



VACANCY

Research Analyst

Requirements

- Academic degree
- Understanding of B2C/B2B companies
- Analytical
- Hands-on attitude, curiosity
- Fluent in English
- International experience
- Proficiency in Dutch is a plus

 **Madrid**  **Minimum of 1 year experience**



Top of Minds is a highly-successful Dutch executive search firm with a unique business model that is rapidly expanding into Spain. Ideally, the Research Analyst is a recent graduate or experienced researcher. They'll join the core team's goal of market entry into Spain and set up a Research Center of Excellence to support all European branches.





ABOUT THE COMPANY

Top of Minds Executive Search

Top of Minds Executive Search is a pioneer and market leader in The Netherlands, whose main focus is attracting ex-consultants and digital professionals. Since both candidate types are in high demand across many functional and industry areas, we've become the trusted partner for a wide range of clients recruiting across The Netherlands. These include fintechs to museums, e-commerce scale-ups to multinationals, and from consultancies to impact organizations. Launched in 2008, we've exceeded the executive recruitment competition within ten years. It's all thanks to our unique business model.

“Our competitive advantage is our disruptive business model, which combines a strong focus on candidate relationships with a proprietary online marketing engine. This makes our success well-suited for international roll-out.”

Auke Bijnsdorp, Managing Director at Top of Minds

A future-focused digital business model

Wherever we focus, our approach disrupts the mid-level executive search market. Our way of working is a hybrid model that bridges executive search and marketing. Instead of anonymous, generic job profiles, we produce targeted, stylish brochures that are in-depth and enhance candidate engagement in the job roles.

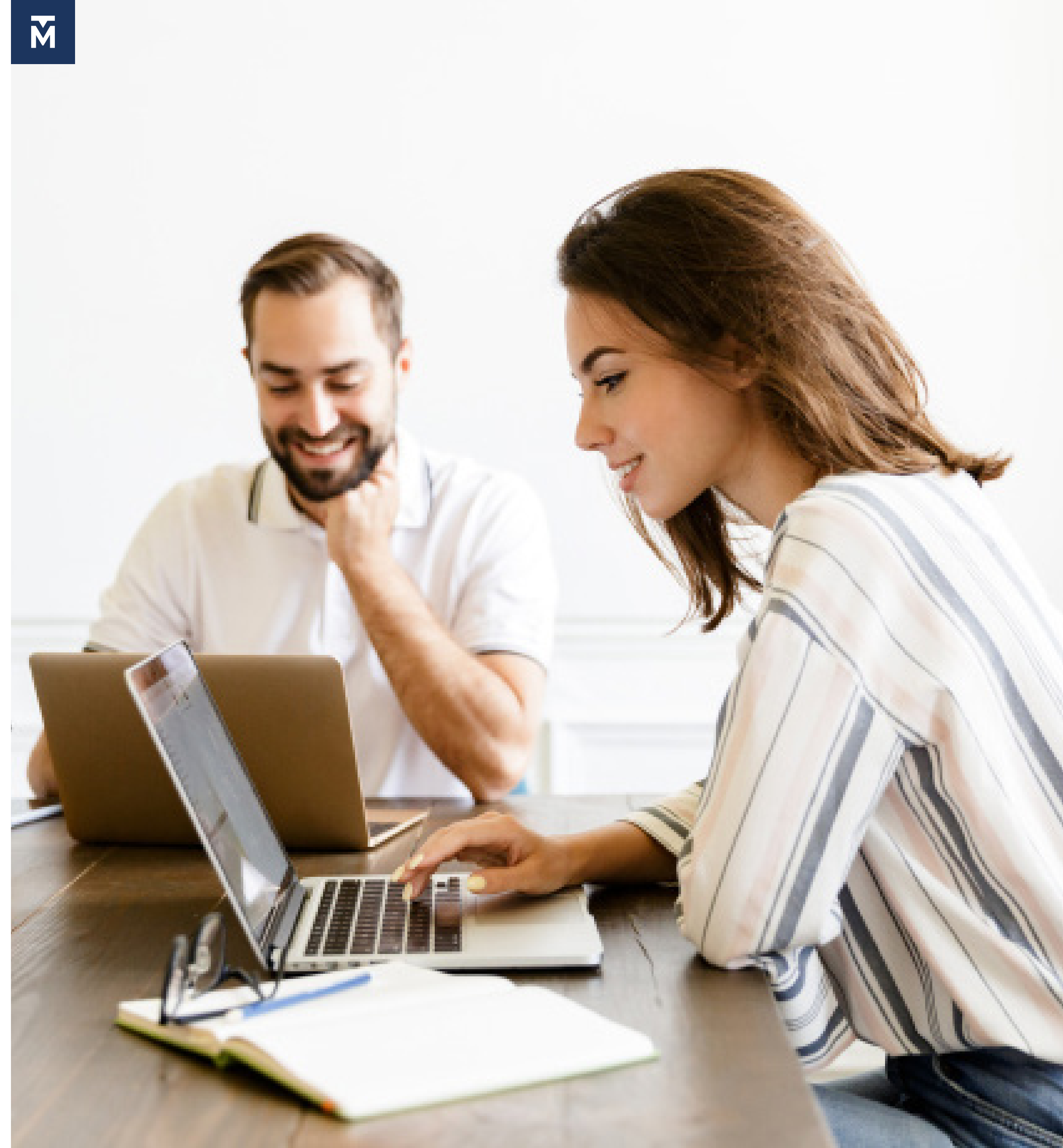


We guarantee this unique content attracts the right talent, thanks to our professional research team and proprietary marketing engine. Working together, we target the ideal candidates. with surgical precision across all relevant online channels. The result of these combined research and marketing efforts is significant with consistently high quality hires and recruitment results.

The international team

Based in Amsterdam, the team of forty-five recruitment professionals work on local and global assignments. Thanks to their years' of expertise and our proven business model, Top of Minds is ideally positioned for international expansion. This is already underway with offices in Spain and Germany. The additional upcoming regions include the UK, the Nordics, and a pan-European practice.

In 2022, Spain's Managing Director for Top of Minds Executive Search was appointed. The strategy for Spain's expansion is twofold: bring the Top of Minds formula to the Spanish market and set up a Research Center of Excellence to service all Top of Minds offices.





VACANCY

Research Analyst

As a defining hire for the team, the Research Analyst will truly make their mark on the future of the Top of Minds' Madrid branch. They will be accomplish this in three ways:

1. Create talent pipelines for specific assignments;
2. Map new markets and industries; and
3. Contribute to business growth in specific recruitment verticals

Focus: Consumer or Industry


The Research Analyst will be a core member who is aligned to our Industry Team in Rotterdam or our Consumer Team in Amsterdam. That's why a background in these markets is a plus. They will lead the recruitment searches in disciplines such as General Management, Commerce, Marketing, Brand and Communication and closely collaborate with senior consultants. To enjoy success in this role, a strong interest in these functional areas and eagerness to learn and stay up-to-date with the latest developments are vital qualities.

Lasting international impact: Research Center of Excellence

To enable the Top of Minds Executive Search Group to rapidly expand, we are building a centralized research team. As a key member, the Research Analyst will establish and hone research processes and best practices, and work on assignments for all Top of Minds branches. A structured way of working and previous experience in the recruitment field will be an advantage for this role.

Personal development

This is an exciting opportunity to work with, and learn from, an impressive team of executive search and marketing professionals throughout Europe. As a core team member, building the Spanish branch and European Research Center of Excellence, the Research Analyst will succeed with an entrepreneurial spirit and ongoing drive to develop themselves. As the business continues to grow, there will be many career opportunities for the Research Analyst, both at Top of Minds Spain and internationally. ■



“In twenty years, we will pinpoint this as the defining moment of our careers. Together, we’re going to build a strong business that will alter the market for good.”

Ana Morales, Managing Director of Top of Minds Spain

Interested? To express your interest, please contact Kata Szabo at kata.szabo@topofminds.com.

