

Senior *Collaboration* Lead

Den Haag · Full-time · 3+ days/week on site · Dutch public sector & innovation ecosystems

*Someone who believes in people **and** in technology, and the power of combining in-person **and** online collaboration. Someone who, over time, will embrace our platform with their whole heart - and can therefore share it with genuine conviction.*

We're **not** looking for a salesperson who happens to work at a tech company. We're looking for someone genuinely excited about what technology can do for the way people work together, especially in the spaces **between** organisations - where most of the important, hard problems actually live, and where most people don't yet realise there's a better way to work. And we're building it as an open-source, European platform **designed for digital sovereignty** - deliberately built to prevent the lock-in, data extraction, and dependence on US big tech that most digital platforms run on today. If that lights you up, read on.

ABOUT ALKEMIO, AND THIS MOMENT

A trusted, open platform for the spaces **between organisations**

The hardest societal challenges can't be solved inside a single organisation - they need public, private, and civil-society actors working together in a **digital home** designed for the collaboration. That's what Alkemio is built for. We're reaching **MVP** now - a formative stage where the person who joins genuinely shapes what comes next.

We're an **open-source, tech-for-good** company building a platform people can trust - EU public values, **steward-ownership** (voting rights held by stewards, not for sale), and **designed for digital sovereignty**. For the public-sector partners you'll work with, that's often a key driver, and you'll carry that story. We're a young, global team with hubs in **The Hague and Sofia**, and we meet in person a couple of times a year to have fun and set direction.

We'll be upfront: we're proud of where the product is heading, and we're **still actively improving it**, including UI/UX. If shaping a product in the making energises you, you'll love it here; if rough edges would keep you up at night, this probably isn't the right moment - and that's OK.

How we work is different too: we're adopting an organisational model based roughly on **Holacracy** - self-managing circles and roles rather than a hierarchy, applied pragmatically on our own terms. We rolled out the first phase in early 2026 and are still building it out, so you'll want to be comfortable finding and shaping your own role.

1 What you'll do

- **Build deep, lasting relationships.** Partner with clients so closely they feel you're part of their team - understand their challenges, help them succeed, and grow from genuine value, not pressure.
- **Bring in new clients alongside the CEO and CSO.** Identify and win new partners through relationships and conviction, not a numbers game.
- **Open people's eyes.** Help leaders and teams see what becomes possible when collaboration works across organisational boundaries - and inspire them to want it.
- **Stay close to the technology.** Use the platform, understand it, form views on it, and help clients get real value from it. Your belief in the product is earned by actually using it.
- **Feed the ecosystem back in.** Turn what you learn in the field into signals for our strategy and product.

2 Who you are

- **Optimistic and energising by nature.** You bring positive energy into a room, and people feel it.
- **A genuine believer in technology for good** - and someone who has actually engaged with it. You've tinkered, built something, or have always been the one who figures out how things work. Your enthusiasm is real, not abstract.
- **Relationship-driven and mission-driven.** You measure yourself by clients' success and lasting partnerships, not the size of a single deal.
- **A high-potential operator with range** - around 7+ years across multiple roles, at home both advising senior leadership and rolling up your sleeves.
- **Native-level Dutch** and deeply fluent in and with the NL public sector, plus **fluent English** (we're bilingual). This is about language and context, not nationality.
- **A team player who wins by making the team win.** You'll work **very closely with the CEO and CSO** day to day, and with the rest of us. Not a lone operator.
- **Ready to grow into leadership.** There's no team under this role today, but every intention for it to grow - and we'd love someone with the experience and appetite to build and lead one over time.

This is a commercial role, but **not a typical sales role**. It isn't transactional and it isn't a numbers game. It's about relationships, trust, and helping people realise possibilities they hadn't seen.

3 Nice to have

- An existing **network in public-sector innovation / collaboration** (or an analogous ecosystem).
- **Startup / scale-up go-to-market experience** - you've helped take something to market before.
- Comfort **using AI in how you work and think** - we're an AI-forward team, though this isn't a requirement.

4 Why this matters

We're building a platform **designed for digital sovereignty** and for genuinely effective collaboration in the spaces *between* organisations. It's an ambitious, meaningful journey, and at this stage every conversation is, in part, helping people picture a better way of working. If that's the kind of thing you'd find genuinely exciting, we'd love to meet you.

WHERE WE'RE STARTING

Our first focus: *Dutch public-sector innovation ecosystems*

Our beachhead is the Dutch public sector - the innovation programmes, knowledge networks, and ecosystems where public, private, and civil-society partners already need a neutral place to work together. It's where Alkemio is landing first, and where your network and credibility in the NL public sector will matter most from day one. It's a starting point, not the horizon: the vision reaches far wider - better collaboration in the spaces *between* organisations, **for all of society**.

Sound like you? Let's connect.

Open source · Tech for good · Built to last

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