



VACANCY

International Executive Search Traineeship

Requirements

- Entry-level position
- Academic degree with top-quartile results
- Fluent in English
- Eager to learn
- Strong connector
- Willing to travel

📍 **Madrid, Frankfurt, Amsterdam**



Top of Minds is a rapidly expanding executive search firm with a unique business model. As we are opening new offices throughout Europe, we're also setting up an International Executive Search Traineeship, offering university graduates the opportunity to gain experience in three major European cities, absorbing knowledge about people, cultures, and above all – business.



Top of Minds

Top of Minds started as a disruptive player in the Dutch executive search market in 2008. Within ten years' time, we became the market leader in a wide range of industries and functional domains with a strong focus on digital executives.

Because these candidates are in high demand everywhere, we have become the trusted partner for a broad client range. From fintechs to a museum for contemporary art, from e-commerce scale-ups to multinationals, and from consultancies to NGO's.

A hybrid business model to stand out in the digital era

Wherever we set foot on the ground, our approach disrupts the mid-level executive search market. Our way of working is best described as a hybrid between executive search and marketing. Instead of anonymized, meaningless job profiles, we're releasing brochures that are both stunning and in-depth to create candidate engagement. This content reaches the right people because of two things: our professional research team and our proprietary marketing engine. In unison, they ensure we are targeting the right people with surgical precision via all relevant online channels. The output of the combined efforts of research and marketing is enormous, and the quality is impressive.

The international team

The Amsterdam-based team currently consists of forty-five professionals, working on both local and global assignments. Now that they have honed and proven our business model, we're ready for international expansion, starting with offices in Madrid and Frankfurt and our International Executive Search Traineeship. Other irons in the fire include the UK, the Nordics, and a pan-European practice.





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International Executive Search Trainee

Each year, eight graduates or young professionals are offered the chance to broaden their horizons and gain international experience while receiving formal training in the field of executive search and high-performance coaching. They will take part in a rotational program of three postings of a year each, respectively in Madrid, Frankfurt, and Amsterdam.

The program

Trainees will have the opportunity to work in different teams and on different functional topics, thus broadening their scope, increasing their professional flexibility and boosting their all-round development. Key skills each trainee will master to perfection over the years include research, interviewing candidates, project management, and account management. They will be able to learn from senior members of staff, achieve personal growth due to the professional coaching of the training agency Scenter, and amplify their learning curves by sharing their experiences with fellow trainees.



At Top of Minds, trainees are highly valued members of the teams, both at a personal level and from a business point of view. The International Executive Search Traineeship has a pivotal role in our growth strategy, serving three key purposes:

- Creating an international talent pipeline to facilitate organizational growth;
- Sharing best practices;
- Increase cohesion between all offices and functional departments.

Professional development

This is an opportunity to work with and learn from an impressive team of executive search and marketing professionals based throughout Europe. Trainees will receive invaluable international experience, professional training and personal coaching, setting them up for a glorious career in executive search.

Interested? To express your interest, please contact Georgie Westerdorp at georgie.westerdorp@topofminds.com.



“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