

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:
press@n26.com

DAS TEAM VON N26

Dan Hardaker

Chief People Officer



Dan Hardaker wurde am 1. August 2025 zum Chief People Officer von N26 ernannt. Er trat zunächst im März 2024 als Director of People Business Partnering in das Unternehmen ein und übernahm später die Rolle des Director of People & Workplace.

In seiner Funktion als Chief People Officer leitet Dan das People-Team von N26 und verantwortet zentrale Bereiche rund um Personal und Unternehmenskultur. Dazu zählen unter anderem Organisations- und Führungskräfteentwicklung, Rekrutierung, Vergütung sowie das Mitarbeitererlebnis für mehr als 1.500 Mitarbeitende aus 90 Nationen in ganz Europa.

Er verfügt über mehr als 20 Jahre Erfahrung im Personalwesen und in der Organisationsführung, die er in verschiedenen Branchen wie Fintech, Bankwesen, Telekommunikation und Konsumgüterindustrie gesammelt hat.

Vor seinem Wechsel zu N26 war Dan als Chief People Officer bei Penta tätig. Dort baute er die Personalabteilung auf, skalierte sie erfolgreich und spielte eine Schlüsselrolle bei der Übernahme des Unternehmens durch Qonto. Zuvor hatte er leitende HR-Funktionen bei Unternehmen wie Babylon Health, Heineken, HSBC, Vodafone und Telefónica inne, wo er strategische HR-Initiativen in Phasen verantwortet, die von Wachstum, Wandel und Transformation geprägt waren.

Dan ist Chartered Fellow des CIPD (Chartered Institute of Personnel and Development), wo er in Großbritannien Strategisches Personalmanagement studiert hat. Er lebt heute in Berlin.

Für Interviews und Presseanfragen wenden Sie sich bitte an: presse@n26.com

LAS PERSONAS DETRÁS DE N26

Dan Hardaker

Chief People Officer



Dan Hardaker fue nombrado Chief People Officer de N26 el 1 de agosto de 2025, tras incorporarse a la empresa como Director de People Business Partnering y posteriormente como Director de People & Workplace en marzo de 2024. En su puesto, lidera el equipo de People de N26, supervisando temas clave de empleados y cultura corporativa, incluyendo el desarrollo organizacional y de liderazgo, la contratación, los beneficios y la experiencia de los empleados para más de 1500 profesionales de 90 nacionalidades en toda Europa.

Dan aporta más de 20 años de experiencia en RR.HH. y liderazgo organizacional en múltiples sectores, incluidos fintech, banca, telecomunicaciones y bienes de consumo.

Antes de incorporarse a N26, fue director de Recursos Humanos en Penta, donde desarrolló y expandió el departamento de Recursos Humanos y desempeñó un papel clave en la adquisición de la compañía por Qonto. También ocupó altos cargos de RR. HH. en Babylon Health, Heineken, HSBC, Vodafone y Telefónica.

Dan es miembro colegiado del CIPD (Chartered Institute of Personnel and Development), donde estudió Gestión Estratégica de Recursos Humanos en el Reino Unido y actualmente reside en Berlín.

Para entrevistas y peticiones de prensa, contacta con:
prensa@n26.com

IL TEAM DI N26

Dan Hardaker

Chief People Officer



Dan Hardaker è stato nominato Chief People Officer di N26 il 1° agosto 2025, dopo essere entrato in azienda come Director of People Business Partnering e successivamente come Director of People & Workplace nel marzo 2024. Dan guida il team People di N26, supervisionando tematiche fondamentali relative a persone e cultura aziendale, tra cui lo sviluppo organizzativo e della leadership, il recruiting, le politiche retributive e l'esperienza dei dipendenti, per oltre 1.500 collaboratori di 90 diverse nazionalità in tutta Europa.

Dan vanta oltre 20 anni di esperienza nelle Risorse Umane e nella leadership organizzativa, maturata in diversi settori tra cui fintech, banking, telecomunicazioni e beni di consumo.

Prima di entrare in N26, ha ricoperto il ruolo di Chief People Officer presso Penta, dove ha creato e sviluppato la funzione People e ha avuto un ruolo chiave nell'acquisizione dell'azienda da parte di Qonto. Ha inoltre ricoperto posizioni senior in ambito HR presso Babylon Health, Heineken, HSBC, Vodafone e Telefónica, dove ha guidato iniziative strategiche in ambito HR durante le diverse fasi di crescita e trasformazione dell'azienda.

Dan è Chartered Fellow del CIPD (Chartered Institute of Personnel and Development), dopo aver studiato Strategic Human Resources Management nel Regno Unito, e attualmente vive a Berlino.

Per interviste e comunicati stampa, si prega di contattare:
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