

Vacancy at Top of Minds

Research Analyst



TOP OF MINDS
Executive Search



Requirements

- Entry level
- In Research or Recruitment
- Academic degree
- Analytical and curious
- Hands-on attitude
- Fluency in English

Top of Minds delivers top candidates to large corporates, promising scale-ups, everything in between. The Research Analyst will join the Madrid International Research Center, supporting the growth ambitions of the Rotterdam Industry & Technology hub.

About Top of Minds Executive Search

Top of Minds is a European Executive Search firm founded in 2008 and market leader in the Netherlands in the placement of mid-level executives up to 500k euros. Our team works internationally with candidates in the most diverse disciplines, and our clients range from scale-ups like HelloFresh, Clarity AI and Usercentrics to big corporates like Amazon, Heineken, McKinsey, and ASML.

We distinguish ourselves through our in-depth knowledge, strong relationships and the smart use of digital technology, storytelling and content marketing.

Thanks to our disruptive business model, we are growing fast- regardless of market conditions. Currently, our international team consists of 100 professionals based in our offices in Amsterdam, Rotterdam, Frankfurt, and Madrid. They are working on both local and global assignments, and they are backed by our extensive support team. We are also looking at international expansion to the UK, the Nordics, and a cross-border practice.

Top of Minds Rotterdam

At our Rotterdam office, we have positioned ourselves as the international hub for the Industry and Tech verticals within Top of Minds. The industry practice focuses on key markets such as Building & Construction, Transport & Logistics, and Manufacturing, specializing in Sales, Marketing and General Management roles. Meanwhile, our Tech practice is industry agnostic, with expertise across domains such as Product, IT Architecture and Data.





Today, these markets are experiencing rapid transformation. In the Technology sector, companies increasingly seek to integrate AI, data analytics, cloud-based solutions, and modern IT architectures to enhance decision-making and maintain their competitive edge. Meanwhile, the Industrial sector is undergoing changes driven by the energy transition, which demands digital transformation, product innovation, and sustainability.

This shift brings a pressing need for new knowledge, skills, and, frequently, different leadership to spearhead these changes. Recognizing this, our office in Rotterdam has been a trusted partner in guiding organizations through their transformation journeys since its opening in 2023.



Research Analyst

Joining the Madrid International Research Center, the new Research Analyst will be a key hire for the Rotterdam team, shaping the future of the Top of Minds Rotterdam branch, either in the Industry or Tech practice.

The Research Analyst role combines the following aspects:

- **Learning on the job** – Research Analysts will be the right hand for consultants and associates in various international projects, with tasks such as client intakes, project management, and identifying and approaching the right candidates in LinkedIn or our internal database. During their development, the Research Analyst is given more and more responsibilities and space to work on projects independently.
- **Professional Training** – Through a formal training program, Research Analysts learn foundational skills such as research, candidate screening and assessments, project management and account management.
- **High-performance coaching** – Research Analysts are stimulated in their personal growth by one-on-one mentoring sessions with a senior consultant, as well as receiving constant support from their experienced colleagues, accelerating their learning curves.
- **International Travel** – Research Analysts will periodically travel to the Dutch offices for internal trainings and corporate events, enhancing growth, development and international collaboration.

“This is a unique opportunity to join a non-hierarchical, winning team in rolling out a successful business formula in highly dynamic markets. Our analysts play a pivotal role in achieving our growth ambitions”

**Stephanie Stuit,
Partner at Top of Minds**

This opportunity is well suited for someone with an entrepreneurial spirit and ongoing drive to develop themselves in the Executive Search field. Success in this role requires either a strong interest in business, management and commercial functions, specific industry markets like Building & Construction or Manufacturing, or tech areas such as Product and Data, with a commitment to learning and staying current with new market developments. The journey of a Research Analyst is brimming with exciting career opportunities, with a well-charted path that evolves from being a Research Analyst to becoming an Associate.

Interested?

To express your interest, please contact Jose Bracho at josebracho@topofminds.com



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