

Vacancy at Chair Mentors International (CMi)

Senior Associate



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Requirements

- Over 10 years of experience
- In executive search or senior corporate leadership
- With an established executive network in large corporations, particularly within the French CAC40 market
- Extensive experience engaging with C-suite leaders
- Proven business development and sales skills
- Highly self-motivated and autonomous
- French and English fluency required

 **Paris, Amsterdam, London**

As a global leader in CEO and board member mentoring, CMI empowers top executives through personalized mentorship from distinguished former Chairs and CEOs. The Senior Associate works alongside the CMI Partner to drive strategic growth, specifically in the French market. They leverage their established executive network and sales acumen to significantly expand CMI's presence in Europe's most influential corporations.

About CMi

Chair Mentors International (CMi) is a globally recognized leader in executive mentoring for senior leaders such as CEOs, CEO succession candidates, Executive Committee and Board members, Chairs, and other top executives. Founded in 2005, CMi has built a reputation for delivering mentoring at the highest corporate level. CMi's structured, personalized, and confidential mentoring programs enhance leadership development and facilitate successful transitions in high-stakes roles.

CMi differentiates itself by precisely matching each mentee's development goals with mentors who bring relevant experience, chemistry, and board-level credibility. While mentees are typically CEO succession candidates, sitting CEOs, and CFOs, they are guided by mentors who are former CEOs and current Chairs—seasoned leaders with deep experience in steering large, complex organizations. This depth of experience allows CMi to offer mentees invaluable insights and strategic counsel, particularly during sensitive transitions. Over the past two decades, CMi has successfully mentored over four hundred global leaders, including more than a hundred CEOs across various sectors and supported over seventy CEO succession engagements, both in listed and private companies.

Since 2019, CMi is backed by private equity investors and now operates under the Global Mentors Group, enabling the company to expand its global reach. Headquartered in London, CMi operates globally with Partners strategically dedicated to the UK and US, Benelux, France and Spain, the Nordics, Switzerland, Germany, the Middle East, Australia, and New Zealand. The company already serves clients in Asia and the Americas and plans to expand its operations in these markets. This international presence enables CMi to provide localized expertise and culturally relevant mentoring across global markets.





Senior Associate

The Senior Associate supports the Partner in expanding CMi's presence in France through ambitious business development, extensive networking, and trust-based relationship management. Within their established personal network in French CAC40 corporations, they proactively engage with CEOs, Chairs, and CHROs—in collaboration with the Partner—to introduce CMi's mentoring services. They have the gravitas to engage clients at the highest organizational levels and the experience to convert relationships into formal engagements.

Initially, the Senior Associate works alongside the Partner to manage the portfolio of contacts and clients and maintains long-term relationships that lead to repeat business and referrals. Reporting to the Partner for the Benelux, France, and Spain, who is located in the Netherlands, the Senior Associate works closely with that Partner on client strategy, outreach, and delivery. While they focus mainly on the French market, they may also contribute to business development in Spain and the Benelux, as needed.

Passionate about leadership development and the value CMi brings, the Senior Associate thrives in an ambitious, performance-driven organization shaped by its private-equity backing and entrepreneurial ethos. The work culture emphasizes autonomy and initiative, ideal for self-motivated professionals comfortable with independently managing client relationships and business development efforts. Associates and Partners at CMi are empowered to cultivate their own networks, supported by a globally dispersed yet closely connected team of high-caliber colleagues and mentors. Together, they keep growing CMi's impact on leaders worldwide.



Interested?

CMi is working with Top of Minds to fill this vacancy.

To express your interest, please contact Vivian Linker at

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