

# First the foundation. Then the *right people*.

We design how the organisation should be built — structure, processes and roles — and then find the leaders to run it. Searching for people before the organisation is defined is building without a foundation.

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# What we do.

e-search is a boutique firm combining organisational advisory and executive search. We help investors and owners design how the organisation should be built — then find the commercial, operational and financial leaders, up to C-level, to run it.

## MISSION

*We connect companies with the leaders who create lasting value — each chosen against a role we define together, not a generic profile.*

## Key objectives

### Aligned search

Tailored executive search that fits your strategy and culture — built on a clearly defined role.

### A senior network

A network of senior talent kept current through a proactive, personal approach.

### Placements that last

Sustainable placements through in-depth selection, engaged guidance and post-placement support.

# Investors and owners who can't afford a wrong hire.

01

## Private equity & venture capital

Portfolio leadership that delivers against the value-creation plan — often briefed before completion, when the org-design question is still open.

02

## Family offices

Discreet, trusted appointments for direct holdings and informal investments, judged on both mandate and long-horizon fit.

03

## Family businesses

Outside leadership that strengthens a business without diluting what made it — succession, professionalisation, next-stage growth.

04

## Owner-managed companies (DGA)

The first senior hire that lets an owner step back without stepping away. Cultural fit weighted as heavily as the CV.

# One method, two connected phases.

*First the foundation, then the people. We design the organisation, sharpen the profiles, and only then begin the search.*

## PHASE A · THE FOUNDATION

### Organisational advisory

*“How should the organisation look?”*

- Strategy and intended direction sharpened
- Structure & management model
- Critical work processes mapped
- Organisation chart & reporting lines
- Job architecture, FTE staffing & reward



## PHASE B · THE PEOPLE

### Executive search

*“Who belongs in it?”*

- Sharp role profiles & success criteria
- Key roles prioritised — what must stand first
- Internal promotion or external recruitment
- Targeted search, market scan & selection
- Onboarding, integration & retention

**The output of Phase A is a blueprint** that the search is built on. You can start at either phase; they are designed to connect.

# Three pillars, one foundation.

Every diagnosis runs along the same three pillars — the through-line of the whole advisory, and what we test before a single name is sourced.

01

## Structure

Organisation and management model, span of control, and the relationship between top, business and staff — clear reporting lines, no ‘waterhead’.

02

## Work processes

The critical primary and supporting processes — commerce, operations, purchasing & logistics, finance and IT — harmonised and secured.

03

## Human capital

Culture, knowledge and capability, and the in-, through- and outflow of talent — the profile of the people who must make the strategy real.

*The foundation only holds when all three pillars are sound — and aligned with one another.*

SWOT & starting position

Strategic value disciplines

Product–market growth matrix

Org chart & job-house design

FTE & reward benchmarking

# From intake to integration.

Within Phase B, the search itself runs in three guided steps — from the first conversation to a leader who is fully integrated.

1

## Profile definition

**The foundation for success**

With the client — and, where relevant, the investor — we agree the desired profile and capture it in a document that aligns every stakeholder before the search begins.

2

## Search & selection

**Targeted talent search**

We actively approach the market, interview candidates face-to-face, take references where possible, and deliver a shortlist of genuinely qualified leaders.

3

## Interviews & integration

**Making the right match**

The shortlist is reviewed together; interviews follow at the company and, if relevant, the investor. We stay involved until the new leader is fully integrated.

### Human and personal

Built on trust and collaboration. The founding partners have known each other for 45 years and combine complementary networks and experience.

### Strategic sparring partner

Regularly involved in questions of organisational structure and team building — often consulted early, especially for investors' portfolio companies.

### On-site involvement

We spend several days inside your organisation, building a sharp and realistic picture that guides the search.

### In-depth and precise

Executive search is a strategic process, not a CV comparison. Continuous dialogue, with focus on both job content and cultural fit.

### Flexible & transparent fees

A fixed fee or a percentage of total annual package, in a clear retainer ( $\frac{1}{3}$  at start ·  $\frac{1}{3}$  at shortlist ·  $\frac{1}{3}$  at placement).

### Partnership as a starting point

We work directly with decision-makers — short lines, clear communication, and a long-term perspective. Partnership follows from the approach.

## Commercial leadership

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

## Finance & HR

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

## Marketing & innovation

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

## Operations & strategy

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

# Sector reach, single standard.

We focus on financial, operational and commercial leadership and adapt the work to the sector — rooted in the Benelux, active across Europe, with representation in Southeast Asia.

Private equity & VC portfolios

Industrial & manufacturing

Medtech & healthcare

Mobility & fleet

Cleanroom & precision

B2B technology & software

Commodities & trading

Family-owned mid-market

# Building sustainable successes.

01

## Strategic customisation

At intake we advise on job content and salary, grounded in deep market knowledge — producing a sharp, realistic profile.

02

## Powerful network

Years of experience have built a solid network of senior candidates ready for their next step, plus value-add specialist partners.

03

## Fast & accurate

Efficiently run from search to shortlist to placement — purposeful, with proven speed and precision.

04

## Sustainable matches

We look beyond the CV. Skills, experience and cultural fit are central, for placements with a future.

# A small, senior team — on purpose.

A dedicated team of experienced professionals with a passion for connecting talent and organisations. We bring expertise, integrity and personal commitment to every mandate.

## Built on relationships

We believe in long-term relationships, strategic precision and genuine involvement — finding leaders who strengthen an organisation and truly fit within it.

## A 45-year partnership

Founded on trust and collaboration: the founding partners have known each other for 45 years and combine complementary networks and experience.

## A broader network

Alongside the core team we work with partners and specialists across marketing, legal and finance — giving access to a broad professional network for the right match.

LET'S TALK

# Let's design the organisation — and find the leader.

A first conversation is confidential and without obligation.

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