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Date
14 October 2024

Randstad announces Jesus Echevarria is appointed as new Chief Operating Officer; Chris Heutink to depart after three decades of service

Diemen, 14 October 2024 – Randstad NV, the world's leading talent company, today announces that [Jesus Echevarria, Chief Client and Talent Officer](#) has been appointed as Chief Operating Officer for Randstad, replacing [Chris Heutink](#) effective 1 January 2025. The Supervisory Board and Chris Heutink have jointly agreed that he will officially step down from the Executive Board (EB) at the Annual General Meeting on 26 March 2025 and Jesus' nomination as an EB member will be voted upon on the same date. Chris will continue as a strategic advisor to Randstad for 12 months to ensure a smooth transition of responsibilities to Jesus before departing at the end of 2025.

"For more than 20 years Jesus has demonstrated an exceptional focus on operational excellence and always puts talent and client needs first. He is an exemplary role model of Randstad's values and more than that is passionate about the growth of our people. I'm convinced that through his leadership we will accelerate the implementation of our *Partner for Talent* strategy," said Sander van 't Noordende, CEO.

"I am thrilled to undertake this new role because Randstad is leading our industry by putting talent at the center of everything we do. Talent has increasing expectations and clients want a partner to help them realize their business strategy. Only Randstad can deliver on both talent and client needs with excellence, at scale and speed," said Jesus Echevarria, Chief Client and Talent Officer.

"I would like to sincerely thank Chris for more than three decades of distinguished service to Randstad. Throughout his impressive career, he has demonstrated his endless determination to deliver results and dedication to ensuring a people-first approach which has been instrumental in Randstad's journey to become a leading global talent company. I wish him a lot of success in his future endeavors," said Sander van 't Noordende, CEO.

"It has been my unbelievable privilege and pleasure to contribute to the growth of Randstad. I'm so very proud to have experienced the realization of our late founder Frits Goldschmeding's vision coming to life as we grew to become a truly global organization. Although I will continue to support Randstad in the coming period I would already like to thank our talent and clients for your trust and wish our wonderful colleagues continued success. I am confident that you will continue our purposeful work of bringing more people to jobs by living our values - to know, to serve, and to trust," Chris Heutink, Chief Operating Officer.

About Randstad

Randstad is a global talent leader with the vision to be the world's most equitable and specialized talent company. As a partner for talent and through our four specializations - Operational, Professional, Digital and Enterprise - we provide clients with the high-quality, diverse and agile workforces that they need to succeed in a talent scarce world. We help people secure meaningful roles, develop relevant skills and



find purpose and belonging in their workplace. Through the value we create, we are committed to a better and more sustainable future for all.

Headquartered in the Netherlands, Randstad operates in 39 markets and has approximately 40,000 employees. In 2023, we supported 2 million talent to find work and generated a revenue of €25.4 billion. Randstad N.V. is listed on the Euronext Amsterdam. For more information, see www.randstad.com