



HR Director Europe



 *Amsterdam (hybride + travelling)*

Joining Protolabs means joining a company that is redefining its next chapter. As the European business continues to evolve, this is a unique opportunity to shape the people agenda of an innovative, technology-driven organization that combines the agility of its entrepreneurial roots with the scale of a global company. Reporting directly to the Chief Human Resources Officer in the US, you'll be the senior HR leader for Europe and a trusted member of and advisor to the European Leadership Team.

You'll help strengthen leadership capability, guide organizational change and build an HR function that enables the business to achieve its ambitious growth objectives. While this is a Director-level position, success also requires a hands-on mindset. You'll be expected to switch seamlessly between strategic leadership and supporting day-to-day HR matters whenever the business needs you. This is a role for someone who enjoys creating impact, balancing strategic thinking with hands-on execution and partnering closely with leaders to make the organization stronger every day.

Offer



Permanent full-time position with an annual gross salary between €130,000 and €150,000, including holiday allowance.



Annual performance bonus of 20-25% and participation in the company's Long Term Incentive (LTI/RSU) program.



25 vacation days plus public holidays.



8% employer pension contribution.



NS Business Card and business travel fully reimbursed, commuting allowance of €0.25 per kilometer.



Daily lunch prepared by the in-house chef and parking facilities available at the Amsterdam office.

Your skills and experience

- ✓ A Bachelor's or Master's degree in Human Resources, Business Administration or a related discipline.
- ✓ Extensive HR leadership experience within international, matrixed organizations.
- ✓ A proven track record in organizational transformation, organizational development and change management.
- ✓ Experience partnering with senior commercial and operational leaders across multiple European countries.
- ✓ Strong business acumen and the ability to translate business priorities into practical people solutions.
- ✓ Experience developing leaders, building high-performing organizations and driving organizational effectiveness.
- ✓ Sound knowledge of European employment legislation and HR practices.
- ✓ Professional fluency in English. Dutch is preferred and German is considered an advantage.
- ✓ Strong analytical skills and the ability to use HR metrics and workforce insights to support decision-making.
- ✓ You enjoy operating in environments where pragmatism is valued over hierarchy and are comfortable rolling up your sleeves to support both strategic and operational HR priorities.

How to be succesfull in this role

Protolabs is entering an important phase in its development. The European business is becoming more integrated, commercially focused and operationally mature, while maintaining the entrepreneurial mindset that has always distinguished the company. HR plays a critical role in supporting this transformation.

Success in this position starts with understanding the business. You'll invest time in building relationships, learning what drives the organization and establishing yourself as a trusted advisor to the leadership team. Rather than introducing change for the sake of change, you'll help leaders navigate transformation by coaching, challenging and supporting them throughout the journey.

One of your most important responsibilities will be leading organizational change through people. You'll act as a coach to the leadership team, helping managers build confidence, strengthen their leadership capability and successfully guide their teams through change.

You'll also bring structure to a fast-moving environment. Competing priorities, international stakeholders and organizational change are part of daily life. Your ability to create clarity without introducing unnecessary bureaucracy will make the difference.

Although this is a senior leadership role, you'll also be comfortable stepping into operational HR matters when needed. The European HR team is evolving and there will be times when your direct involvement is essential to support the business. You're someone who enjoys combining strategic leadership with practical execution.

Finally, you'll enjoy operating internationally. Working closely with colleagues across Europe and the United States, you'll know how to balance global consistency with local business needs while building strong relationships across cultures and functions.

Does this sound like you?

You are someone who enjoys making a tangible difference in organizations that are evolving. You combine strategic thinking with a pragmatic mindset and are motivated by helping businesses, leaders and teams perform at their best.

You recognize yourself in the following:

- ✓ You quickly build credibility and trusted relationships with senior stakeholders.
- ✓ You are curious about the business and naturally connect commercial objectives with people priorities.
- ✓ You are comfortable challenging leaders constructively while maintaining strong relationships.
- ✓ You enjoy developing managers and helping leadership teams become more effective
- ✓ You remain calm and decisive in fast-changing environments where priorities continuously evolve.
- ✓ You thrive in international, multicultural organizations and easily adapt your communication style to different audiences.
- ✓ You bring energy, resilience and a continuous improvement mindset.
- ✓ You prefer building sustainable solutions over implementing short-term fixes.

Your responsibilities

As HR Director Europe, you'll be responsible for shaping and executing the people agenda across the region while partnering closely with business leaders in Europe and the United States.

Your responsibilities include:

- Acting as the strategic HR partner to the European Leadership Team, translating business priorities into effective people strategies.
- Leading the people side of organisational transformation by coaching leaders, strengthening change capability and helping teams successfully adopt new ways of working.
- Coaching, developing and constructively challenging senior leaders, enabling them to become stronger people leaders and effective sponsors of change.

Your responsibilities

- Developing future leadership capability through succession planning, talent development and management coaching.
- Leading organizational change initiatives, helping teams successfully navigate transformation while maintaining business performance.
- Collaborating with HR Operations and the global Centers of Excellence to deliver consistent, high-quality HR solutions across Europe.
- Ensuring compliance with local employment legislation while balancing regional business needs with global HR standards.
- Using workforce data and business insights to support decision-making and identify opportunities to improve organizational performance.
- Continuously improving HR processes and ways of working, enabling HR to operate as a proactive and value-adding business partner.
- Providing hands-on HR leadership when required, supporting both strategic initiatives and day-to-day HR matters to ensure the business continues to move forward.

Your team

You'll report directly to the Chief Human Resources Officer in the United States and become part of an international HR leadership community supporting Protolabs globally.

Within Europe, you'll work closely with a team of HR Business Partners, HR Operations professionals and HR specialists who support employees across multiple countries. The team has experienced significant change over recent years and is now focused on building greater collaboration, consistency and business impact.

Beyond HR, you'll partner daily with senior leaders across Commercial, Operations, Manufacturing and Corporate functions. This is a highly visible role in which your ability to build relationships, influence decisions and connect people across countries and functions will be key to your success.

About Protolabs

Protolabs is the world's leading digital manufacturing company, helping customers accelerate product development through advanced manufacturing technologies including CNC machining, injection moulding, 3D printing and sheet metal fabrication.

Since its foundation in 1999, Protolabs has grown into a global organization serving thousands of customers across industries such as medical technology, aerospace, automotive, industrial equipment and consumer products.

The European organization combines the entrepreneurial culture of its early years with the opportunities and complexity of an international listed company. Innovation, speed and customer focus remain central to everything Protolabs does, while the organization continues to strengthen leadership, improve collaboration and build a high-performing international business.

Selection process

Bureau Blaauw will conduct the initial screening and first-round interviews. Following your introduction to Protolabs, the selection process consists of:

- interview with the CHRO and the Global Talent Acquisition Advisor;
- interview with several business leaders;
- online leadership assessment via SKS (Strategic Fit Assessments);
- Interview with the CEO.

If the process is successfully completed, you will receive an employment offer. As part of the final stage of the process, we will conduct reference checks with the selected candidate.

The next step?

Please send us your CV and a brief motivation no later than the **7th of August**. If you have any questions, feel free to contact our consultants Frank van Os or Nicole Knoop.



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