

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 and a network of freelancers with expertise in marketing, legal, finance 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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Commercial, Operations and Finance

e-search specializes in connecting top commercial, operational, and financial talent with leading organizations. Thanks to years of experience and a strong, carefully cultivated 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.

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

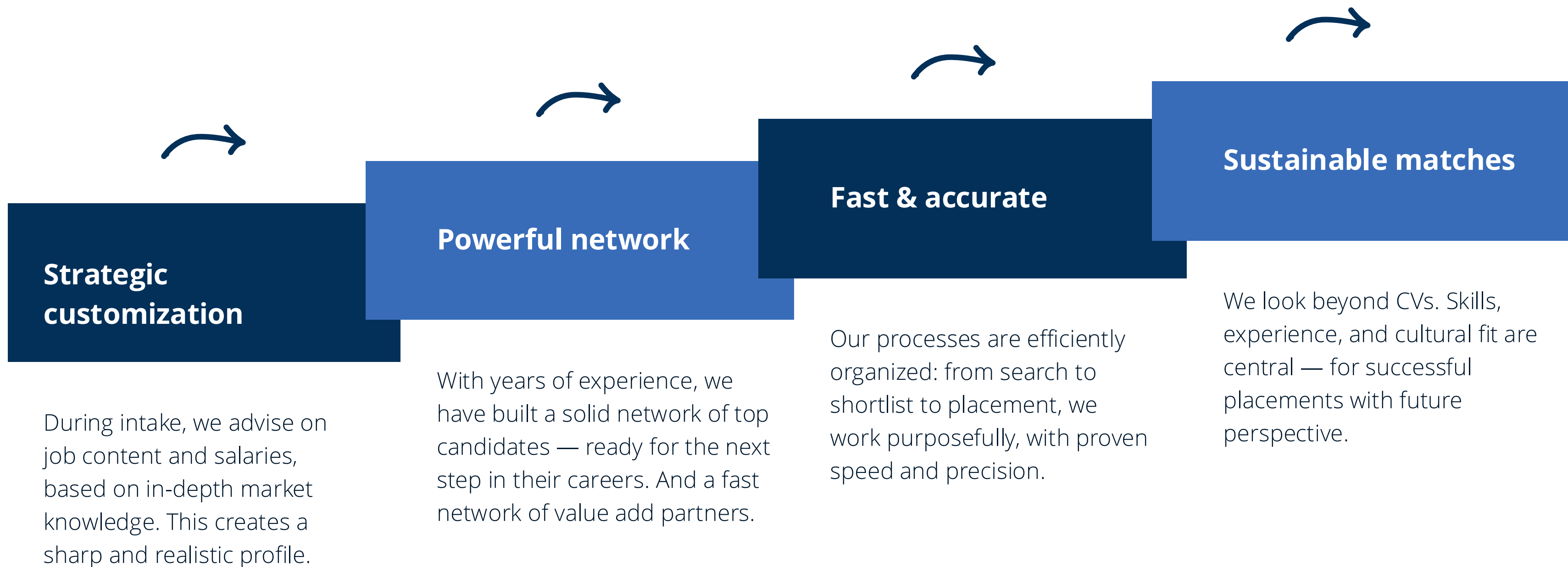
Operations & Strategy

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





Building sustainable successes



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