

Robert—
—Walters



Executive search

We connect growth-minded executives



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Robert Walters Executive Search team supports PE-owned and VC-backed scale-ups, as well as family-owned businesses in selecting their ideal executives to drive further growth.

The proof is in our network

The secret to our success is our extensive network and in-depth knowledge of the market. This is the result of 30+ years of dedication to the needs of a diverse range of clients for sound financial strategy and execution, and 30+ years of dedication to following and supporting highly qualified finance professionals throughout their careers.

Subject-matter experts

Our Executive Search Consultants are experienced subject-matter experts, ensuring both the quality and progress of the search and selection process for their clients.

From signing to signing

Depending on the availability of the parties involved, the entire process - from **signing the assignment to signing the employment contract** with the candidate - should take between **6 and 9 weeks**.

Week 1 Intake	Week 2 Matrix	Week 2 Profile	Ongoing Search	Week 3 Shortlist	Week 3 – 6/9 Selection
Identification of objectives, criteria, challenges and stakeholders.	Proprietary consultant-client document of set criteria that facilitates cross comparing candidates.	Support document for our communication with candidates.	Internal and external search reaching both active and passive candidates.	Candidate introductions based on resume, interviews, and our proprietary market insights.	Planning and evaluation of candidate interviews.

Executive search

Our team



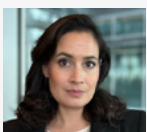
Pim van der Groen

With nearly three decades of recruitment expertise, Pim is highly skilled in finding the ideal match between candidates and organisations. As the Director of Executive Search in the Netherlands, he has developed an impressive track record and an extensive network. Pim is renowned for his innovative approach and entrepreneurial mindset.



Madelon Strijbos

Madelon's main area of expertise is assisting scale-ups (PE and VC) in identifying and selecting CFO/COO candidates. Her experience with various start-ups, scale-ups and funds helps her to truly understand a company's growth stage, ambition, revenue model and culture.



Anouk Visser

After working for an international trader and building teams in EMEA, APAC and the US, Anouk rejoined Robert Walters in 2023. She draws on her many years of recruitment experience on both the agency and client side, to recruit mainly C- and D-level professionals for PE and VC firms.



Ana Konstantin

Ana started her career in the legal field. After moving to the Netherlands, she embarked on a career change to recruitment. Her passion for connecting with people, understanding their unique backgrounds and ambitions, and being part of their career journey, make Ana a highly respected and valued executive candidate & community manager.



Our focus:

Finance
General Management
Human Resources
IT
Operations

What our clients say

"What we particularly noticed in our collaboration with Robert Walters is the tight process control: four weeks after the start of the assignment, we were able to enter into discussions with five well-qualified candidates, and three weeks later we were ready to make an offer to the best candidate."

Member of the Supervisory Board,
Talpa Network

Let's talk

For more information, please get in touch with

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Africa | Australia | Belgium | Brazil | Canada | Chile | Mainland China | France | Germany | Hong Kong | India | Indonesia | Ireland | Italy | Japan | Malaysia | Mexico | Netherlands | New Zealand | Philippines | Portugal | Singapore | South Korea | Spain | Switzerland | Taiwan | Thailand | United Arab Emirates | United Kingdom | United States | Vietnam.