



VACANTE

(Senior) German-speaking Research

Requisitos

- At least one year experience, preferably in recruitment / executive search
- Academic degree
- Fluent in German and English
- Curiosity and shows initiative
- Hands-on approach
- Interest in businesses in the DACH region

 **Madrid**  **A partir de 1 años de experiencia laboral**



This is an exciting opportunity for an experienced researcher to join a highly successful executive search firm with a unique business model on the cusp of rapid international expansion. The Research Analyst will join our team of consultants in Germany and be part of the European Research Centre of Excellence based in Madrid.



Top of Minds Executive Search

Top of Minds Executive Search is a pioneer and market leader in The Netherlands' executive candidate segment. We succeed by maintaining a key focus on ex-consultants and digital professionals. Because both types of candidates are in high demand in many functional and industry markets, we've become the trusted partner for a wide range of clients in The Netherlands. From fintechs to museums, e-commerce scale-ups to multinationals, and consultancies to impact organizations. Since founding in 2008, we've exceeded the competition in just ten years. And we owe our ongoing growth and success to our unique business strategy.

“Our competitive advantage is our disruptive business model, which combines a strong focus on candidate relationships and our proprietary digital marketing engine. This makes our success well-suited for international roll-out.” – Auke Bijnsdorp, Managing Director at Top of Minds

A business model for the digital era

Wherever we break new ground, our approach disrupts the mid-level executive search market. It's thanks to our way of working as a hybrid between executive search and digital marketing. Instead of anonymous, ill-suited job profiles, we publish targeted brochures that are visually engaging and in-depth to attract ideal candidates. We guarantee our unique content reaches the right people two ways: through our professional research team, and our proprietary marketing



engine. Combined, they ensure we always target the right talent with laser-like precision across all relevant online channels. This dual output combines research and marketing efforts and is a proven, premium process.

Expanding our international team

In our Amsterdam office, our team of forty-five professionals work on local and global assignments. Since we've finely-honed our successful business model, we're ready to expand internationally, starting with offices in Spain and Germany. Other irons in the fire include the UK, the Nordics, and a pan-European practice. The Managing Partner of Top of Minds Spain joined the company since 2022. And their strategy is twofold: apply the Top of Minds formula to the Spanish market and set up a Research Center of Excellence to service all of our office locations.





PERFIL DE TRABAJO

(Senior) German-speaking Research Analyst

As a defining hire for the team, the Senior Research Analyst will truly be able to leave their mark on the future of the Top of Minds branch in Madrid and Frankfurt. They will be able to succeed if they:

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

Focus: Executives in the DACH region


The Senior Research Analyst will be a core member of our team in Germany while based in the Madrid office. This is why a genuine interest in the DACH region is key. The Senior Research Analyst will lead searches in Management, Commerce or Cybersecurity, depending on the team. They will closely collaborate with Senior Consultants on various assignments.

Lasting international impact: Research Center of Excellence

Creating a centralized research team is a strategic step to enable the Top of Minds Group to rapidly expand. As a key team member, the Senior Research Analyst will establish and hone research processes and best practices and work on assignments for Top of Minds' German branch. That's why a structured way of working and previous related experience will come in handy. Proficiency in German is essential to be successful in this role.



Personal development

This is an opportunity to work with and learn from a talented team of executive search and marketing professionals based across Europe. As a member of the core team building the Spanish branch and the European Research Center of Excellence, the Senior Research Analyst will be challenged to think like an entrepreneur and continue to develop themselves. As the business grows, there will be ample career opportunities for the Senior Research Analyst, both at Top of Minds Spain and internationally. 

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



**“Looking back in twenty years’,
we will pinpoint this as a
defining moment in our careers.
Together, we’re building a strong
business that will transform the
market for good.”**

Ana Morales, Managing Director of Top of Minds, Spain