

Vacancy at CaPS Procurement Services

Country Head Netherlands

CaPS
Exceptional Benefits



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Requirements

- Over 10 years of experience
- In a fast-paced environment like consulting, private equity, or scale-ups
- Strong sales orientation with hands-on approach
- Excellent negotiation, stakeholder management, and relationship-building skills
- Experience building and leading teams, from scratch or in a high-growth setting
- Entrepreneurial, analytical and highly results-driven
- Fluent in Dutch and English, both written and spoken

📍 **Amsterdam**



CaPS is a leading European procurement partner for private equity and investment firms, enabling portfolio companies to cut indirect costs by circa twenty percent. The Country Head Netherlands has the rare opportunity to build a market from scratch – backed by a proven model, strong vendor relationships, and a CEO who has done it before.

Over CaPS Procurement Services

CaPS is a procurement partner and group purchasing organization that helps private equity (PE) and investment firms unlock savings on indirect spend across their portfolio companies. By combining the purchasing power of more than three hundred member companies representing around sixteen billion euro in aggregate turnover across six countries, CaPS negotiates volume-based contracts in categories like IT, travel, cars, logistics, HR, marketing, facilities, and office supplies. Members route over three hundred million euros of indirect purchases through CaPS contracts and achieve cost reductions of twenty percent on average. In addition, CaPS offers its own digital reporting tool to give members clear insight into spend, savings, and CO₂ impact, as well as a corporate benefit portal.

CaPS was founded in 2009 to solve a problem many portfolio companies and their investors faced. Roughly thirty percent of spend sits in indirect categories where individual companies have limited leverage, making it hard to tackle in PE value-creation plans. By aggregating that indirect spend across companies, CaPS strengthens its members' position with suppliers while offering attractive new volume to selected vendors. Today, the platform generates more than thirty-five million euro in annual savings to its member companies. CaPS itself has a turnover of approximately fifteen million euros, with company growth at about forty percent per year. By 2030, CaPS aims to be the leading European procurement network. The expansion in the Netherlands is an important step toward achieving that ambition.

CaPS operates as part of Proxer Group, a procurement platform with thirty employees and activities in seven countries. The team at CaPS is passionate about helping customers succeed, values the courage to experiment until they find the best solution, and takes pride in achieving concrete results – for CaPS, its customers, and the vendors they partner with.





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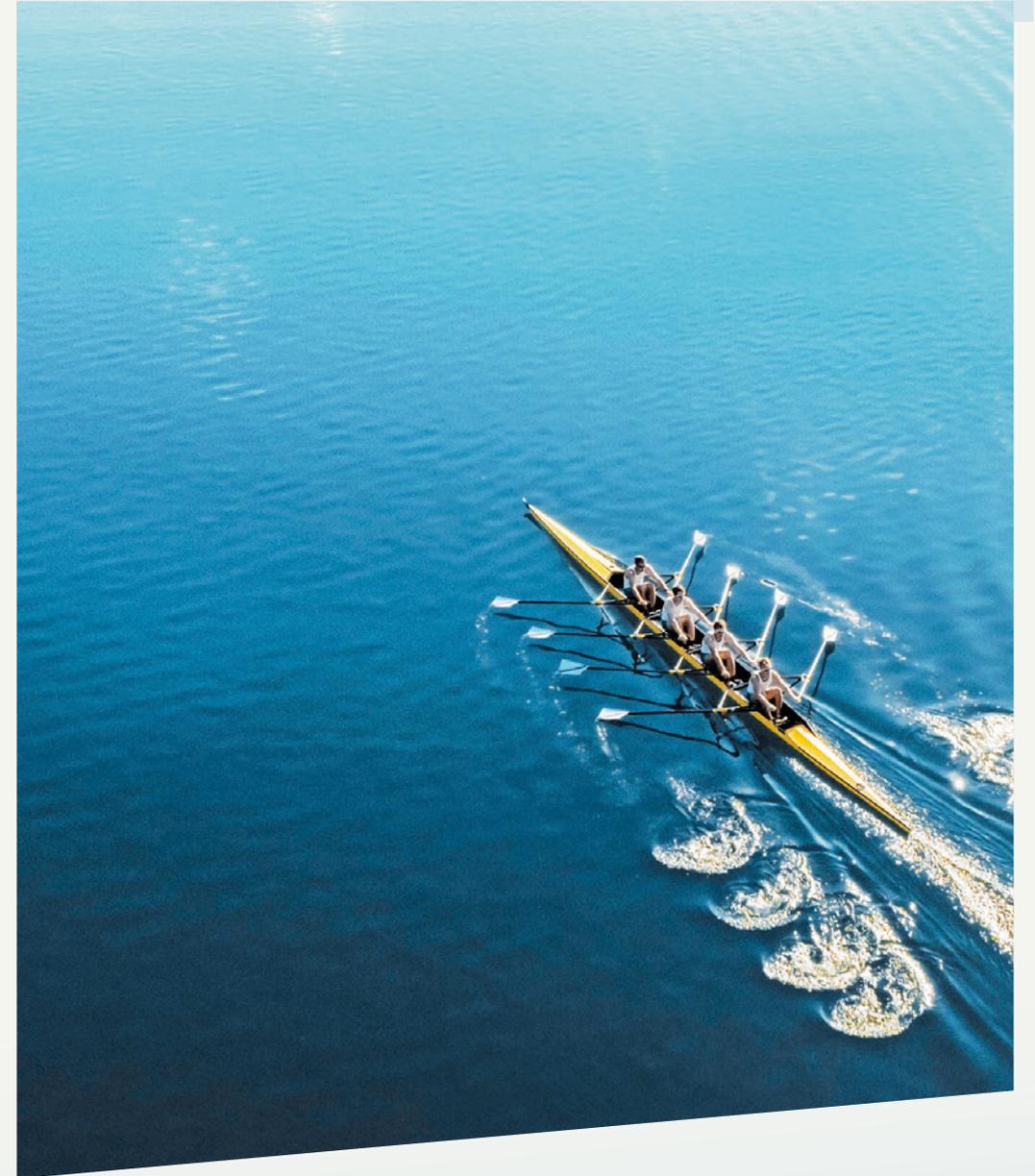
The Country Head builds and leads CaPS' business in the Netherlands, establishing the company as a procurement partner for private equity and investment firms and their portfolio companies. The Head sets and executes the go-to-market strategy for the Dutch market and shapes the local value proposition. Taking ownership of both sides of the commercial model, the Country Head signs Dutch member companies and secures vendor agreements in prioritized indirect spend categories. With an entrepreneurial, resilient, and results-focused mindset, the Head works closely with the Nordic HQ and makes use of CaPS' existing contracts, digital tools, and ways of working to build a strong, scalable business in the Netherlands.

On a day-to-day basis, the Country Head focuses on turning CaPS' proposition into tangible value for Dutch customers – identifying the most relevant PE portfolios and businesses, mapping their indirect spend, and building the case for joining CaPS. The Country Head leads the full commercial cycle themselves: from first conversations with investment teams and management, through analysis and proposal development, to negotiating terms and signing membership agreements. Once companies have joined, the Head works closely with CFOs, procurement leaders, and PE operating partners to implement contracts, tracks savings in CaPS' reporting, and identifies opportunities to extend the collaboration into additional categories and services over time.

On the sourcing side, the Country Head makes sure the Dutch market has a compelling vendor offering, in close partnership with the team in headquarters. The Head first prioritizes indirect spend categories where members can see quick, clear benefits and then expands into more complex areas. The Country Head benchmarks Dutch conditions against existing CaPS deals and runs local comparisons or tenders where needed. The Head also negotiates terms that do not just match but improve on market standards. Along the way, the Head builds strong, trust-based relationships with customers, partners, and suppliers and brings the company's focus on responsible procurement and ESG transparency into discussions.

” *Sixteen years ago, I started CaPS because I saw how much value was left on the table in indirect procurement. Entering the Netherlands, we have the advantage of a proven model, data, and vendor relationships. Now we need an entrepreneur who is willing to push through walls and negotiate that last five percent that turns a good category into a great one.*”

▪ **Maximilian Marschan, CEO**





As the business scales, the Country Head starts building and developing a small local team while continuing to collaborate closely with the team in the Nordics. The Head reports directly to the CEO and works in close partnership with colleagues in business development and vendor management to keep the Dutch plan aligned with CaPS' overall strategy and sourcing approach. Early on, the role is largely hands-on and standalone, with the Country Head combining strategic direction, sales execution, and local coordination. Over time, the Head shapes the Dutch organization into a focused team that supports member acquisition, implementation, and vendor relationships, while remaining tightly connected to the international CaPS network.

This is an exciting opportunity for an entrepreneurial commercial leader who gets energy from building a business in a new market based on a proven model. The Country Head thrives in a fast-growing environment, combines clear thinking with decisive action, and is willing to push through setbacks to make things work for their customers. This leader enjoys working with portfolio companies and vendors as much as refining the business case, bringing a humble, collaborative, and energetic style that fits CaPS' straightforward, sports-minded culture. This mindset helps the Country Head turn responsible, data-driven procurement into real value for Dutch companies and shape how CaPS' European ambition takes form in the Netherlands.

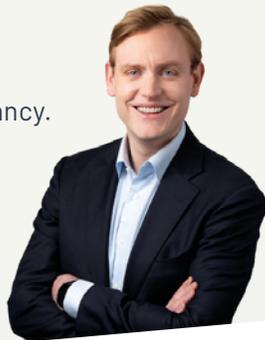


Interested?

CaPS Procurement Services is working with Top of Minds to fill this vacancy.

To express your interest, please contact Gijs Millaard at

gjjs.millaard@topofminds.com



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