



VACANCY

# Research Analyst - Spain

## Requirements

- Academic degree
- Interest in B2B companies OR IT/tech/digital industry
- Analytical personality
- Curiosity
- Hands-on attitude
- Fluency in English
- International experience

📍 Madrid 📁 Minimum of 0 years experience





**This is an opportunity  
for a recent graduate or  
experienced researcher to join  
a highly successful executive  
search firm with a unique  
business model at the onset of  
rapid international expansion.  
The Research Analyst will  
join forces with the team of  
Consultants in the Netherlands  
while being 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 in the executive segment, with a strong focus on ex-consultants and digital professionals. Because both of these candidate types are in high demand in many functional and industry areas, we have become the trusted partner for a wide range of clients in the Netherlands. From fintechs to museums, from e-commerce scale-ups to multinationals, and from consultancies to impact organizations. We started in 2008 and surpassed the competition within ten years' time. All thanks to our unique business model.**

*“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*

## **A business model fit for 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. We can guarantee that this content reaches the right people because of two things: our professional research team and our proprietary marketing engine. Working together, 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 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 has been with the company since last year. The ambition of Top of Minds Spain is twofold: to bring the Top of Minds formula to the Spanish market and to set up a Research Center of Excellence to service all Top of Minds offices.







## VACANCY

# Research Analyst

**As a defining hire for the team, the Research Analyst will truly be able to leave their mark on the future of the Top of Minds branch in Madrid. They will be able to do so at three levels:**

1. To create talent pipelines for specific assignments,
2. To map new markets and industries, and
3. To contribute to business growth in specific verticals

### **Focus: Industry or digital executives**

The Research Analyst will be a core member of our Industry team in Rotterdam or our IT/tech/digital team in Amsterdam. Thus, genuine interest in these markets is key and experience working in these industries will be considered a plus. The Research Analyst will be in the lead for searches in the fields of Management, Commerce or Technology, depending on the team. She/he will closely collaborate with Senior Consultants on various assignments.

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

A strategic step to enable the Top of Minds Group to expand rapidly will be the creation of a centralized research team. 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 branches. For that reason, a structured way of working and previous experience in the field will come in





handy. Proficiency in Dutch is welcome, but not necessary to be successful in this role.

### Personal development

This is an opportunity to work with and learn from an impressive team of executive search and marketing professionals based throughout Europe. As a member of the core team building the Spanish branch and the European Research Center of Excellence, the 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 Research Analyst, both at Top of Minds Spain and internationally.■

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



**“Looking back in twenty years’  
time, we will pinpoint this as the  
defining moment of our careers.  
Together, we’re going to build a  
strong business that will alter  
the market for good.”**

Ana Morales, Managing Director of Top of Minds Spain