



VACANCY

# Research Analyst

## Requirements

- Academic degree
- Interest in Digital Commerce
- Analytical personality
- Curious nature
- Hands-on attitude
- Fluent in English
- International experience

Madrid Minimum of 0 years experience



**Top of Minds Executive Search is a pioneer with a unique business model and is poised for international growth. The Research Analyst is an ideal opportunity for a recent graduate or experienced researcher. They will join our team of consultants in The Netherlands while being part of our European Research Center of Excellence in Madrid.**



## ABOUT THE COMPANY

# Top of Minds Executive

**Top of Minds Executive Search is a pioneering market leader in The Netherlands. Our main focus is on former consultants and digital professionals, who are in high demand in functional and industry markets. That's how we've become the trusted partner for a wide range of clients, from fintechs to museums, e-commerce scale-ups to multinationals, and from consultancies to impact organizations. We started in 2008 and surpassed the competition in just ten years — thanks to our unique business model.**

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

### **A business model fit for the digital era**

Our proven approach disrupts the mid-level executive search market by combining targeted executive search and digital marketing techniques. Instead of anonymous, generic job profiles, our tailored brochures are visually engaging with in-depth messaging to capture the ideal candidates' interest. Our content always reaches the right people thanks to our professional research team and proprietary marketing engine. They ensure we target the right people across all relevant online channels.



## Expanding our international team

In Amsterdam, our team of forty-five professionals focus on local and global assignments. And since they've honed our proven business model, we're ready to expand internationally. We're starting with offices in Spain and Germany, and will then expand to the UK, the Nordics, and form a pan-European practice. Ana Moya Morales, Managing Partner of Top of Minds in Spain, joined our company in 2022. Our strategy is to introduce our proven Top of Minds formula to the Spanish market and set up a Research Center of Excellence to service all Top of Minds offices.





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## Research Analyst

**As a pivotal new team member, the Research Analyst will make their mark on the success of the Top of Minds office in Madrid in three ways. They will:**

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

### **Focus: Leadership roles in Digital Commerce**

The Research Analyst will be a core member of our Digital Commerce team, which focuses on leadership positions in e-commerce, marketing, analytics, sales, and technology in Amsterdam. A genuine interest in these areas is important and working experience in these industries is a plus. The Research Analyst will lead the searches for a wide variety of clients and work closely with senior consultants on various assignments.


### **Lasting international impact: Research Center of Excellence**

Creating a centralized research team is a strategic step that will enable our Top of Minds Group to rapidly expand. As a key member of this team, the Research Analyst will establish and hone research processes and best practices, and work on assignments for all Top of Minds locations. That's why a structured way of working and previous experience in the field will come in handy. Dutch proficiency is welcome, but not necessary, to be successful in this role.



## Personal development opportunities

This is a unique opportunity to work with and learn from our talented executive search and marketing professionals throughout Europe. The Research Analyst will be a member of the core team building the Spanish branch and the European Research Center of Excellence. They will be challenged to think like an entrepreneur as they continue to develop themselves. And as the business continues to grow, there will be ample career opportunities for the Research Analyst, both at Top of Minds in Spain and internationally. ■



**“In twenty years, we will look back and pinpoint this time as a defining moment of our careers. Together, we will build a strong business that will transform the executive search market.”**

Ana Morales, Managing Director of Top of Minds – Spain

**Interested?** To express your interest, please contact Kata Szabo at [kataszabo@topofminds.com](mailto:kataszabo@topofminds.com).

