

PEOPLE OF N26

Dan Hardaker

Chief People Officer



Dan Hardaker was appointed Chief People Officer at N26 on 1 August 2025, after joining the company as Director of People Business Partnering and later as Director of People & Workplace in March 2024. In his role, he leads N26's People team, overseeing key people and culture topics, including organizational and leadership development, recruitment, rewards, and employee experience for more than 1,500 employees of 90 nationalities across Europe.

Dan brings with him more than 20 years of experience in HR and organizational leadership from across multiple sectors including fintech, banking telecommunications and consumer goods.

Prior to joining N26, He previously served as Chief People Officer at Penta, where he built and scaled the People function and played a key role in the company's acquisition by Qonto. He has also held senior HR roles at Babylon Health, Heineken, HSBC, Vodafone, and Telefónica, where he consistently led strategic HR initiatives through periods of growth, change, and transformation.

Dan is a Chartered Fellow of the CIPD (Chartered Institute of Personnel and Development) having studied Strategic Human Resources Management with them in the UK and is now based in Berlin.

For interviews and press enquiries, please contact:
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