

# The Power of Executive Search

Your dedicated partner in finding candidates that  
add value to your business!





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# Overview

e-search is a boutique executive search firm specialized in finding top commercial, operational, and financial talent and C-level leaders for investment companies, family offices, family businesses, and owner-managed organizations.

## Mission Statement:

We connect leading companies with exceptional leadership talent, carefully selected to achieve growth, innovation, and sustainable value creation.

## Key Objectives:

- Provide tailored executive search solutions that perfectly align with our clients' strategy and culture.
- Strengthen the network with top candidates in finance and commerce through a proactive and personal approach.
- Ensure sustainable placements through in-depth selection, engaged guidance, and post-placement support.







# Who are we?

We are a boutique executive search firm, specialized in finding the right leaders for growth companies. We focus on Private Equity, Venture Capital, family offices, family businesses, and owner-managed companies. We are active across many sectors with a focus on financial, operational, and commercial roles.

## **Expertise in Private Equity and Venture Capital**

With a profound network within the private equity and venture capital sector, we connect investors with top management.

## **Focus on growth investors and OMB**

We help companies in the growth phase by finding strategic leaders who can realize their vision and ambitions.

## **Financial, operational, and commercial leadership**

Our experience enables us to place leaders who master both finance, sales, and marketing domains and lead companies to success.

# Our team

We are a dedicated team of experienced professionals with a passion for connecting talent and companies. Together we bring expertise, integrity, and personal commitment.

## Our leadership and network

Ernst and Gwen together lead our executive search firm. They work with various partners, including Kira as a Finance specialist (see page 11), and a network of freelancers with expertise in marketing, legal, and other disciplines. These collaborations give us access to a broad professional network for the perfect match.

## Building leadership together

We believe in long-term relationships, strategic precision, and genuine involvement. Our mission? Finding leaders who not only strengthen the organization but also truly fit within it.



### Ernst Monkhorst

Owner & Founder

Expert in top commercial positions for PE and family businesses

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### Gwen de Vos van Steenwijk

Associate Partner

More than 20 years of experience in executive search for private equity and venture capital.

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# e-search Commercial and Operations

e-search is the specialist in connecting top commercial and operational talent with leading organizations. Thanks to years of experience and a strong, carefully built network, we support companies in finding the right professionals

## About Ernst Monkhorst

Ernst Monkhorst is an experienced professional with more than 25 years of commercial experience in the software and ICT sector. He completed a law degree at the University of Groningen. He is co-founder and partner at e-search, a boutique executive search firm based in Amsterdam. The company focuses on recruiting top candidates for portfolio companies of private equity, venture capital, and growth funds, as well as medium to large family businesses. Additionally, Ernst advises investors on their informal investments in startups and scaleups.

## About Gwen de Vos van Steenwijk

Gwen de Vos van Steenwijk is an experienced professional in executive search and organizational development. She is active as a partner at e-search (boutique executive search firm) where she focuses on attracting leaders for private equity and venture capital funds and family businesses. She has an academic background from Erasmus University Rotterdam and has previously worked at organizations such as CVC, USG, More, the art of work, and GB2 recruitment. Her expertise lies in guiding people and organizations in finding the right leaders, combining strategic insight with a strong focus on human relationships.



# e-search Finance

e-search Finance specializes in connecting financial talent with leading companies. With years of experience and an extensive network, we help companies find the right finance professionals. For our finance roles, we have partnered with Kira van Loon



## Kira van Loon

Specialized in placing senior financial professionals for multinationals and private equity.

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## Kira van Loon

After studying law, Kira van Loon worked as a trainee at ING and as a lawyer/tax specialist at MeesPierson Intertrust. She also gained 14 years of experience in finance, tax & treasury recruitment, successively at Michael Page and Robert Walters. She then transitioned to becoming an in-house recruiter, first as a permanent employee at ING and later as an interim recruiter at companies including Rituals and Avantium. Since 2023, she has been working in executive search, focusing on placing senior financial professionals for companies owned by investment firms and their subsidiaries (private equity, venture capital, family offices, etc.) or owned by entrepreneurs.





# Way of Working

## From Intake to Integration

Our approach is carefully tailored to meet both the organization's needs and the candidate's expectations. From the initial conversation to the successful integration of the new leader, we guide the entire process to ensure a perfect match.

### 1. Profile Definition

The foundation for success

*In collaboration with the client, we determine the desired profile. This can be both the company where the candidate will be placed, as well as the private equity partner. We create a profile document that clearly outlines expectations and ensure all stakeholders are aligned.*

### 2. Search & Selection

Targeted talent search

*Our team actively pursues suitable candidates. We conduct conversations with potential candidates, select the most appropriate profiles, and deliver a shortlist of top candidates. These candidates have been interviewed face-to-face and, when possible, references have been checked.*

### 3. Interviews & Integration

Making the right match

*The shortlist is reviewed together with the company and, if applicable, the private equity partner. Based on this, interviews follow at the company and, if relevant, the private equity firm. We ensure the candidate is optimally integrated within the organization.*



# Our distinctive capabilities

## Human and personal

- Founded on the conviction that trust and collaboration form the foundation.
- The founders have known each other for 45 years and combine their complementary networks and experience.

## In-depth and precise

- For us, executive search is not a CV comparison, but a strategic process.
- We invest in getting to know your organization and maintain continuous dialogue.
- Focus on both job content and cultural fit and personality.

## Strategic sparring partner

- Regularly involved in questions about organizational structure and team building.
- Often consulted early in the process, especially for portfolio companies of investors.

## Flexible and transparent fees

- Fees based on a fixed fee or percentage of the total annual salary.
- Clear retainer structure (1/3 at start, 1/3 at shortlist, 1/3 at placement).
- Always open to customization and creative solutions.

## On-site involvement

- We spend several days within your organization.
- This allows us to build a sharp and realistic picture that guides the search

## Partnership as a starting point

- We work directly with decision-makers — short lines, clear communication.
- Flexible in form of collaboration, with a long-term perspective.
- Partnership is not our goal, but a consequence of our approach.

**At e-search, executive search is about more than finding a suitable candidate. We believe in building sustainable connections between people and organizations — with attention to content, personality, and culture. Our approach is personal, engaged, and strategically thoughtful.**



# Our focus positions

## Commercial Leadership

- CEO
- Managing Director
- International Business Director
- Sales Director
- VP Sales
- Senior Manager Sales
- Accountmanager Senior

## Marketing & Innovatie

- CMO
- Marketing Director
- Head of Marketing
- Innovation Manager

## Finance

- CFO
- Finance Director
- CHRO
- Purchase Manager
- VP HR
- HR Director

## Operations & Strategy

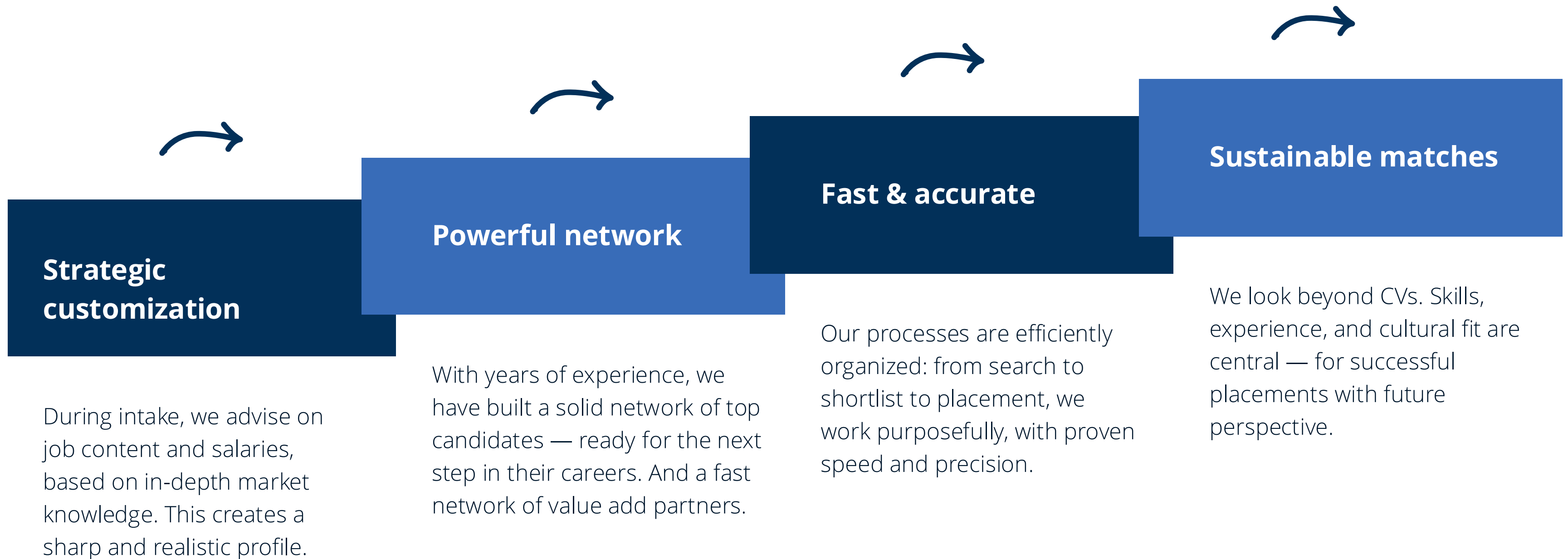
- CTO
- CSO
- Strategy Director / Head of Strategy
- COO
- VP Operations







# Building sustainable successes





# Contact Us

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