

Noam Yossef

Strategic Execution Partner · Board & CEO Advisory · Organisational Leadership

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PROFILE

Strategic operator and trusted executive partner with 8+ years of experience working directly alongside C-suite and board-level leaders in complex, fast-moving international organisations. Known for translating ambiguous priorities into clear, structured execution, ensuring that what gets decided actually gets done. Maintains full visibility into real task status, proactively surfaces execution gaps and misalignment, and holds stakeholders accountable without friction.

A background in organisational psychology and people strategy provides a rare edge: the ability to read organisational dynamics, navigate complex stakeholder relationships, and understand the human layer behind every execution challenge. Low-ego, high-ownership, and relentlessly focused on outcomes. Currently advising the CEO and CHRO (Chief Human Resources Officer) of a 1,300-person international FinTech directly. Trained co-active coach (CTI).

CORE COMPETENCIES Executive decision tracking & accountability · Cross-functional alignment · Strategic initiative execution · Leadership operating rhythm & governance · CEO-level briefing & prioritisation · Stakeholder influence without authority · Organisational design & change management · Data-driven execution visibility

EXPERIENCE

Strategic Advisor to the Board & CEO · flatexDEGIRO SE – Group HQ

MAY 2025 – PRESENT

Retained personally by the CEO and CHRO following relocation to Israel. Operating at group level across the full Group portfolio (flatexDEGIRO Bank, DEGIRO, flatex, Vi Trade), 1,300 employees across Germany, the Netherlands, and Bulgaria.

- Tracking and owning execution of 5+ simultaneous board-priority initiatives, maintaining real-time progress visibility, surfacing blockers early, and ensuring accountable delivery across a distributed 1,300-person organisation.
- Designed and delivered the Executive Leadership Development Program for 12 Managing Director candidates. Experiential offsite format, co-facilitated with an external coaching partner, culminating in a formal cohort of Managing Director promotions in March 2026.
- Led the company-wide Values launch end-to-end: strategy, narrative, multi-channel rollout, manager enablement, and embedding into the performance evaluation framework across all group entities.
- Owned the Employee Experience Survey 2025: achieved 84% response rate and translated findings into structured improvement projects with clear owners, timelines, and accountability frameworks.
- Launched the Women in Finance programme including a flagship external event co-hosted with BlackRock; established an internal community with regular meetups and a mentorship programme.
- Designed and implemented a group-wide Internal Communications strategy covering channel governance, ownership structures, and communication principles across Germany, the Netherlands, and Bulgaria.

Head of People & Culture · flatexDEGIRO – Global

DEC 2022 – MAY 2025

Joined the global team following the flatex-DEGIRO merger, progressing to lead the People & Culture function. Strategic partner to the COO, CHRO, and executive team throughout M&A integration, restructuring, and growth, and directly to the incoming Group CEO from day one of their tenure in October 2024.

- Partnered with the incoming Group CEO from their first day: structured briefings, decision capture, misalignment flagging, and translating board priorities into accountable action across a 1,300-person international organisation.
- Designed and led a confidential board-level executive assessment and selection process in direct partnership with the CHRO and supervisory board, identifying and developing the company's next 12 Managing Directors.
- Established a succession planning framework and talent pipeline strategy; tracked progress and reported structured updates to the executive team.
- Built and owned an end-to-end leadership development curriculum across five levels of seniority, with approximately 12 participants per cohort and 4 to 6 cohorts per year.
- Managed the full People & Culture budget of approximately €1M annually, making prioritisation calls across L&D, engagement, events, and people initiatives across the group.
- Advised senior leadership on complex inter-departmental challenges across post-merger integration, FTE restructuring, and cost-cutting programmes, translating executive decisions into structured delivery plans.

— Owned the cultural identity of a newly merged organisation: led the EVP (Employee Value Proposition), employer brand, and corporate values strategy post-merger; drove the values refresh end-to-end in partnership with the incoming CEO across 1,300 employees.

— Designed and facilitated cross-departmental strategic meetups and workshops on communication, conflict resolution, and resilience, building alignment and execution capability across the leadership layer.

— Built the full employee onboarding programme and L&D (Learning & Development) infrastructure from scratch, including an in-house automation system for L&D requests, a company-wide LMS, and regulatory training programmes across multiple European entities.

OD Specialist → OD Manager · flatexDEGIRO Bank — Global

JAN 2022 - DEC 2022

Following the flatex-DEGIRO merger, transitioned to the newly formed global team at flatexDEGIRO. Promoted from OD (Organisational Development) Specialist to OD Manager within the same year.

— Led post-merger team cohesion and effectiveness initiatives: facilitated LEGO® SERIOUS PLAY® workshops and owned Employee Experience Survey design and data-driven implementation in close collaboration with senior management.

— Developed and implemented a HIPO (High-Potential) programme using focus groups and global surveys to identify and activate high-potential talent across the newly merged organisation.

Learning & Development Lead · DEGIRO

JAN 2020 - DEC 2021

Joined DEGIRO as a Corporate Trainer in 2019 and progressed rapidly to build and own the L&D function from scratch during a period of rapid headcount growth.

— Built and managed a team of 16 trainers and 2 content writers, establishing the full L&D function from zero with sole accountability for scope, quality, and team performance.

— Scaled onboarding capacity to match aggressive growth targets by redesigning the recruitment strategy, redefining candidate profiles, and restructuring team operations.

— Launched and managed a company-wide LMS (Learning Management System), adapting all learning programmes to a hybrid work environment while maintaining delivery quality across a fast-growing organisation.

EDUCATION & CERTIFICATIONS

MSc Organisational Psychology — Sheffield University Management School, UK

2016 - 2018

BSc Psychology — University of Sheffield, UK

2013 - 2016

Co-Active Coaching Certification (in progress) — Co-Active Training Institute (CTI), Israel

2025 - PRESENT

LEGO® SERIOUS PLAY® Certified Facilitator — Association of Master Trainers

2021

LANGUAGES

English — Native / Bilingual · **Hebrew** — Native / Bilingual · **Romanian** — Full Professional Proficiency