PCN Insights

TALENT MARKET INTELLIGENCE
Snapshot · Jan 2026 – Sep 2026

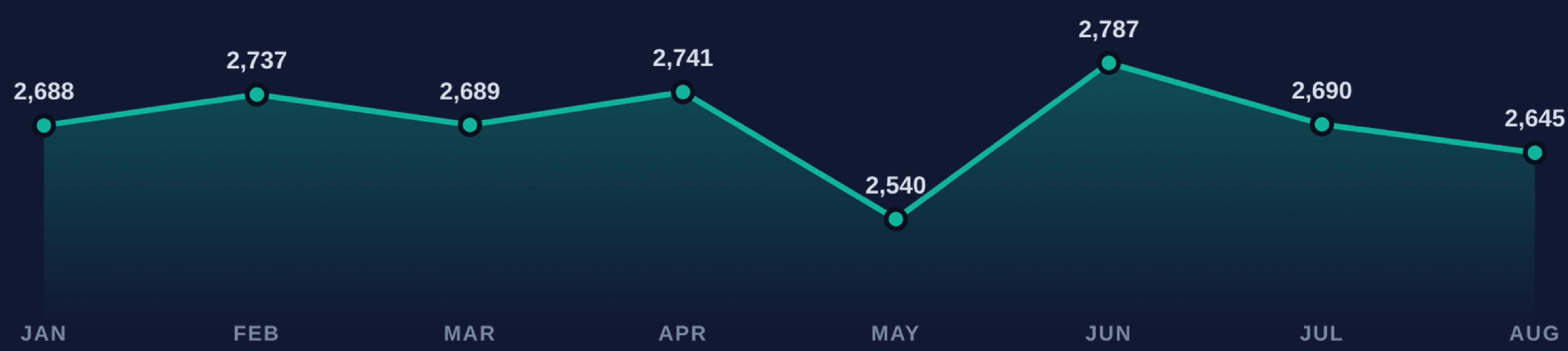
TALENT MARKET INTELLIGENCE

European Fintech Hiring Report

Six months inside the hiring engines of Europe’s 30 leading fintech & payments companies, what they hired for, who pulled ahead, and what’s most in demand next.

COMPANIES TRACKED	MONTHS COVERED	COUNTRIES	AVE OPEN ROLES
30	**9**	**UK · DE · NL**	**2,690+**
Companies, five departments	Jan — Sep 2026	Talent pools size	tracked since January

TOTAL OPEN ROLES - BY MONTH



INSIDE THIS REPORT

01 The Quarterly Review

Month-by-month open roles, biggest movers, and department mix for Q1 and Q2 2026.

02 What's Most In Demand

The exact job titles driving Compliance, Sales, and Engineering hiring across Europe today.

03 The Talent Map

Sizeing the available talent pool for each in-demand role across the UK, Germany & the Netherlands.

THE STORY SO FAR

Six Months of European Fintech Hiring

How we tracked it, what it showed, and where we turned our attention next.

For the past nine months, we tracked the open job postings of the **top thirty fintech companies in Europe,** across six departments: Engineering & IT, Product, Sales & BD, Risk & Compliance, and Operations & CX. Every month, we captured a full snapshot of who was hiring, for what, and where, building a running picture of demand from January through September 2026.

What we saw

8,114 → 8,068

Open roles held **almost flat** quarter over quarter (-0.6%), a headline number that hid a real shift underneath.

Sales & Compliance

Sales and compliance together make up about 77% of hiring demand. Engineering and product are a much smaller share once US-heavy roles are stripped out.

48% → 54%

The **top five hirers** pulled further ahead of the field. Revolut and SumUp held #1 and #2 all six months; Wise climbed and Edenred entered as Nexi dropped out.

Protect > Sell

Risk & Compliance (+16.4%) and Ops & CX (+13.2%) **grew** , while Sales (-14.0%) and Engineering (-7.8%) **contracted**.

That told us **what** was happening and **how much,** but not which specific job titles were actually driving the demand. So we went one level deeper.

So we turned the question around

Once we saw how lopsided the totals were, the more useful question stopped being “who’s hiring the most” and became: within compliance, sales and engineering, the categories actually carrying the demand, which specific jobs are companies hiring for, and is there enough talent on the ground to fill them? So we broke each department down role by role, then sized the talent pool in the three biggest fintech labour markets: the UK, Germany and the Netherlands, filtered to the experience level the market is actually asking for.

1 Track
Every open role, every month, across all 30 companies and 6 departments.

2 Filter & Dedupe
Keep Europe & remote-eligible roles only; remove reposts and duplicate country listings.

3 Size the Pool
Match each role's stated experience level against talent supply in the UK, Germany & Netherlands.

Q1 2026 • January • March

The First Quarter

30 companies, 6 departments and how the year opened.

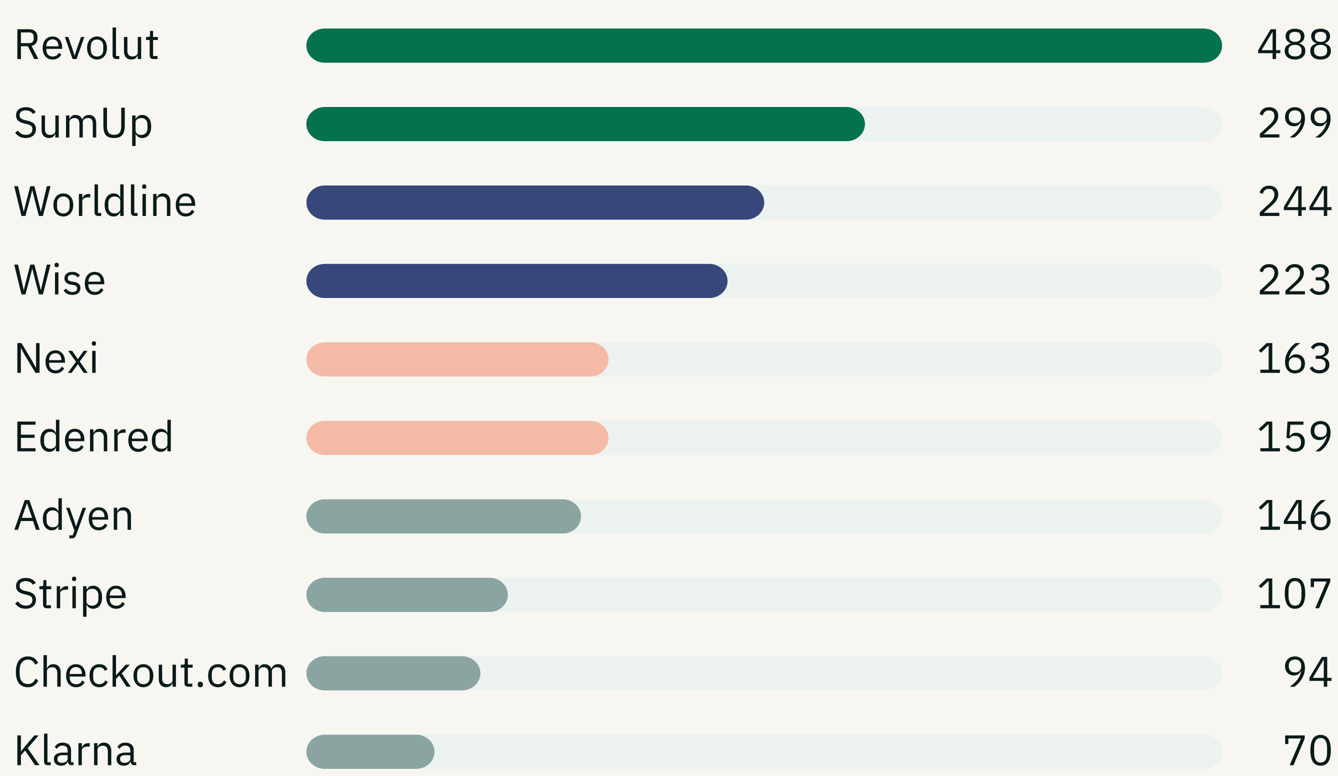
2,689
Open roles in March

Revolut
Biggest hirer

Checkout.com
Fastest grower +395%

Fiserv
Steepest drop −79%

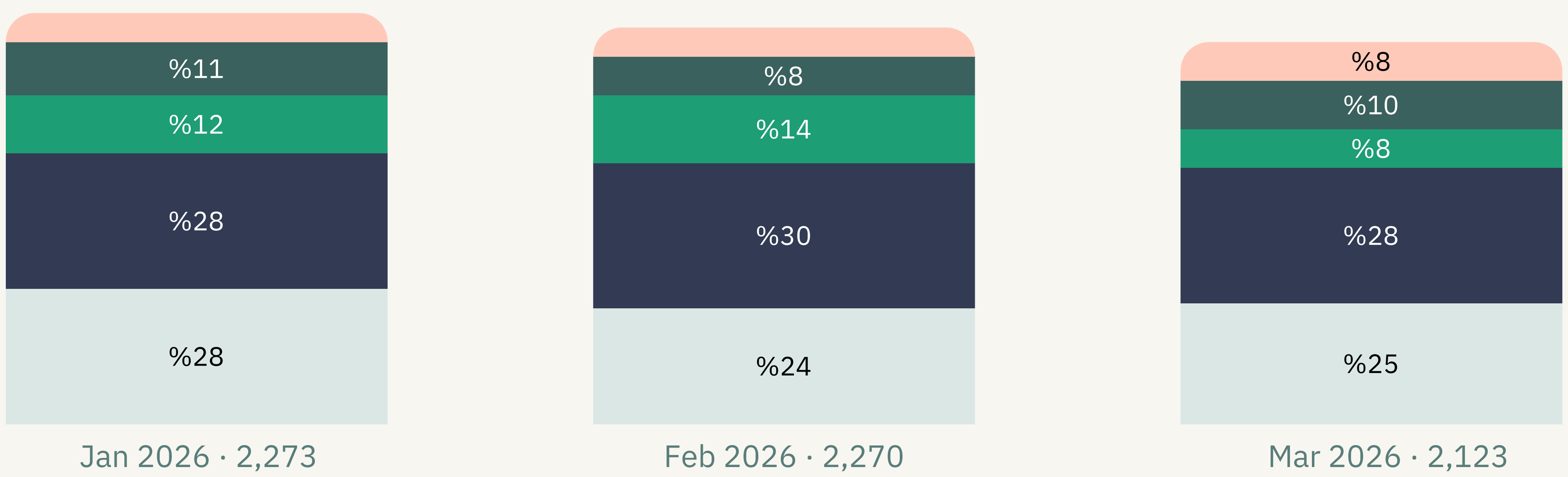
Top 10 by March open roles



Biggest movers, January → March

Checkout.com	19 → 94	+395%
Edenred	119 → 159	+34%
Wise	185 → 223	+21%
Revolut	403 → 488	+21%
Fiserv	102 → 21	−79%
SumUp	386 → 299	−22%
Worldline	299 → 244	−18%
Paypal	93 → 39	−58%

Department mix across all companies



Month-by-month · top 10 companies

Company	Jan	Feb	Mar	Trend
Revolut	403	487	488	+85
SumUp	386	460	299	−87
Wise	185	180	223	+38
Worldline	299	279	244	−55
Checkout.com	19	84	94	+75
Nexi	130	156	163	+33
Edenred	119	48	159	+40
Stripe	106	178	107	+1

Q2 2026 • April • June

The Second Quarter

30 companies, 6 departments and how the year continued.

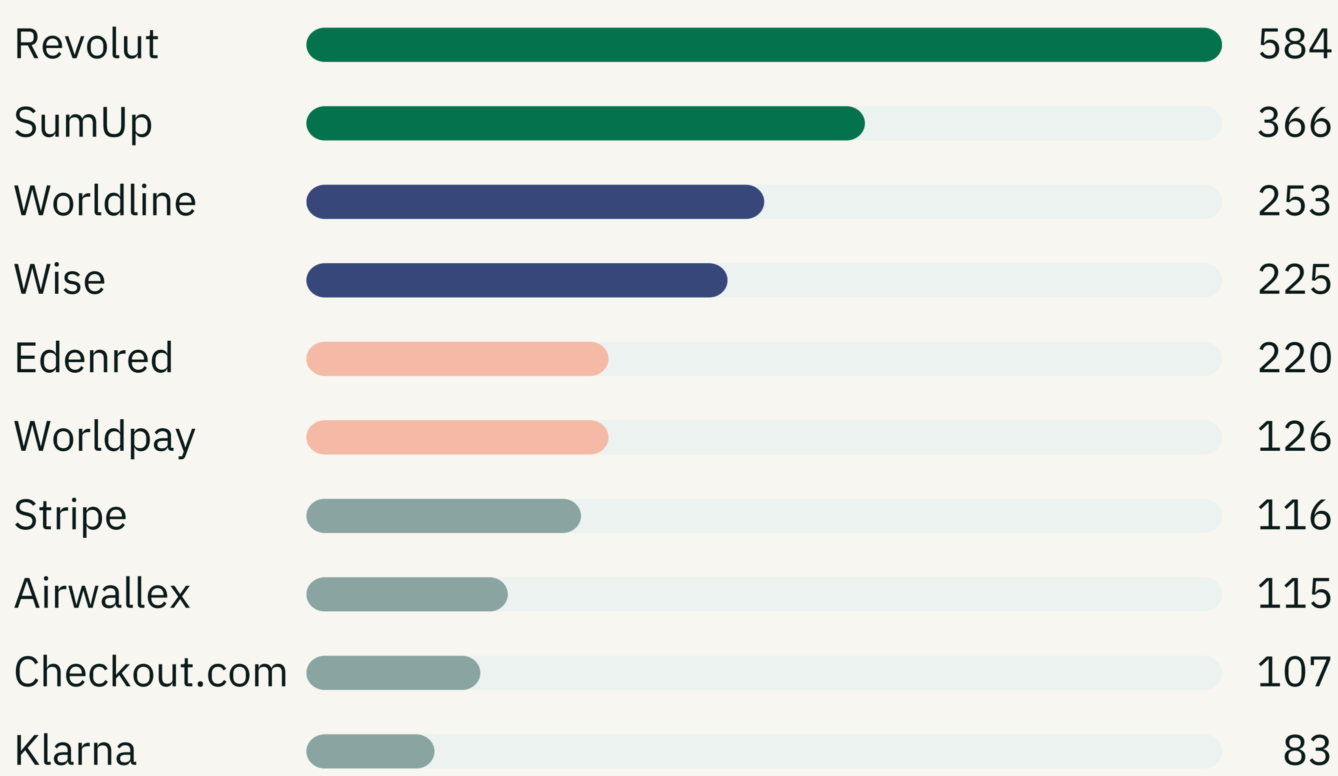
2,787
Open roles in June

Revolut
Biggest hirer

Solaris
Fastest grower +360%

Payrails
Steepest drop −71%

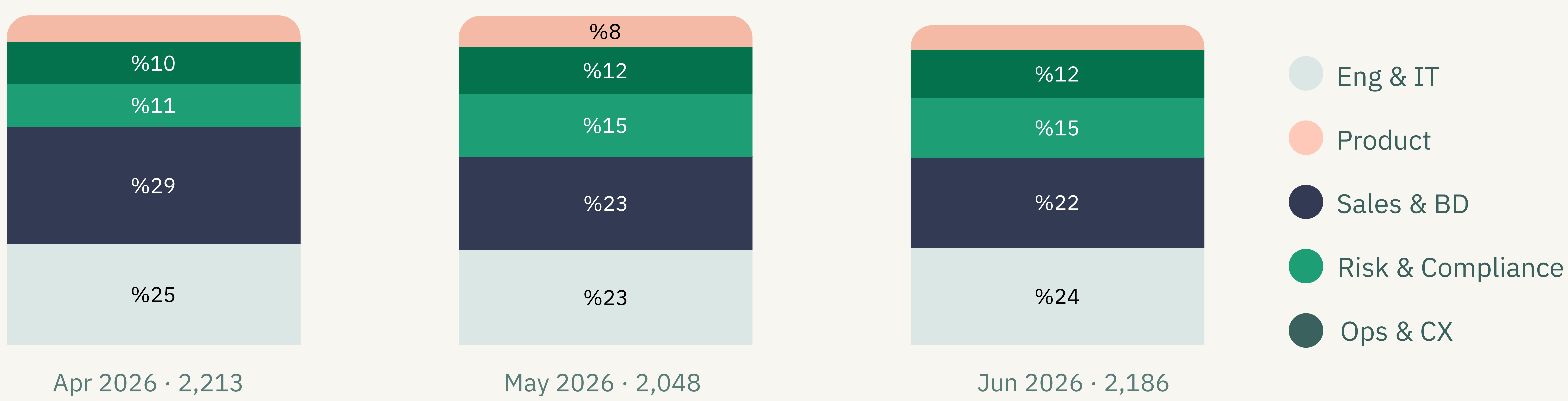
Top 10 by June open roles



Biggest movers, April → June

Solaris	5 → 23	+360%
Worldline	115 → 253	+120%
Worldpay	87 → 126	+45%
Zilch	10 → 14	+40%
Payrails	7 → 2	−71%
Riverty	75 → 22	−71%
Bunq	45 → 14	−69%
Ixopay	6 → 2	−67%

Department mix across all companies



Month-by-month · top 10 companies

Company	Apr	May	Jun	Trend
Revolut	457	424	584	+127
SumUp	418	305	366	−52
Worldline	115	152	253	+138
Wise	228	230	225	−3
Edenred	206	206	220	+14
Worldpay	87	104	126	+39
Stripe	125	114	116	−9
Airwallex	106	99	115	+9

Q1 & Q2 Comparison

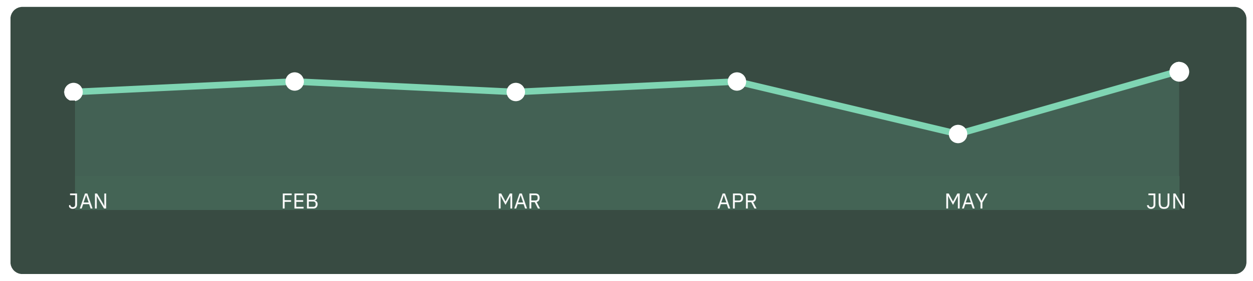
Q1 to Q2 fintech hiring review

Across 30 companies, open roles held flat quarter to quarter

8,114 → 8,068

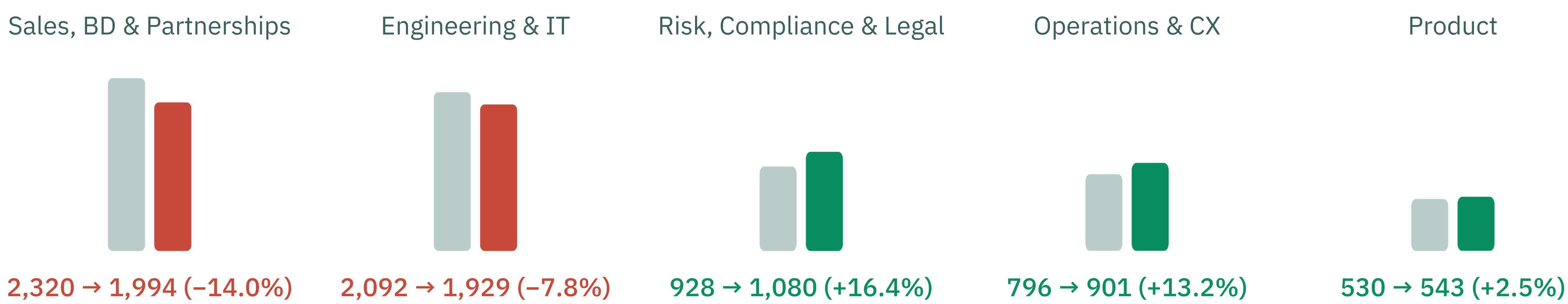
Open roles, Q1 → Q2

−0.6%



01 What they’re hiring for

Two departments contracted; three grew, the protect-and-support functions, not the build-and-sell ones.



02 Who’s hiring

The top five changed hands, and pulled further ahead of everyone else, concentration rose from **48%** to **54%** of all hiring.

48% → 54%

top 5 share of all hiring

Wise climbed · Edenred entered (+94%) **Nexi dropped out (−53%)**

Across all the job openings

Most In-Demand Jobs & Talent Pool Size

Europe & remote-eligible openings, Jan – Sep 2026

Sales

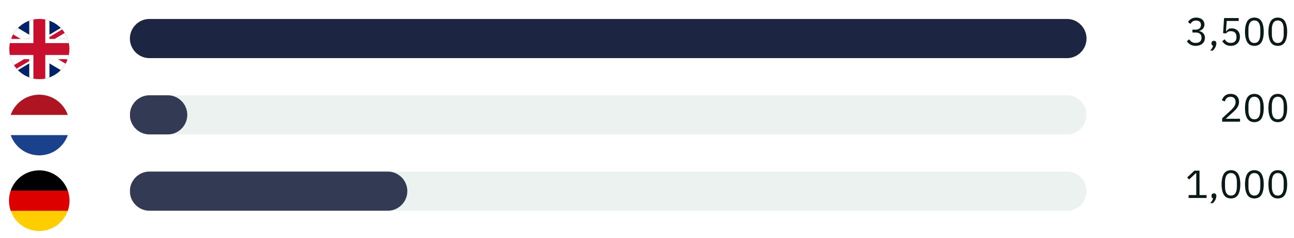
~450 roles

Account Executive

~250 *Open roles*

Experience required: 3–5 years

Talent pool size

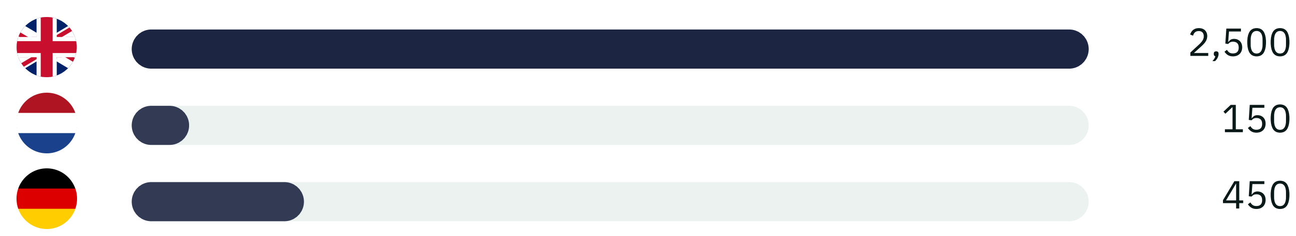


Sales Executive

~200 *Open roles*

Experience required: 1–3 years

Talent pool size



Compliance / Risk / Legal

~400 roles

AML/KYC Analyst

~250 *Open roles*

Experience required: 3+ years

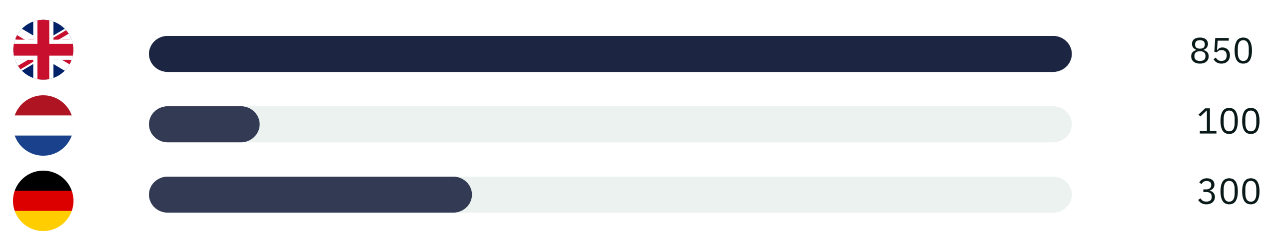
Talent pool size

Regulatory Compliance Manager

~150 *Open roles*

Experience required: 7+ years

Talent pool size



Engineering

~150 roles

Backend Engineer

~60 *Open roles*

3–5 years

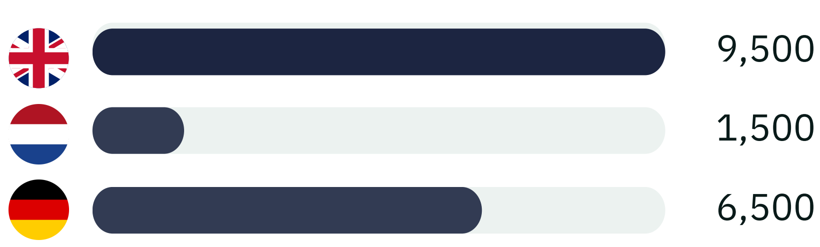
Talent pool size

Senior SW Engineer

~50 *Open roles*

5–10 years

Talent pool size



Android Developer

~40 *Open roles*

5+ years

Talent pool size

Across all the job openings

Base Salary Ranges

Across the UK, the Netherlands, and Germany by role and experience

Sales

ROLE	EXPERIENCE	🇬🇧 UK	🇳🇱 NETHERLANDS	🇩🇪 GERMANY
Account executive	3–5 yrs	€55k–88k	€60k–85k	€50k–75k
Sales executive	1–3 yrs	€35k–60k	€40k–55k	€38k–55k

Compliance / Risk / Legal

ROLE	EXPERIENCE	🇬🇧 UK	🇳🇱 NETHERLANDS	🇩🇪 GERMANY
AML/KYC analyst	3+ yrs	€55k–75k	€50k–65k	€45k–60k
Regulatory compliance manager	7+ yrs	€80k–120k	€90k–110k	€80k–100k

Engineering

ROLE	EXPERIENCE	🇬🇧 UK	🇳🇱 NETHERLANDS	🇩🇪 GERMANY
Backend engineer	3–5 yrs	€75k–100k	€55k–80k	€55k–75k
Senior SW engineer	5–10 yrs	€90k–130k	€85k–120k	€75k–100k
Android developer	5+ yrs	€65k–100k	€70k–100k	€65-90k

Skills outlook

Top skills in 2026

The three capabilities each team needs most right now

Buyers, regulators, and engineering teams are all raising the bar at once. Here's what we're seeing across the desks we work, the skills in shortest supply, and where they overlap.

SALES

Deals now route through risk

Buyers have gotten more senior and more cautious, deals route through risk and compliance stakeholders before they close.

1. Deal methodology (MEDDIC/MEDDPICC)
2. Regulatory-savvy selling
3. Bank/niche relationships

AI Selling AI products on governance and explainability

COMPLIANCE / LEGAL / RISK

The tightest market of the three

A wave of new EU rules landed in the same twenty-four months, and supply hasn't caught up.

1. DORA
2. AML/CFT + CAMS
3. MiCA/PSD3 licensing

AI EU AI Act / algorithmic auditing

ENGINEERING

Fewer roles, deeper expectations

Hiring has consolidated around a handful of proven providers rather than in-house builds everywhere.

1. Kotlin + Java
2. Event-driven microservices
3. Open Banking APIs

AI AI/ML engineering (fraud, credit, ML infra)

THE FULL PICTURE

What's Actually In Demand

Bringing the nine-month trend and the role-level analysis together.

GRAND TOTAL

~1,040–1,050

unique Europe & remote-eligible openings across the 30 companies since January 2026, once duplicates and reposts are removed.

Sales, BD & Partnerships	**~450**
Risk, Compliance & Legal	**400**
Engineering & IT	**~150**
Product	**~80–90**

Contact PCN

Your people ambitions deserve the right people behind them. With a long-standing commitment to helping financial services organisations navigate talent challenges, we’re here to support you whenever you need us.

Get in touch with us for more insights or to discuss your hiring strategy.

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180K+
professional network

+980
Fintech clients served

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