

Vacancy at Talogy

VP Benelux – DACH



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Requirements

- Over 12 years of experience
- In sales or consulting within HR Services
- And senior level roles with increasing responsibilities
- Experience working with global and cross functional, matrix structures
- Commercially minded and solution-oriented
- Relationship-driven leader
- Excellent communicator and people manager

 Utrecht

A global leader in talent management solutions, Talogy supports over 10,000 organizations worldwide in optimizing and developing their workforce. The Vice President for Benelux-DACH will lead the unification of newly consolidated teams across the region, driving strategic growth and strengthening client relationships to position Talogy as the market leader in this high-impact area.

About Talogy

Talogy is a global leader in talent management solutions, empowering over 10,000 organizations worldwide to optimize and develop their workforce. By combining psychological expertise with advanced technology, Talogy delivers customized assessments and development programs that enable businesses to make data-driven decisions about hiring, performance, and leadership.

With over 75 years of experience in talent assessment and development, Talogy's broad portfolio spans pre-employment assessments, learning and development tools, and behavioral insights. Headquartered in the United States with a vast, global presence, Talogy employs hundreds of experts across North America, Europe, and Asia, all dedicated to addressing the unique needs of each client. Through a worldwide network of regional teams, Talogy delivers over 30 million assessments annually, helping clients make informed, data-driven decisions about their workforce.

Talogy's commitment to continuous innovation ensures that its talent solutions are forward-thinking and adaptable to changing market demands. By leveraging advanced analytics and AI, Talogy personalizes its assessments and development tools, helping clients gain a competitive edge through optimized talent management.





VP Benelux – DACH

Talogy has recently reorganized its European structure to streamline operations by consolidating Benelux-DACH into a single region with shared financial goals and leadership. The new Vice President will drive strategic growth and operational excellence across the region, enhancing client relationships, and build a cohesive, high-performing team across the six countries.

As the primary leader for the Benelux-DACH region, the VP will be responsible for regional performance and growth, reporting directly to the Group VP for Europe. They will establish and execute strategic objectives for the region in alignment with Talogy's broader goals, working closely with an international network of regional VPs to ensure cohesion and consistency. Leading the consulting and sales teams, the VP will maximize revenue by engaging directly with high-value clients, participating in strategic pitches, and representing Talogy at critical client touchpoints to strengthen relationships. Operationally, the VP will manage budgeting, recruitment, and annual planning, ensuring that all teams and functions within the region are aligned. This role also involves close collaboration with Talogy's product, technology, and marketing teams to drive innovative solutions that resonate with clients, along with brand advocacy as a Talogy ambassador at industry events and conferences.

Building trust through authentic relationship management and team-building skills is crucial in this role. The VP is a people-centered leader who easily connects with others and fosters a collaborative environment where diverse cultural perspectives and working styles can thrive, building trust through empathy, adaptability, and clear communication. Building strong networks based on common interests and shared goals, they lead by example, promoting openness, integrity, and collaboration to unify teams across different countries. Motivating the team

through a compelling vision for the region's future, the VP will drive engagement and commitment, cultivating an environment where employees feel valued, engaged, and empowered, driving stronger performance and regional growth.

Demonstrating strong commercial tenacity and a results-driven mindset, the VP inspires a sense of urgency within the team, pushing towards ambitious goals and high standards. A strategic thinker, they consider the broader business context to shape practical, long-term strategies that align with Talogy's objectives. The VP is decisive, resilient and hands-on. They have a plan and know how to put it into action. Staying focused on long-term goals, they understand how to navigate organizational complexities and adapt seamlessly to challenges, fostering a collaborative, solution-oriented environment even when facing setbacks.

"This is a unique and transformative leadership opportunity to define Talogy's trajectory in a rapidly evolving market. Your vision and ability to unify diverse teams will not only strengthen client relationships but also set the foundation for extraordinary growth and influence across the Benelux-DACH region."

Arnaud Bouvet,
Group Vice President Europe

Talogy offers growth-oriented culture that values collaboration and impact. This is a perfect opportunity for a commercially minded, relationship-driven professional with a strong background in consulting, sales, or talent management, ideally with experience in a private equity-backed environment who is ready to step into a high-visibility position and drive Talogy's growth across a dynamic, international landscape.





Interested?

Talogy is working with Top of Minds to fill this vacancy.

To express your interest, please contact Marlies Hoogvliet at marlieshoogvliet@topofminds.com.



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