

Recruitment Plan for Recomby N.V.

1. Overview

Recomby N.V. is seeking an experienced technology executive for the position of Chief Technology Officer (CTO) to lead the company's technology strategy and support continued growth within the B2B gaming industry. The recruitment strategy follows a structured and targeted approach to identify, assess, and onboard high-calibre candidates with the technical expertise, leadership capability, and industry experience required to drive platform innovation, operational scalability, and long-term technology growth.

2. Position Requirements of Chief Technology Officer (CTO)

Position Requirements:

- Proven experience as a CTO, VP of Engineering, or senior technology leader within the B2B gaming, iGaming, fintech, SaaS, or technology sectors.
- Strong understanding of gaming platforms, software architecture, APIs, integrations, cloud infrastructure, and scalable technology solutions.
- Experience leading engineering teams and managing technology roadmaps aligned with business growth objectives.
- Demonstrated ability to build and optimise high-performing technology teams, processes, and development frameworks.
- Strong knowledge of cybersecurity, data protection, system reliability, and regulatory requirements within the gaming industry.
- Strategic mindset with the ability to translate business objectives into innovative and scalable technology solutions.
- Excellent leadership, communication, and stakeholder management skills, with experience working at executive level.

Role Responsibilities:

- Define and execute the company's technology vision, strategy, and roadmap to support B2B gaming growth objectives.
- Lead the development and scalability of gaming platforms, products, infrastructure, and technology services.
- Oversee software engineering, architecture, DevOps, security, and technical operations functions.
- Drive innovation through emerging technologies, automation, and modern development practices.
- Ensure technology solutions meet business, customer, performance, and regulatory requirements.
- Build, mentor, and lead a high-performing technology organisation.
- Manage technology partnerships, third-party integrations, and external technical providers.
- Collaborate with executive leadership and business teams to align technology initiatives with commercial goals.

3. Recruitment Process Timeline

Phase	Task	Timeframe
Phase 1	Define Role Requirements C Responsibilities	2027 Jan -Week 1
Phase 2	Headhunting C Talent Sourcing (LinkedIn, Recruiters, Industry Networks)	2027 Jan Week 2-4
Phase 3	Screening C Interviews (Initial C Technical Assessments)	2027 Feb Week 2-4
Phase 4	Final Selection C Offer Negotiation	2027 March Week 2-4
Phase 5	Onboarding C First 90-Day Plan Implementation	2027 April Week 1-2

4. Talent Sourcing Strategy

- **Executive Search Firms:** Engage specialist executive recruitment firms with proven expertise in gaming, fintech, payments, and technology leadership to identify and attract high-calibre CTO candidates with relevant industry experience.
- **Industry Events & Conferences:** Target potential candidates through leading gaming, fintech, and technology events such as SiGMA, ICE, SBC, and iGB. Use these platforms to build relationships, identify emerging technology leaders, and leverage industry networks.
- **LinkedIn & Professional Networks:** Utilise LinkedIn Recruiter, targeted searches, industry groups, and professional networks to proactively identify CTO profiles with the required technical, strategic, and leadership capabilities.
- **Internal & Industry Referrals:** Establish a structured referral approach by engaging existing employees, board members, investors, and trusted industry contacts to access high-quality passive candidates.
- **Technology Leadership Communities:** Explore CTO communities, engineering leadership forums, open-source networks, and fintech/gaming technology ecosystems to identify respected technical leaders who may not be actively seeking new opportunities.
- **Targeted Market Mapping:** Conduct a focused market analysis of CTOs and senior technology executives within relevant sectors to build a longlist of candidates aligned with the company's growth strategy, architecture needs, and future innovation roadmap.

5. Compensation and Benefits Structure

- Competitive Salary + Performance Bonuses
- Flexible Work Environment G Growth Opportunities

6. Contingency Plan (If Positions Remain Vacant)

- Outsourcing & Interim Support: Engage external specialists, consultants, or fractional executives to provide critical CFO, CTO, or other leadership support functions until permanent appointments are secured. This will ensure business continuity, maintain operational effectiveness, and provide access to specialist expertise when required.

7. Estimated Salary Range:

- CTO (European market): €60,000 – €80,000+ base salary per annum
- Additional Compensation: Potential performance bonus, equity/share options, or long-term incentive plans depending on company stage, responsibilities, and candidate profile.

8. Recruitment Budget Breakdown

Expense Category	Estimated Cost (€)	Notes
Executive Search Firm Fees	€1,000 – €1,500	15-25% of candidate's first-year salary
Job Board G Advertising (LinkedIn, Industry Sites)	€500 – €1,000	Premium job postings and targeted recruitment campaigns
Recruitment Software G LinkedIn Recruiter	€500 – €1,000	AI-based hiring tools and LinkedIn Talent Solutions
Travel G Relocation (If Needed)	€1,000 – €2,000	Flights, visa, accommodation for international hires
Onboarding G Training	€5,000 – €1,000	Executive coaching, leadership training, legal compliance

Miscellaneous G Contingency	€100 – €2,000	Unforeseen costs
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