

Recruitment Plan for SoftClub N.V.

1. Overview

SoftClub N.V. is seeking experienced executives for the positions of **Chief Financial Officer (CFO)**, **Chief Technology Officer (CTO)**, to drive the company's growth in the online gaming industry. The recruitment strategy follows a structured process to identify, evaluate, and onboard top-tier candidates. **And Chief Executive Officer (CEO) is Ultimate Beneficiary Owner -MS.Iryna Velliou.**

2. Position Requirements & Role Responsibilities

Chief Financial Officer (CFO)

- **Responsibilities:**
 - Oversee financial planning, budgeting, and reporting.
 - Ensure regulatory compliance with Curacao and international financial laws.
 - Manage risk, cash flow, and capital allocation.
 - Handle investor relations and financial audits.
- **Candidate Profile:**
 - CPA, ACCA, or CFA preferred.
 - Experience in gaming, fintech, or a related industry.
 - Strong understanding of AML compliance, taxation, and financial reporting.

Chief Technology Officer (CTO)

- **Responsibilities:**
 - Lead the development and security of the gaming platform.
 - Oversee infrastructure, integrations, and scalability.
 - Manage the tech team and innovation strategy.
 - Ensure compliance with gaming regulations on data security.
- **Candidate Profile:**
 - Extensive experience in gaming software or online platforms.
 - Expertise in blockchain, cybersecurity, and backend development.

- Proven leadership in tech startups or gaming companies.

Chief Executive Officer (CEO)

- **Responsibilities:**
 - Define and implement the company's strategic vision.
 - Oversee daily operations and ensure financial growth.
 - Build partnerships with investors, regulators, and stakeholders.
 - Drive revenue growth and market expansion.
- **Candidate Profile:**
 - Previous executive experience in gaming, fintech, or related industries.
 - Strong leadership, financial acumen, and regulatory knowledge.
 - Experience in international market expansion.

3. Recruitment Process & Timeline

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

4. Talent Sourcing Strategy

- **Executive Search Firms:** Engage recruitment agencies specializing in gaming and fintech.
- **Industry Events & Conferences:** Targeting candidates at **SiGMA, ICE, SBC, and iGB.**
- **LinkedIn & Professional Networks:** Use LinkedIn Recruiter and referrals.
- **Internal Referrals:** Encourage recommendations from industry contacts.

5. Compensation & Benefits Structure

- **Competitive Salary + Performance Bonuses**
- **Flexible Work Environment & Growth Opportunities**

6. Contingency Plan (If Positions Remain Vacant)

- **Interim Management:** Existing leadership team will assume responsibilities.
- **Outsourcing:** Certain financial (CFO) or technical (CTO) tasks may be outsourced.
- **Accelerated Headhunting:** Increase recruitment budget for faster hiring.

7. Position Requirements & Estimated Salaries

Role	Base Salary (Annual)	Bonuses/Equity
Chief Financial Officer (CFO)	€50,000 – €60,000	10-20% performance bonus
Chief Technology Officer (CTO)	€40,000 – €60,000	10-25% performance bonus
Chief Executive Officer (CEO)	€60,000 – €80,000	15-30% performance bonus
Total Estimated Cost (Annual)	€150,000 – €200,000	

8. Recruitment Budget Breakdown

Expense Category	Estimated Cost (€)	Notes
Executive Search Firm Fees	€3,000 – €3,500	15-25% of candidate’s first-year salary
Job Board & Advertising (LinkedIn, Industry Sites)	€1,000 – €1,500	Premium job postings and targeted recruitment campaigns
Recruitment Software & LinkedIn Recruiter	€1,000 – €2,000	AI-based hiring tools and LinkedIn Talent Solutions

Travel & Relocation (If Needed)	€5,000 – €7,000	Flights, visa, accommodation for international hires
Onboarding & Training	€1,000 – €2,000	Executive coaching, leadership training, legal compliance
Miscellaneous & Contingency	€500 – €1,000	Unforeseen costs
Total Recruitment Budget	€11,500 – €17,000	