

Sr Executive Search Consultant at Apollo

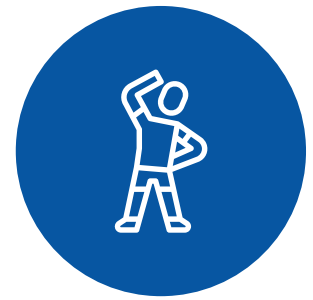
Technology and Startups



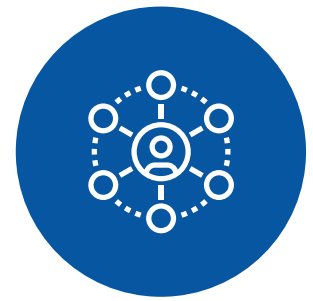
What this role at Apollo Executive Search offers



Become part of a team of experienced and enthusiastic colleagues with diverse backgrounds, in for example consultancy (a.o. McKinsey), scaleups (a.o., Rocket Internet) and executive search



Combine working in a close team with a high degree of flexibility, autonomy and room for authenticity



Meet many new and inspiring people and build relationships with candidates and clients



Work at a high professional and intellectual level with successful entrepreneurs and investors, and develop your knowledge about different industries and functions within the technology and startup sector



Help fast-growing, innovative and attractive companies like HelloFresh and Slimmer.ai build successful leadership teams

Compensation

- 50-90k total (incl. bonus and commision)



Logistics

- Office in Amsterdam, but we are open for fully remote colleagues
- Currently our team consists of one fully remote Sr Executive Search consultant and 4 fully remote reserachers
- Depending on your location and availability, we could occasionally fly you over, for example our 2x per year offsite

Our current team

Client and candidate facing team



Peter Zeeuw van der Laan
 Former McKinsey consultant
 Former Rocket Internet MD
 MSc Applied Physics, TU Delft



Mayke van Gelder
 Former Eden McCallum
 Former researcher at NWO
 MSc Psychologie



Berend Raadschilders
 Former Innopay and Eden
 McCallum consultant
 MSc EUR



Magdeleen Jooste
 Sr Researcher based in South
 Africa



Maarten van der Kwaak
 Former Roland Berger
 Co-founder of a.o. MatchHR
 MBA, INSEAD



Jessica Krintz
 Prior experience in London as a
 structured credit sales trader and
 in executive search.
 MSc LSE



Annie Castillo
 Researcher based in US



Nadine Collet
 Former LEK consultant
 Former CFO SecurityMatters
 International Mgmt, ESCP-EAP



Jan Visser
 Former Manager Strategy
 Consulting at EY and Marketing
 Manager at ANWB
 MSc TU Delft



Djamila Sebbaha
 Researcher based in Thailand

International research team

About Apollo Executive Search

COMPANY INFORMATION

Apollo Executive Search was founded in 2016 by Peter and Maarten. Our company helps investors and entrepreneurs build top teams in their ventures.

The focus is on leadership roles at portfolio companies of private equity funds and VC-backed technology startups and scaleups. We specialize in roles at fast-growing and innovative companies.

Examples of recent, successful Apollo searches are:

- CEO in3 (Fintech scaleup), CEO FysioGroup Nederland (Private equity portfolio company)
- CFO Felyx (Mobility scaleup), CFO Hiber (Aerospace scaleup)
- CMO Orderchamp (Retail marketplace), Business Unit Manager Delmic (Medtech scaleup)
- COO Exasun (Solar panel scaleup), COO Safesize (Tech scaleup)
- Portfolio Manager at Waterland (PE), Investment Manager Waterman Ventures (VC)
- Various strategy roles at PE portfolio companies, including Heliox, Europarcs and BrandMasters

What our clients say about Apollo



Waterland Private Equity

"We value Apollo's pragmatic and resourceful support on portfolio and team matters, coupled with their business understanding and deep network of interesting candidates"



Carel van Boetzelaar

*CEO World Wide Lighting (Nordian Capital),
Ex-CEO Emesa / Talpa eCommerce*

"Apollo has been my go-to partner in attracting senior leadership as CEO at World Wide Lighting and Emesa / Talpa eCommerce: they know the best people across sectors, whether it is Travel or Lighting"



Patrick van de Graaf

Co-founder In3

"You cannot take any chances when hiring a CEO, which is why we partnered with Apollo to ensure the most professional, fast and non-biased process."

Selection of our recent clients



Responsibilities Sr Executive Search Consultant (1/2)

As a Senior Executive Search Consultant, in a team of 3 Apollo colleagues, you will work with a client to select the best possible candidates for a leadership role, generally at a fast-growing, technology startup or scaleup.

Within Apollo there are always new executive search assignments. We will discuss with the team on which assignments you will work specifically. In general, a Partner (account mgmt), an Executive Search Consultant (see below) and a Researcher (“finding the best candidates on paper”) are involved per assignment. Each person has a different role in the process but works closely together. Every search has different phases:



Kick-off and calibration

Every search starts with an extensive briefing by the client, together with a Partner. We always start with an understanding of the business context and challenges, followed by a content calibration with the advantages and disadvantages of different types of candidates (with different experiences and backgrounds). De facto as strategic advisor to the client. As you gain more knowledge and experience in specific industries or functions, you will increasingly be able to take on a leading role. In addition to substantive conversations about possible candidates, we often help our clients to organize their hiring process as well as possible.



Research

You then work closely with one of our researchers to map the candidate market as thoroughly as possible, based on the briefing and calibration. Apollo has an international research team available to support the Consultant with research to cover the market. After making a selection of the best possible profiles, you use our best practices, tools and software to connect with interesting candidates and schedule interviews in a pleasant way.



Interviews

When doing interviews, you get a lot of freedom in how you want to conduct the conversation. These are often used as introductions, in which on the one hand it is determined to what extent the candidate is interested in the position and on the other hand the Consultant makes an assessment on behalf of the client about the fit. These conversations are often the beginning of long-term relationships.



Account mgmt

Then, in consultation with the Partner, you make recommendations about which candidates the client should talk to. We also remain very closely involved in the process afterwards, for example with weekly calls in which we go through the conversations with the candidates and the progress in the search with the customer. You will work closely with the Partner to bring the search to a successful conclusion.

Responsibilities Sr Executive Search Consultant (2/2)

In addition to executive search activities, at Apollo we also work closely together as a team to further develop and grow our company. For example, we organize 3-day offsites twice a year and operational meetings every 2 weeks, in which we, for example, go through our entire executive search process in search of possible improvements. Or brainstorm together about the segments we see the most growth opportunities.

Depending on the needs of the team and your personal interests, this means that you also contribute broadly to our further growth and development. For example, consider:

- C-level management thought leadership initiatives for private equity and VC-backed scaleups (e.g. on developments in the role of the CFO towards the future)
- Improving specific parts of our process, for example in the field of research, best practices for interviews, or better management of assignments
- Building a strategically important candidate pool and/or market knowledge
- Playing a role in the acquisition of new clients in a certain segment

By working on executive search assignments, you also develop many long-term relationships with candidates, who will eventually return more and more for new assignments. In this way you often also become an important sparring partner for candidates for important steps in their career.



Profile

Different background types can make for an interesting match for this position. An interest in the combination of content with the people component, as well as a drive to 'do your job well' are leading for us. We are not tied to people with a background in executive search, but rather broadly search for the best people.

The main common denominators in our team are:



Fact-based curiosity and the ability to work from the content. Interested in different types of companies, functions and people



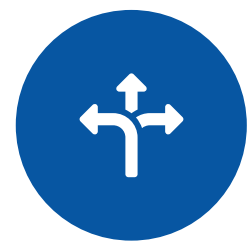
Strong people and communication skills. Able to make connections quickly with different types of people, good influencing skills and judgment



Inquisitive and drive to develop further as a team and individual



Structured and professional



Independence to be able to work in an output-driven environment with a lot of flexibility



Please let us know if this might be a good fit for you

Please reach out with an email to djamila@apolloexecutivesearch.com if you are (potentially) interested in this position

Please include

- Your resume
- Preferably also your LinkedIn profile
- Your proposed working hours (if outside of standard CET working hours)
- Your salary indication (please also see our shared compensation range)

We look forward hearing from you!