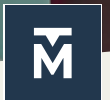


Vacancy at Rockfield

Head of People



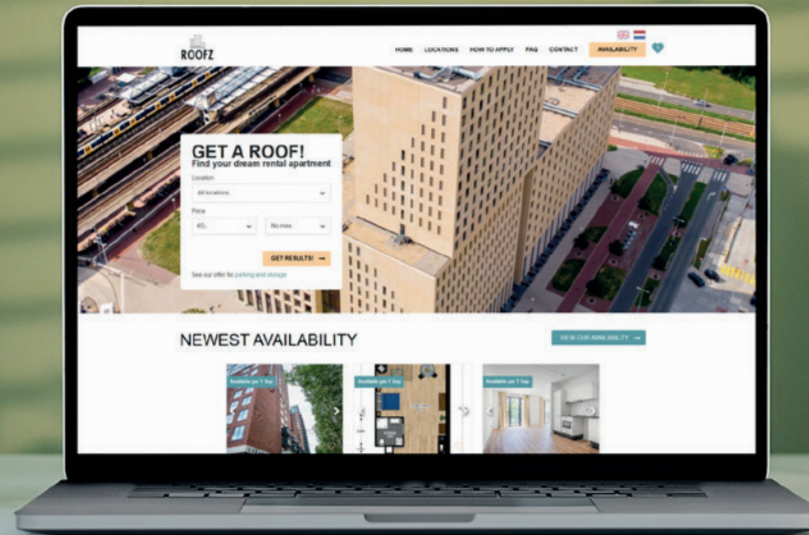
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Executive Search

Rockfield is a leading European investment manager creating sustainable housing in Europe. Managing over two billion euros in assets and partnering with major institutional investors, the company is rapidly expanding. This is the moment for a Head of People to build a multi-jurisdiction HR function from the ground up and shape the company's People & Culture agenda.

Requirements

- Over 8 years of experience in a senior generalist HR role
- Background in real estate, professional services, or financial services
- Direct experience setting up or professionalizing an HR function from an early stage
- Comfortable operating across multiple European jurisdictions, with practical knowledge of local employment law
- Experience designing and owning compensation and benefits frameworks
- Able to advise and challenge senior leadership, including the CEO
- Hands-on, entrepreneurial mindset

 **Amsterdam**

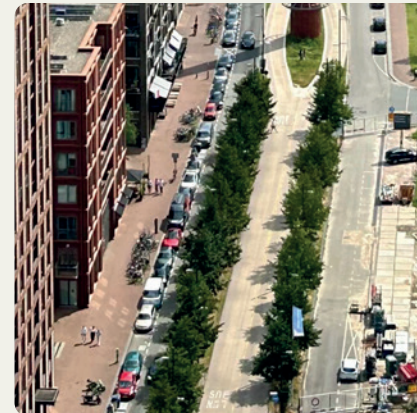
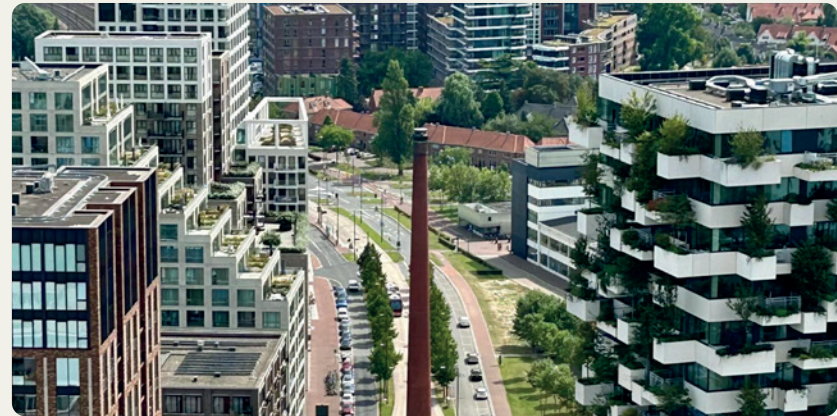
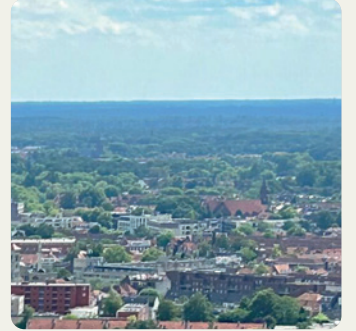


About Rockfield

Rockfield is on a mission to create sustainable homes that foster vibrant communities across Europe. As a fully vertically integrated real estate platform, the company combines investment management, development, and property management to deliver housing designed for multiple residential segments, with a strong specialization in student housing and living concepts for young professionals. Managing assets worth more than two billion euros, Rockfield manages approximately eight thousand residential units and has developed over ten thousand homes across Europe – including the Netherlands, Spain, France, Italy, Germany, and Portugal.

Rockfield partners with some of the world's largest institutional investors, including pension funds from the Netherlands, the United Kingdom, Japan, and Switzerland, who provide long-term capital. Despite these partnerships, the organization remains independent, maintaining full ownership and strategic autonomy.

A recent example of that trust is the announcement of a 350 million euro joint investment with ABP, the largest pension fund in the Netherlands, targeting student and starter housing. This underscores both the scale at which Rockfield operates and the platform's appeal to institutional investors seeking high-quality, sustainable residential real estate with a long-term horizon.





At the core of the company is a culture of energy, collaboration, and professionalism. Teams are small and agile, with approximately forty-five entrepreneurial professionals, and operate from Rockfield's main offices in Amsterdam and Madrid, as well as a satellite office in Barcelona. Thirty-five of the team are based in Amsterdam, with the remainder working from Spain. Over the past year and a half, Rockfield has welcomed around fifteen new colleagues, reflecting a period of rapid team growth. The dynamic environment continues to attract smart, motivated talent who want to contribute to a fast-growing company that puts people and the planet at the center of every decision.

Head of People

Until now, HR has primarily been overseen by the management team with support from external providers, while certain operational tasks, such as payroll administration, have been handled internally. As the company grows and professionalizes its structure, with clearer roles, responsibilities, and governance, there is a need for a Director-level Head of People to bring structure, professionalize HR, and join the senior leadership team. In this position, the Head of People acts as a valuable sparring partner on organizational design, workforce planning, performance, and reward.

The new Head of People will be at the heart of shaping a people strategy that reflects the company's energy and ambitious growth plans. On joining, she/he will find an organization that requires further HR development, offering a broad and varied set of responsibilities that will continue to evolve over time. This broad portfolio includes designing and owning Rockfield's compensation and benefits framework – covering salary structures, benchmarking, and bonus schemes – and keeping it consistent and fair as the company hires across countries. On the operational side, the Head of People will design and roll out one consistent HR approach across Rockfield's European jurisdictions, starting in the Netherlands and Spain and extending to France, Italy, Germany, and Portugal, implementing policies, processes, and systems country by country. The role also covers contract management, local compliance, employment conditions, and complex employee relations matters, including disputes, terminations, and restructurings.





At Rockfield, attracting and retaining top talent is paramount. The Head of People builds frameworks to support learning and development, helping employees develop while aligning their potential with the company's long-term goals. Additionally, she/he guides the people side of new offices, hires, and markets, so onboarding feels the same whether someone joins in Amsterdam, Madrid, or a future location. Strong internal and external communication and compelling employer branding, informed by close tracking of engagement and other people metrics, will embed a culture of collaboration and professionalism, enhancing retention, motivation, and the overall employee experience.

“*In this role, you will enjoy a unique mix of strategic influence and hands-on impact. Everyone rolls up their sleeves, and with the right skills and mindset, you can make a real difference in a dynamic, international environment full of energy and plenty of opportunities to grow.*” –

▪ Wouter van den Eijnden, CEO

This is an exciting opportunity for a leader who brings structure without dampening the company's entrepreneurial and informal culture, combining energy, hands-on drive, and strong communication skills. What makes it particularly compelling is the opportunity to build something from scratch: the foundation is in place, and the Head of People will have full mandate and resources to establish a full-fledged HR function, and eventually assemble their own team.



Interested?

Rockfield is working with Top of Minds to fill this vacancy.
To express your interest, please contact Vivian Linker at
vivian.linker@topofminds.com



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