecode's high standards and selective recruitment approach, our goal was to streamline hiring while maintaining uncompromising quality.

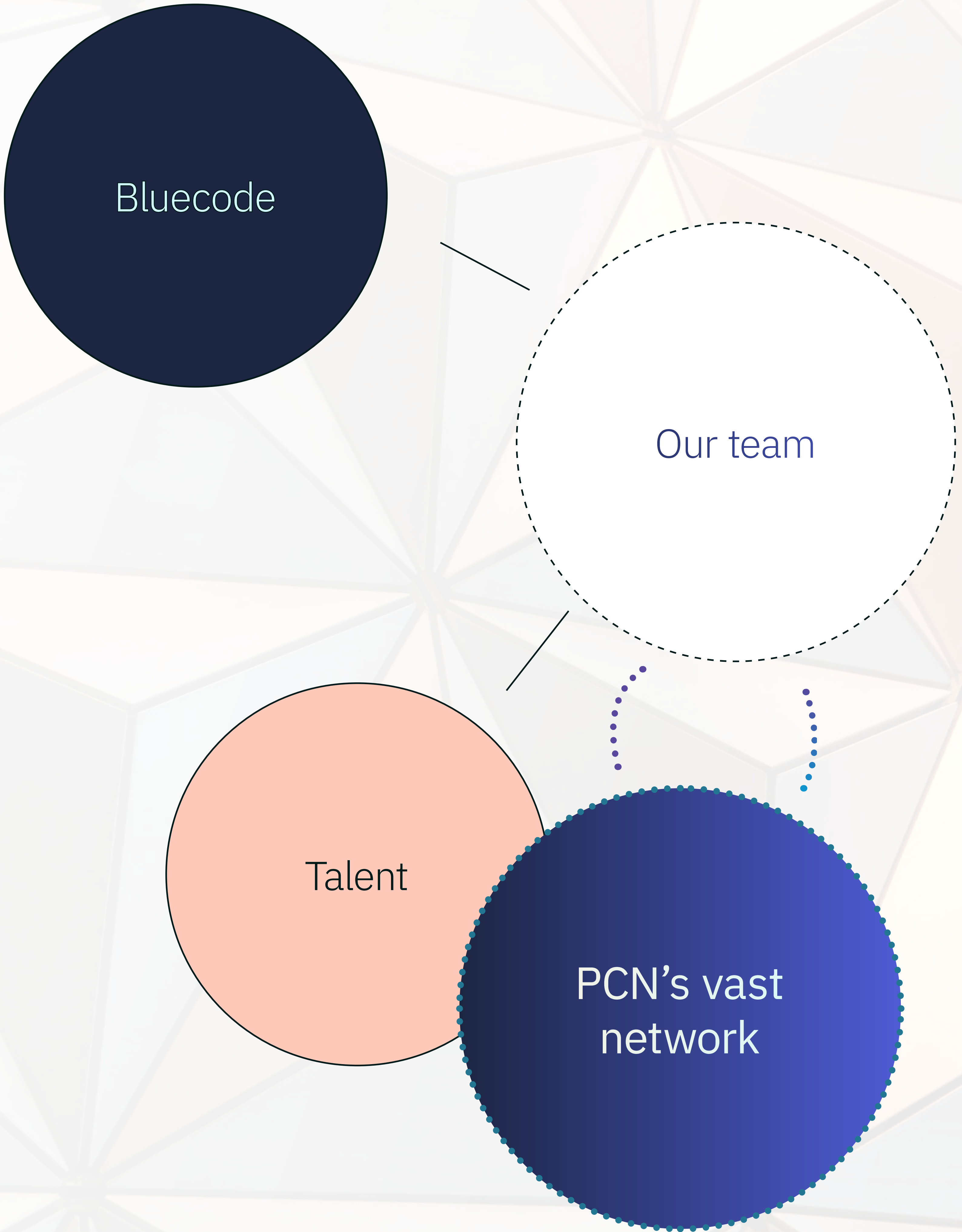
Bluecode

Talent

Our approach

The collaboration began with a thorough onboarding, including deep-dive sessions with hiring managers to understand team structure, business goals, and position requirements. From there, PCN conducted detailed market research to assess talent availability and ensure alignment on budget and location.

Thanks to a strong understanding of the payments landscape and close cooperation with Bluecode stakeholders, our team was able to fine-tune candidate profiles and deliver tailored shortlists in line with hiring expectations. The partnership was defined by consistent communication, agility, and a shared goal of long-term fit.





The outcome

Over the course of four months, PCN worked closely with Bluecode to support the successful placement of four out of five strategic roles.

While one position remained unfilled due to a candidate accepting an external offer, the process attracted highly qualified professionals and helped strengthen Bluecode's teams across several functions.

The roles filled were key to Bluecode's ongoing growth and included leadership and specialist positions across compliance, product, operations, and analytics. The search focused primarily on the Austrian market, while also drawing from talent pools across Europe to find individuals who aligned with the company's goals and culture.

Location

Vienna, Austria

Placements / Roles

- **Head of Compliance**
- **Lead Payment Product Manager**
- **Operations Manager**
- **BI & Analytics Manager**

Client's feedback

Through this collaboration with PCN, Bluecode successfully strengthened several key teams across the business. The company particularly appreciated PCN's commitment to understanding its culture, hiring needs, and working rhythm.

Having a recruitment partner that felt embedded within the organisation helped to streamline the hiring process while maintaining a high bar for quality and cultural fit.

This partnership was built on trust, responsiveness, and alignment. A combination that made the process feel natural and efficient for both internal stakeholders and candidates.

Working with PCN felt like having a true extension of our team—someone who genuinely understands us. They took the time to get to know our team and culture, ensuring every placement was the right fit. Their dedication was exceptional; they were available even during holidays and weekends, making the entire process seamless for both us and our candidates.

The experience was so positive that when our initial engagement ended, it felt like we were saying goodbye to valued team members.

– **Christian Pirkner**
CEO of Bluecode



Let's connect

To deliver a top service, it means 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.

Interested to know more? **Contact us for more info!**

Amsterdam, NL

Singel 126
1015 AE Amsterdam
The Netherlands

M +31 203 030 257

Global Inquiries

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

M +31 626 741 607

M +1 929 357 2364



PCN

Who we do it for...

 verifone

 Airwallex

 YAPILY

WORLDLINE 

 wise

 token

 zalando

 Coinmerce

 bitvavo

 ratepay

 tink

bunq

Delivery Hero

HiPay

oney

 qonto

 treezor

swan

Plus many more undisclosed clients...