

A woman with long brown hair and blue eyes, wearing a black blazer, is looking out a window at a city skyline. The scene is lit with warm, golden light, suggesting sunset or sunrise. The background is a blurred cityscape with tall buildings.

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




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 complex environment
- Fluent in English

Veldhoven

Minimum of 15 years' experience



ASML

With headquarters in The Netherlands, ASML is a high-tech company that gives the world's leading chipmakers the power to make precise patterns onto silicon. The manufacturer employs highly qualified technicians that collaborate with production engineers, design engineers, and other experts. The company has grown from a small start-up into a multinational company with more than 40,000 employees across Europe, Asia and the US.

The CEO, which was awarded 'winning' for its use, and additional fund-raising of 21.3 billion euros, a great strength of more than 50% per year, and a total order backlog of 10.5 billion euros." - Peter Mariani, CEO of ASML

In 2022, ASML was awarded 'winning' for its use, and additional fund-raising of 21.3 billion euros, a great strength of more than 50% per year, and a total order backlog of 10.5 billion euros." - Peter Mariani, CEO of ASML

Head of Analytics Transformation for Finance

Interested?

ASML is a leading global company in the semiconductor industry. We are looking for a highly motivated and experienced professional to join our team. If you are interested, please contact us at [email address].



The Head of Analytics Transformation for Finance reports to the CFO, Finance Technology and Data Management. This role is part of the Finance Technology Department. The role is a strategic and hands-on position, involving the design and implementation of data analytics solutions. The role is a strategic and hands-on position, involving the design and implementation of data analytics solutions. The role is a strategic and hands-on position, involving the design and implementation of data analytics solutions.

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

Ben Brouwer, Head of Finance of ASML

Interested?

ASML is a leading global company in the semiconductor industry. We are looking for a highly motivated and experienced professional to join our team. If you are interested, please contact us at [email address].



Head of Analytics Transformation for Finance

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

ASML is a leading global company in the semiconductor industry. We are looking for a highly motivated and experienced professional to join our team. If you are interested, please contact us at [email address].

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

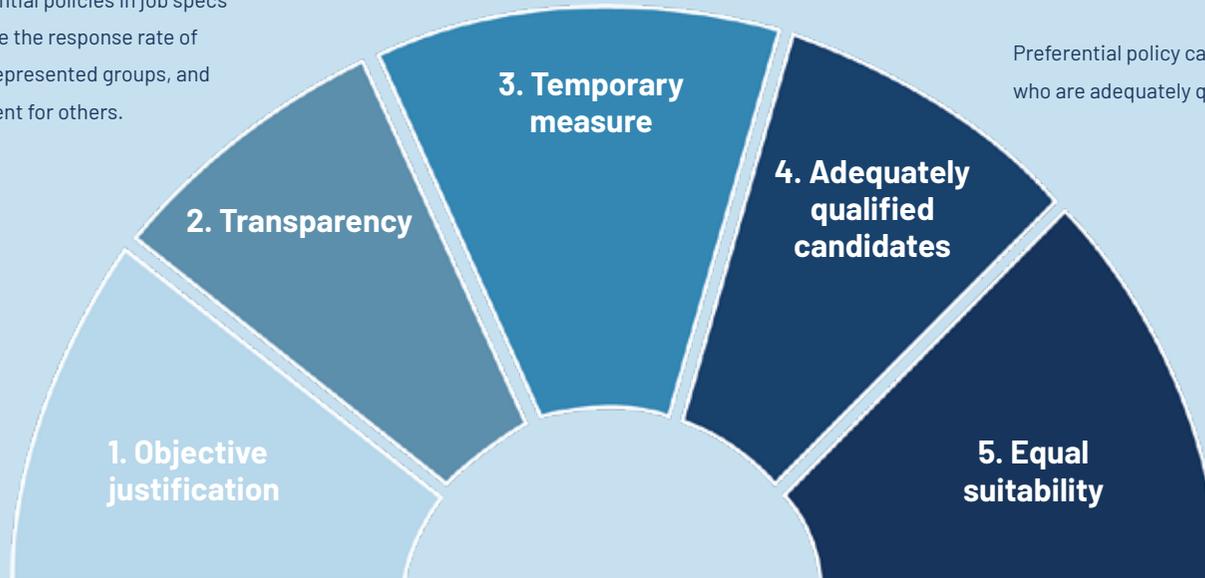
Transparent Executive Search boosts diversity. During the process we will help you comply with all relevant regulations.

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



Marlies Hoogvliet
Partner



Roland Vetten
Partner



Annelijn Nijhuis
Partner



Vivian Linker
Partner



Ian Dove
Managing Director Interim Solutions



Imke Peters
Managing Consultant



Martine Francken
Managing Consultant



Gijs Millaard
Managing Consultant



Hayke Tjemmes
Managing Consultant



Catherine Visch
Managing Consultant



Jessica Lim
Consultant



Vivian den Dekker
Consultant



Emily Olij
Consultant



Max Tasseron
Consultant



Charlotte Braat
Consultant



Marc Mohr
Consultant



Yael Elsen
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



Hayke Tjemmes
Managing 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



Jessica Lim
Consultant



Sjoerd Faber
Research Assistant



Michelle Nawrath
Senior Research Analyst



Selina Högele
Research Assistant



Thorsten Albrecht
Business Writer



Eline van Nes
Photographer



Sara Petruzzo
Business Writer



Lars Verhagen
Research Assistant



Our support team

Will market your story like no one else can



Lubbe Bekkering
CFO



Deborah Klaassen
Creative Director



Else Schaapman
Art Director



Lente Dobbelaar
Marketing Manager



Melvin Bertelkamp
Graphic Designer



Rosa Langenberg
Graphic Designer



Noa Brekelmans
Designer & Online Marketeer



Rose Kaarsemaker
Office Manager



Martijn van Wingen
Operations Manager



Tim Westerterp
Operations Assistant



Madelief Hegge
Marketeer



Marthe Heijen
Marketeer



Rochelle van der Drift
Marketing Assistant



Daria Handziuk
Design Assistant



Susan van Wittmarschen
Finance Manager



Kristel Schipper
Financial Administrator



Julius Peeraer
Senior Financial Controller



Tijn Schoorlemmer
Finance Assistant



Colin Mulders
Finance Assistant



Our research team

Can find anyone, anywhere





Our PA Bureau

Is all about finding the perfect professionals for business-support



ChapterData

Connects the sharpest professionals to meaningful assignments





Lichtblauw

Working together on the energy transition



Lorenzo Borhem
Managing Director



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



Chief of Staff

€120 - €140K

atida



**(Senior) Strategy Manager
of Sourcing**

€160 - €180K

ASML



**Commercial
Analytics Manager**

€80 - €100K

adyen



Strategy Manager

€80 - €100K

MEATABLE

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



Chief Financial Officer

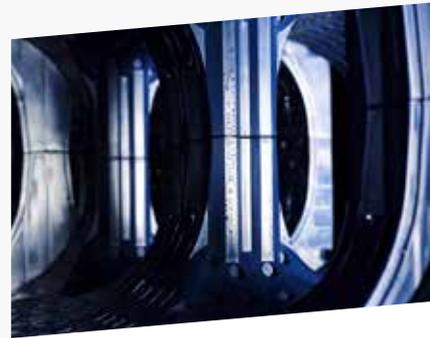
€120 - €140K



CFO

€120 - €140K

zuiver^o



Finance Director EMEA

€140 - €160K



Finance & Control

€140 - €160K



General management

Recent placements



Managing Director

€160 - €180K

LOAVIES



CEO

> €180K

AMACOM
THE AMAZING COMPANY



CEO

> €180K

Hartman



CEO

€140 - €160K

Yoni

HR

Recent placements



Chief HR Officer

€160 - €180K



People & Culture Lead

€140 - €160K



Head of People Analytics

€140 - €160K



Global Head of HR Operations

€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

Adevinta



Corporate Director IT
> €180K



Head of Technology
€120 - €140K

impala studios 

Marketing

Recent placements



Brand & Product Officer

€140-160K



CMO

> €180



Marketing Director

€100 - €120K



International Marketing Director

€100 - €120K



Operations

Recent placements



Operations Director

€140 - €160K

 Smurfit Kappa



Regional Manager

€120 - €140

MARIE-STELLA-MARIS
CARE FOR WATER



Chief Operations Officer

> €180K

 DIMENCO



Head of Operations

€100 - €120K



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

 **SATELLIGENCE**



VP of Global Expansion

€120 - €140K

Smiler



COO

€100 - €120K

POM
AMSTERDAM



Commercial Director

techleap.nl

Strategy

Recent placements



Director Corporate Strategy

€160 - €180K

ASML



**Director Strategy &
Business Development**

€80 - €100K



**Director Strategy &
Transformation**

€160 - €180K



Strategy Officer

€160 - €180K

KRAMP

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



**Digital Marketing &
Communications Manager**

€100 - €120K



**Head of Business Control &
Accounting**

€100 - €120K



Commercieel Manager

€80 - €100K



Strategy Manager

€100 - €120K



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



Business Controller

€80 - €100K



Head of Strategy & COO

€140 - 160K



Chief Operations Officer

€80 - 100K



Senior Adviseur Strategie & Innovatie

< €80



Legal

Recent placements & Legal Career Guides



Legal Counsel

€80 - €100K

 **Samotics**



Chief Legal Officer

> €180K


CubeCold



Kandidaat-Notaris

€80 - €100K

 **Freshfields**



(Senior) Associate

€100 - €120K


VRIMAN
MSA LAWYERS

Leisure

Recent placements



Marketing Director

€80 - €100K



Managing Director B2B

€80 - €100K



Chief Marketing Officer

€100 - €120K



Chief Product officer

€140 - €160K



SPORTCITY.

Logistics

Recent placements



Head of Sales

€120-€140K



General Manager

€80 - €100K

budbee



**Senior Manager
Operations Strategy**

> €180K

flexport.



CCO

€100 - 120K

valcon

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



**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

