



VACANCY

International Search Consultant

Requirements

- Over 5 years' experience
- In recruitment or executive search
- Cosmopolitan
- Fluent in English
- Non-Dutch nationality

 **International**  **Minimum of 5 years experience**



Top of Minds Executive Search is a pioneer and market leader in the segment of digital executives in The Netherlands. With the accelerated introduction of remote working, digital executives will be increasingly international. Top of Minds is therefore setting up a fully remote, pan-European practice and hiring internationally minded consultants.



Top of Minds

As an executive search firm, we don't just want to know our candidates but also understand what drives them. Our consultants constantly ask themselves how the Zeitgeist influences candidates' sense of self, their ambitions, and their strategies for success. The leaders of the future are digital executives. They are smart and strategic, with a keen eye for the power of technology, and capable of leading and supporting others from a distance – through content and vision rather than hierarchy. The concept of the digital executive fits with many functional and industry areas.

Our focus on candidate relationships and trend capturing have resulted in a disruptive business model, including a proprietary online marketing engine. Over the years, Top of Minds has become the trusted partner for clients looking to shape the future. In addition, we have several specialized functional and industry practices, such as consulting exit, e-commerce, data analytics, marketing, and fintech.

Location agnostic

The geographical focus of Top of Minds is still on our home country, The Netherlands. The Amsterdam-based team currently consists of 45 professionals. However, we see an increasing demand from international clients and for international candidates. In addition, we recognize that digital executives are not confined to any one geography. This means there is huge untapped potential outside the borders of the Netherlands.

Our international Search Team will create the first entry into this untapped international potential. This team of experienced search consultants is not tied to an office or a location. Instead, they work fully remotely and see the entire continent of Europe as their scope. Except for one week every two months, when the International Search Team meets up at an inspiring location somewhere in Europe. The goal of these face-to-face weeks is team building and cultivating the sense of international, pan-European focus. With the environment in mind, these events will be held at locations that can be reached by train. Alternatively, carbon emissions from flights will be compensated.





VACANCY

International Search Consultant

The Top of Minds methodology relies heavily on online marketing with precision targeting. Our team of copywriters, designers, and online marketers crafts the most appealing content and delivers it to high-potential mid-level executives (80-300k salary range) who are at the top of their hyper niche.

These niches are very distinct, such as “Chief Digital Officers at food retailers in a digital transformation.” It takes a hyper-specialist consultant to know all relevant executives in this field throughout Europe intimately. And it takes the Top of Minds content marketing engine to identify these people, connect with them and actively help them transition to the best next step.

Connector and traveler

The ideal candidate for this role has experience in recruitment or executive search – either as a researcher with one of the international top executive search firms or as a recruiter or executive search consultant. This strong connector is energized by working with the best and brightest executives and by really getting to know clients and candidates. The ideal candidate is fluent in English and at least one other European language; and is sensitive to cultural nuances and keen to build relationships that cross geographical, cultural, and linguistic borders.



The International Search Consultant can rely on our existing knowledge and infrastructure and connect with specialists from the Amsterdam office to discuss an approach and share resources. When it comes to new business development, the International Search Consultant can also use our existing international client base as a starting point.■



‘This team will be truly remote. Its consultants are fully capable of getting to know clients and candidates online. This team thereby showcases what we mean when we talk about digital executives.’

Auke Bijnsdorp, Managing Director at Top of Minds

Interested? To express your interest, please contact Auke Bijnsdorp at auke.bijnsdorp@topofminds.com.

