



# New era, New leaders



Transparent Executive Search

# New leaders are able to meet the new requirements

Top 3 characteristics of new leaders

## 1. DIGITAL NATIVE



Raised in a digital economy, where customer intimacy is measured in online conversion rather than in-store visits.

## 2. DATA-DRIVEN



Equipped with strong analytical skills that enable data-driven decision making and facilitate fact-based discussion.

## 3. AGILE LEADERSHIP



Using vision and business drivers to lead self-steering teams, rather than traditional hierarchy.

# Our marketing amplifies our research

The majority of our search mandates are performed in plain sight

## We use a wide range of channels

-  Website with PDF brochure
-  Email marketing (20.000 executives)
-  LinkedIn organic (50.000 executives)
-  LinkedIn targeted advertisements
-  LinkedIn Jobs
-  Facebook targeted advertisements
-  Instagram targeted advertisements
-  X targeted advertisements
-  Google targeted advertisements
-  Google Jobs
-  Instagram Ads

**Our marketing team increases search conversion with individually targeted candidates. Fully GDPR compliant.**





# Great stories attract great people

Rich candidate packs drive conversion




Vacancy


## Head of Analytics Transformation for Finance



1 TOP OF MINDS EXECUTIVE SEARCHING



ASML is the global leader in advanced technology systems for the semiconductor industry and is experiencing significant growth. The Head of Analytics Transformation for Finance is responsible for the digital analytics strategy and Finance Team. This is an excellent opportunity for a hands-on, strategic data professional to make a lasting impact on the future on this fast-growing global tech leader.




### Requirements

- Master's degree in relevant field
- 15+ years' work experience
- Multiple years in leadership role
- Track record in driving analytics transformation in a large-scale corporate environment
- Fluent in English

📍 Veldhoven  
🏢 Minimum of 15 years' experience

2 TOP OF MINDS EXECUTIVE SEARCHING



About the company


### ASML

With headquarters in The Netherlands, ASML is a high-tech company that gives the world's leading chipmakers the power to mass-produce patterns onto silicon. They manufacture complex lithography machines that chipmakers use to produce integrated circuits, or computer chips. In thirty years, the company has grown from a small start-up into a multinational company with more than sixty locations across Europe, Asia and the US.

"In 2022, which was another strong year for us, we achieved total net sales of 21.2 billion euros, a gross margin of more than fifty percent, and a record order backlog of 40.4 billion euros." - Peter Wennink, CEO of ASML

To drive these machines and continue to exciting growth journey, ASML brings together some of the most creative minds across the world in engineering, physics, mathematics, computer science and chemistry. ASML's headquarters are located in Veldhoven. The lithography, and the organization employ forty thousand people across eleven countries.

Because ASML spends more than two billion euros per year on R&D, its teams have the freedom, support and resources to experiment, test and push the boundaries of technology. They work in close-knit, multidisciplinary teams, and learn to learn from each other.



3 TOP OF MINDS EXECUTIVE SEARCHING



The Head of Analytics Transformation for Finance reports to the ASML Corporate Controller, and joins the Corporate Control Leadership Team. They are also part of the extended Finance Management Team as a role leader and trusted advisor for their peers. They will lead a growing team of twenty-five direct reports, including Program Managers and Data Analysts, and fully indirect reports of Developers and Data Scientists, that work on the transformation projects.

The position is an ideal fit for a seasoned, hands-on transformation manager or director with a strategic focus and relevant experience in data analytics and architecture. They will connect Finance with information architecture strategy and drive the analysis of a world-leading, fast-growing tech company to the next level.

"The Head of Analytics Transformation for Finance leads the team and advances analytics, both within finance and on the higher level of architecture strategy."


Koen Hulsmans, Head of Finance of ASML



Interested?

ASML is working with Top of Minds to fill this vacancy. To register your interest, please contact Janine (in at [janine@topofminds.com](mailto:janine@topofminds.com))

4 TOP OF MINDS EXECUTIVE SEARCHING




### Head of Analytics Transformation for Finance

ASML is taking analytics to the next level across the entire company, including the Finance team. The Head of Analytics Transformation for Finance is responsible for analytics within the finance organization and company-wide distributed analytics network, and shapes ASML's journey toward data-driven finance.

Due to ASML's stellar growth, its architecture, processes, and systems need to keep up. In general, this means defining a value-driven finance analytics roadmap, connecting ASML's overall objectives to its finance strategy, and driving value creation by delivering actionable insights, while leading the team day-by-day activities. These include dashboarding and reporting (delivering the data-driven financial insights), integrating data sets, process automation, and creating relevant insights through machine learning models.

Specifically, the Head of Analytics Transformation for Finance will set the strategy for future finance information in the architecture landscape and the enhancement of the current architecture. In alignment with the Chief Data Officer, they will also be responsible for continuously updating and improving the Data Analytics tooling and methods based on technology developments and business needs. In short, the Head of Analytics Transformation for Finance plays a pivotal role in connecting and leading the analytics organization and keep up with the company's progress.



5 TOP OF MINDS EXECUTIVE SEARCHING



# Transparent Executive Search improves output

Three key benefits of transparency



## 1. Quality

We combine traditional headhunting with the large reach and intensity of targeted, online marketing.

This yields more candidates to choose from, resulting in better matches.



## 2. Diversity

Our marketing extends far beyond the old boys network.

Rather than inviting a small group of regulars to apply, we send an open invitation to everyone - including the less obvious candidates.



## 3. Speed

Headhunting is a slow process.

Adding the power of hyper-targeted online marketing enables to bring you the first two candidates within two weeks time.

# The core of our work is still relationship building

But we seamlessly integrated the online candidate journey

## Online marketing

through hyper-targeted **online engagement**, we connect with thousands of professionals every day

## Personal activation

We invest in building relationships of trust. Our personal follow-up yields a **very high conversion to application**.



# We specialize in Diversity Recruitment

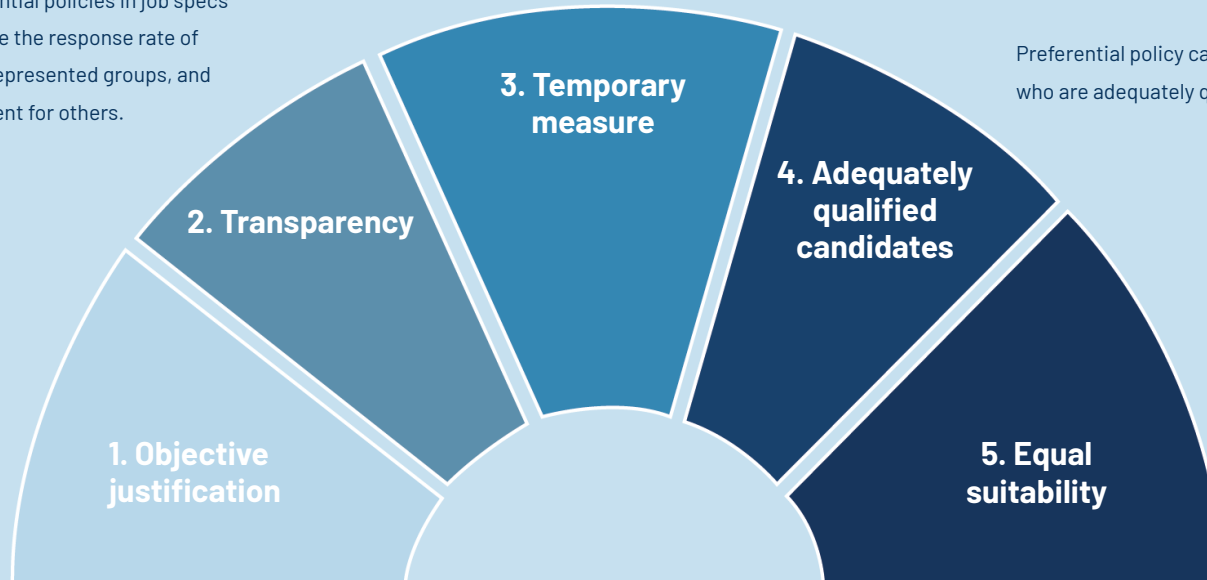
Transparent Executive Search boosts diversity. During the process we will help you comply with all relevant regulations.

A preferential policy should be seen as a temporary measure and should only be applied until the set goal has been achieved.

Employers are highly recommended to clearly disclose their preferential policies in job specs to build trust, increase the response rate of candidates of underrepresented groups, and prevent disappointment for others.

Preferential policy can only be applied to candidates who are adequately qualified for the position.

There must be a clear and compelling justification for the preferential policy, such as combating quantifiable structural inequalities within the organization or field of work.



The preference for a certain candidate from the underrepresented group can only be applied when there is equal suitability.



# Our Executive Search process is agile

With 3 sprints of two weeks

	Start		Search & Selection			Closing	
When	1 week		3 Sprints of 2 weeks			1 week	
What	Scoping Sessions	Candidate Pack Creation	Marketing and Search	Interviews	GO!	Negotiations	GO!
Who	Top of Minds + Client	Top of Minds, with feedback from Client	We use our warm network, research team and extensive reach of our individually targeted online marketing	<b>1<sup>st</sup> round</b> Top of Minds  <b>2<sup>nd</sup> round</b> Client, facilitated by Top of Minds		Client, facilitated by Top of Minds	
Deliverable	Solid grasp of the role + context  Defining diversity priorities if relevant	Candidate Pack  Interview Scorecard	<b>Sprint 1:</b> a quick yield from our network of active candidates  <b>Sprint 2:</b> candidates from our marketing campaigns  <b>Sprint 3:</b> the results from traditional headhunting	Offer to preferred candidate or a revised scorecard		Finalized job offer	Hire and Starting date



# Our shortlists are concise and to the point

and can include an optional competency based e-assessment

## TOP 5 CANDIDATES

**John Smith**  
The Fast Company

Somewhat sales-oriented appearance, with honesty and integrity below the surface. Outspoken can-do attitude, result-oriented approach. Seen many HR organizations, but always as a consultant.

**Paula Smith**  
The Smart Company

The most logical candidate on paper. All-round profile with experience in introducing an agile way of working at The Allround Company



**Anthony Smith**  
The Best Company

No HR experience, but makes a conscious choice to end his management career towards GM for this. Combines consulting with line management in a consumer goods environment.

**Femke Smith**  
The Flex Company

Some of the candidates are on the heavy side. Femke is the lighter version. All-round HR profile, but managerially less experienced. However, passed cognitive tests with flying colors and thus qualified as a strong talent.

**Michael Smith**  
The Global Company

Mindful, deliberate, constructive. Strong systems thinker. Position at The Bright Company very similar to HQ with highly qualified personnel. Manages a team of 20 HRBP. Interesting crossover with IT.

## PREFERRED CANDIDATE



**Paula Smith**  
Head of HR, Leadership & Talent services  
the smart company

CRITERIUM		0	1	2	3	4
<b>Impact</b>	Makes a powerful impression. Know how to influence effectively					●
<b>Education</b>	University work & thinking level					●
<b>Quality work experience</b>	Worked in different roles & organizations. The diversity of work experience makes him / her versatile					●
<b>Progression</b>	Career progression shows quality and the different steps make profile all-round					●
<b>Pragmatics</b>	MacGyver: Comes with practical and relevant suggestions					●
<b>Abstraction level</b>	Shows understanding quickly. Will be able to follow the team leader easily. Makes decisions based on facts					●
<b>No-ego</b>	Is genuinely willing to accept a non-executive role					●
<b>Drive</b>	Still has youthful enthusiasm. Shows passion					●
<b>Leadership experience</b>	Is used to control larger teams 20+ with layering. Provides good examples of effective leadership					●
<b>Understanding of e-tail</b>	Shows relevant insight into the business model and strategy of the team					●
<b>Love for team proposition</b>	Sincerely believes that the team makes the world a better place					●
<b>Click</b>	Someone that a team member will easily click with					●
<b>Authenticity</b>	Is open and transparent					●
<b>Involvement</b>	Style of communication is warm, sensitive and personally interested					●

## Elements of a assessment:

- ✓ Motivation
- ✓ Talents
- ✓ Personality
- ✓ Proven success
- ✓ Culture fit
- ✓ Salary expectations
- ✓ Cognitive testing

# Our assessment methodology

consists of four elements

## 1. Drive

Drive is a key factor for success. To identify drive at its core we peel of many layers in our conversation with professionals. Why? Why? No, really - why?



Matched on  
drive

## 2. Strengths

Strengths are a positive display of competencies. They define when a professional will excel over others. For deep-dive analyses we use the Topgrading Methodology.



Matched on  
competencies

## 3. Analytics

80% of professionals claim they are in the top-20% when ranked on analytical skills. We prefer to rely on objective cognitive testing when analytical rigor is key to success.



Matched on  
intelligence

## 4. References

We operate on a network of trust and with professionals who come highly recommended. To validate the trust we have in them we use reference checks.



Validated by trusted  
recommendations

# Our pricing is transparent

and geared towards success

## Media budget

For maximum visibility of your vacancy, we use a mix of on-line media for hypertargeted campaigning within our network.

**We charge a media budget of € 2.500 for out-of-pocket costs on advertising.**

## Retainer

Our search work is exclusive and dedicated. To cover the costs of our dedicated efforts, we charge part of our fee upfront.

**We charge an up-front retainer of € 5.000 - € 10.000, ensuring focus and commitment.**

## Success fee

Our success fee depends on the complexity of the search. The retainer that was paid earlier is deducted from the success fee.

**Our success fee is 27% of the first annual salary including bonus. The retainer will be deducted.**

## Warranty

Should your new hire leave your business for reasons other than downsizing or reorganization, we'll offer a replacement free of charge.

**Should your new hire leave within the first 3 months of employment, we'll replace them for free.**



# We have 4 offices in 3 European countries

Ready when you are



## Amsterdam

Prins Hendriklaan 56  
1075 BE Amsterdam  
The Netherlands



## Rotterdam

Maastoren, Wilheminakade 1  
3072 AP Rotterdam  
The Netherlands



## Frankfurt

Grüneburgweg 58-62  
60322 Frankfurt am Main  
Germany



## Madrid

Calle Marques de la Ensenada 2,  
planta 4, 28001 Madrid  
Spain



# We have a specialist in every field

And they're all digital natives



**Auke Bijnsdorp**  
Managing Partner



**Janko Klaijsen**  
Founding Partner



**Marlies Hoogvliet**  
Partner



**Roland Vetten**  
Partner



**Annelijn Nijhuis**  
Partner



**Vivian Linker**  
Partner



**Ian Dove**  
Managing Director Interim Solutions



**Imke Peters**  
Director



**Martine Francken**  
Director



**Gijs Millaard**  
Director



**Catherine Visch**  
Director



**Emily Olij**  
Consultant



**Charlotte Braat**  
Consultant



**Marc Mohr**  
Consultant



**Noor Buttinger**  
Consultant





# We have a specialist in every field

And they're all digital natives





# We have a specialist in every field

And they're all digital natives



**Susanne Tonnar**  
Managing Partner



**Oliver Tonnar**  
Managing Partner



**Julia Diehm**  
Consultant



**Ana Moya Morales**  
Managing Partner



**Julia Besa**  
Senior Research Assistant



**Carlos Aguirre**  
Senior Research Analyst



**Stephanie Stuit**  
Managing Director Rotterdam



**Jessica Lim**  
Consultant



**Annika Jehle**  
Research Assistant



**Anna Bonge**  
Associate



**Anastasia Maul**  
Research Assistant



**Isabela de Miguel**  
Research Analyst



**José Bracho**  
Research Analyst



**Angel Segarra**  
Business Writer



**Caithlyn Tsch**  
Senior Associate



**Lars Verhagen**  
Research Assistant



**Michelle Nawrath**  
Senior Research Analyst



**Maximilian Popow**  
Research Assistant



**Thorsten Albrecht**  
Business Writer



**Sara Petruzzo**  
Business Writer



**Daria Handziuk**  
Research Assistant



**Emma van Dijk**  
Research Assistant

# Our support team

Will market your story like no one else can



**Lubbe Bekkering**  
CFO



**Martijn van Wingen**  
Operations Manager



**Rose Kaarsemaker**  
Office Manager



**Melvin Bertelkamp**  
Graphic Designer



**Madelief Hegge**  
Marketeer



**Marthe Heinen**  
Online Marketing Manager



**Tim Westerterp**  
Operations Assistant



**Susan van Wittmarschen**  
Finance Manager



**Kristel Schipper**  
Financial Administrator



**Colin Mulders**  
Finance Assistant



# Our research team

Can find anyone, anywhere



# Our PA Bureau

Is all about finding the perfect professionals for business-support



**Catharina van Bruggen**  
Managing Director



**Nina Huisman**  
Consultant



**Claire Snijder**  
Research Assistant

## ChapterData

Connects the sharpest professionals to meaningful assignments



**Daan Bouman**  
Managing Director



**Sander Kinkenber**  
Head of Consulting



**Kaan Koç**  
Data Scientist



**Juliette Smit Sibinga**  
Data Analyst





# Lichtblauw

Working together on the energy transition



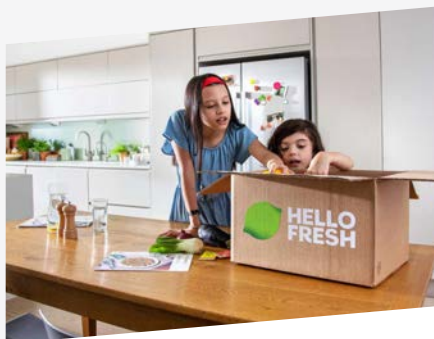
# Our track record

Some of our recent placements, organized by function and by sector  
Most of our work has been in the 80-300k salary bandwidth.



# Analytics

Recent placements



**Associate  
Director Culinary**  
€80 - €100K



**Project Manager  
Analytics**  
€120 - €140K



**Lead Partner Acceptation**  
< €80K



**Analytics Manager**  
€100 - €120K





# Consulting exit

Recent placements



**Global Director Corporate  
Strategy**

€160 - €180K

**FUGRO**



**Director of  
Strategy Development**

> €180K

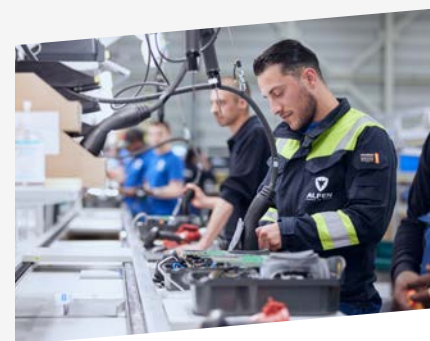
 **fudura**



**Director of  
Strategy & Transformation**

€120 - €140K

**Versuni**



**Strategy & Investor Relations  
Manager**

€80 - €100K

 **ALFEN**

# E-commerce

Recent placements



## Commercial Manager

€140 - €160K

**bol.com** 



## Global Director Customer Experience

> €180K

**Adevinta**



## E-commerce Director

€160 - €180K

**ALPINE**  
HEARING PROTECTION



## Director E-commerce

€140 - €160K

**KRAMP**



# Finance

Recent placements



**CFO**

€140 - €160K

**myne**



**CFO**

€120 - €140K

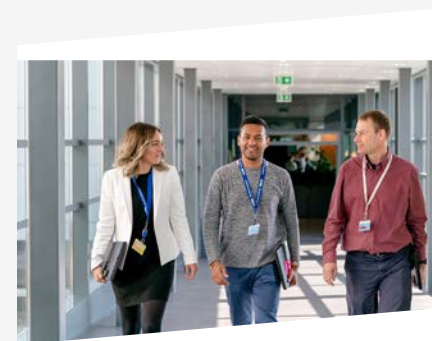
Hallo  
**STROOM**  
DUURZAAM IN JOUW VOORDEEL



**Finance Lead**

€120 - €140K

**Barentz.**  
Always a better solution.



**Director Business Control DUV**

> €180K

**ASML**

# General management

Recent placements



**CEO**

> €300K



**Country Manager Benelux**

> €250K

**Hero** benelux



**CEO**

> €200K



**Managing Director**

> €180K

**Blue Solutions**

# HR

## Recent placements



### Chief HR Officer

€160 - €180K



### HR Director - Netherlands & France

> €180K



### Head of People Analytics

€140 - €160K



### People & Culture Lead

€120 - €140K



# Interim

Recent placements



**Interim Head of Marketing**



**Interim Head of Supply Chain**

**Otrium**



**Interim Chief Marketing Officer**



**Interim PR & Communications Manager**

Lightyear ∞

# IT

## Recent placements



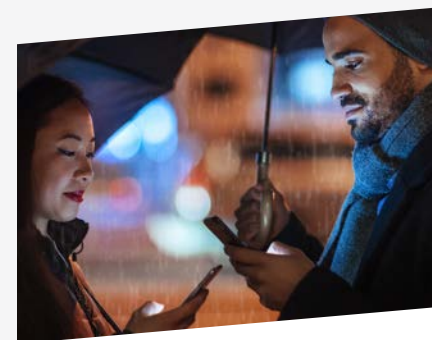
**Director Digital Product  
Development**  
> €180K



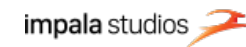
**Director Software  
Engineering**  
> €180K



**Corporate Director IT**  
> €180K



**Head of Technology**  
€120 - €140K





# Marketing

Recent placements



**Brand & Product Officer**

€140-160K



**CMO**

> €180



**Marketing Director**

€100 - €120K



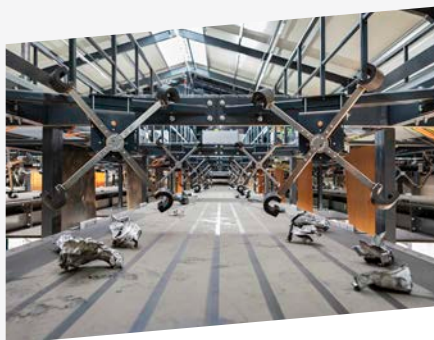
**International Marketing Director**

€100 - €120K



# Operations

Recent placements



**COO**

€140 - €160K

**myne**



**Supply Chain Director**

€120 - €140

**MR MARVIS**  
AMSTERDAM



**COO**

€160 - €180K

**FASTNED**



**Operations Director**

> €180K

**ignite**  
group

# Product

Recent placements



**Director Digital Product  
Development**  
> €180



**B2B Product Lead**  
€100 - €120K



**Director of Product**  
€120 - €140K



**Director of Digital Products**  
€120 - €140K



# Sales

Recent placements



**CCO**

> €180K

**INTERGAS**



**International Sales Director**

> €180K



**Sales Director**

€100 - €120K



**Commerciel Directeur**

€160 - €180K

**SWISS•SENSE**

# Scale-ups

Recent placements



**COO**

€120 - €140K



**CEO**

€160 - €180K



**COO**

€100 - €120K



**Algemeen Directeur**

€140 - €160K





# Strategy

Recent placements



**Director Corporate Strategy**

€160 - €180K

**ASML**



**Director Strategy &  
Business Development**

€80 - €100K



**Director Strategy &  
Transformation**

€160 - €180K



**Strategy Officer**

€160 - €180K



# Consulting

Recent placements



**Consultant**

€80 - €100K

**BAIN & COMPANY** 



**Director**

€120 - €140K

**SIMON • KUCHER & PARTNERS**  
Strategy & Marketing Consultants



**Senior Consultant**  
**Manufacturing Excellence**

< 80K

**EY**   
Building a better  
working world



**Consultant**

€80 - €100K

**BCG**  **BOSTON  
CONSULTING  
GROUP**

# Consumer

Recent placements



**General Manager - Europe**

€160 - €180K

KINTO



**Marketing Directeur**

€100 - €120K



**CDO**

€160 - €180K



**Director Strategy**

€140 - €160K



# Energy

Recent placements



**CCO**

€120 - €140K

Quatt



**Head of Operations**

€80 - €100K

Hallo  
STROOM  
⚡



**Director of Energy**

€120 - €140K

BUDGET  
THUIS



**COO**

€160 - €180K

myne

# Financial services

Recent placements



**Digitaal Strategie**

€80 - €100K



**Digital Transformation  
Manager**

€100 - €120K



**Head of Growth Investment  
Products NL**

> €180K



**People & Culture Lead**

€140 - €160K





# Fintech

Recent placements



**Head of People Operations**

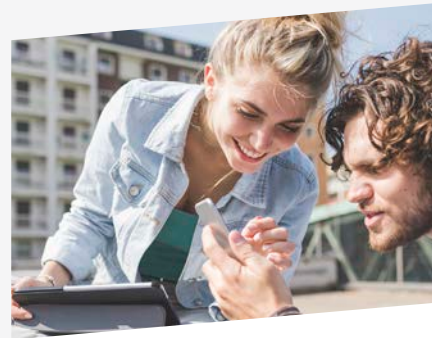
€100 - €120K



**Account Executive**

€80 - €100K

fourthline



**Business Development  
Manager**

€80 - €100K



**Co-Founder**

€80 - €100K



# Health

Recent placements



**Clinic Manager Naarden**

€120 - €140K



**Head of Strategy & COO**

€140 - 160K



**Algemeen Directeur**

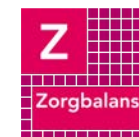
€120 - 140K

farm**INFORM**



**Directeur Strategie en Verbinding**

< €120 - €140K



# Legal

Recent placements & Legal Career Guides



**Senior Legal Counsel**

€100 - €120K

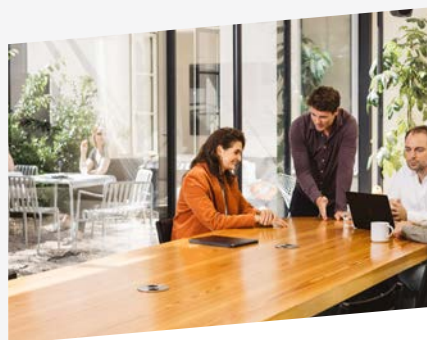
SUITSUPPLY



**CLO**

> €180K

  
CubeCold



**(Senior) Associate**

€100 - €120K





**Legal Counsel**

€100 - €120K

SWISS SENSE<sup>®</sup>

# Leisure

Recent placements



**Marketing Director**

€80 - €100K



**Managing Director B2B**

€80 - €100K

**Happy  
Group**



**COO**

€100 - €120K



**Chief Product officer**

€140 - €160K



**SPORTCITY.**



# Logistics

Recent placements



**Senior Consultant**  
**Logistieke Strategie**  
€120-€140K



**General Manager**  
€80 - €100K

**budbee**



**Senior Manager**  
**Operations Strategy**  
> €180K

**flexport.**



**CCO**  
€100 - 120K

**UTARN**



# Private equity

Recent placements



**Investment Manager**

€100 - €120K

**ecorus**  
harvesting nature's energy



**Financial &  
Impact Controller**

€80 - €100K

**rubio**  
impact ventures



**Associate  
Digital Director**

> €180K

**Investment  
Partners**



**Leadership  
Development Program**

€80 - €100K

**HAL Investments**

# Sustainability

Recent placements



**CCO**

€160 - €180K



Solar Monkey



**Recycling Strategy  
Manager**

€100 - €120K



**Chief Operations Officer**

€120 - €140K



**Marketingmanager Retail**

€80 - €100K



# Technology

Recent placements



**(Senior) Manager Corporate  
Strategy**  
€120 - €140K

**ASML**



**Senior Online Sales  
Strategist**  
< €80K

**PHILIPS**



**Proposition Manager**  
< €80K

 **Samotics**



**Sr. Business Developer**  
€140 - €160K

  
**VanderSat**



TOP OF MINDS

