



Guide to executive recruitment
agencies and head-hunters in the
EU



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y
2
0
1
8

List of head-hunters and executive recruitment agencies

AUSTRIA

[Eblinger & Partner](#)
[LAB & Company- Wien](#)

BELGIUM

[Argos Belgium](#)
[Borderless Leadership Consulting & Executive Search](#)
[Eric Salmon & Partners](#)
[Hoffman & Associates](#)
[Stanton Chase - Belgium](#)
[The Future Alliance](#)

CZECH REPUBLIC

[Accord Group ECE](#)
[Bubenik Partners](#)
[Constellation S.R.O.](#)
[Teamconsult CR S.R.O.](#)

DENMARK

[Boyden](#)
[Flensby & Partners](#)
[Hansen Toft A/S](#)
[Human Capital Group](#)
[SAM](#)
[SpenglerFox Denmark](#)

FRANCE

[EWK International](#)
[Grant Alexander](#)
[Hudson - France](#)
[Lang et Associes](#)
[Odgers Berndtson](#)
[Pact & Partners](#)
[Riviere Consulting](#)
[Sirca Executive Search](#)
[SpenglerFox France](#)

GERMANY

[Accord Group/Becker Management](#)
[Amrop Delta](#)
[Board Consultants International](#)
[Boyden](#)
[Cantor Unternehmensberatung GMBH](#)
[Dr Heimeier & Partner](#)
[Dr Maier & Partner](#)
[Grünewald Consulting](#)
[Höchsmann & Company](#)
[LAB & Company GmbH](#)
[Nedelcu & Company](#)
[SCS PersonalBeratung GmbH](#)
[Seeger Management Consulting](#)
[Siebenlist, Grey & Partner](#)
[Topos Personalberatung GMBH](#)

GREECE

[ICAP Executive Search](#)
[Stanton Chase - Greece](#)
[Symvoli InterSearch](#)

HUNGARY

[Amrop Kohlmann & Young](#)
[Binder & Partners](#)
[Simonyi & Toth KFT](#)
[Transearch - Hungary](#)

ITALY

[Elan International](#)
[Key2People Executive Search](#)
[Proposition Management Search](#)
[Transearch - Italy](#)
[Value Search SRL](#)

LATVIA

[Ariko ReServ](#)
[Fontes](#)

LITHUANIA

[UAB People Management](#)

LUXEMBOURG

[Rowlands International](#)

NETHERLANDS

[Avon Arrow \(Glasford International\)](#)
[Holtrop Ravesloot en Partners](#)
[Maes & Lunau](#)
[Signium International](#)
[Quaestus](#)

NORWAY

[Backerskeie AS Executive Search & Selection](#)
[ISCO Group](#)
[Panamera - Norway](#)
[Visindi AS](#)

POLAND

[Aretes - Poland](#)
[Bigram S.A.](#)
[CTER Poland](#)
[dk Executive Search](#)
[Notio PPA](#)

PORTUGAL

[AD Capita Executive Search](#)
[Invesco Transearch](#)
[OptimHom](#)

ROMANIA

[AIMS International - Romania](#)
[K M Trust & Partners](#)

SLOVENIA

[Trescon D.O.O.](#)

SPAIN

[Amrop Seeliger y Conde](#)
[Kaleida S.A.](#)
[Magallanes - Consultores Direccion SL](#)
[Roson de Beas](#)
[TranSearch - Gortari Asociados](#)
[Zavala Civitas](#)

SWEDEN

[AIMS International - Sweden](#)
[Headlight International](#)
[K2 Search AB](#)
[Lisberg Management Consulting](#)
[Matcha Ledarskap](#)
[Pro Astri AB](#)

SWITZERLAND

[De Bord International Ltd](#)
[Guido Schilling AG](#)
[Level Consulting](#)
[Meister Executive Search](#)
[MPB Recruitment Group](#)
[Nellen & Partner AG \(Glasford International Switzerland\)](#)
[Zuger Management Group](#)



Ebling & Partner

Personal- und Managementberatungs
GmbH

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Austria

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Fax: +43-1-532 33 33 – 50

Email: office@ebling.at

Corporate Website

www.ebling.at

Sector Specialism

Life Science

Healthcare

International Industry

TelCo & IT

Publishing & New Media

Digital & Online Media

Financial Services

Consumer & Retail

Professional Services

Transport & Logistics

Energy & Raw Materials

Public & NGOs.

Key Contacts

Below are the key contacts for each specialism. For a detailed list of contacts at Ebling & Partner, following the link to [Team](#) where detailed biographies and contact details can be viewed.

Charlotte Ebling, Director. Tel: +43-1-532 33 33-12. Email: charlotte@ebling.at
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Florens Ebling, Director. Tel: +43-1-532 33 33-0. Email: florens.ebling@ebling.at
(International Industry/ Publishing & Media/ Digital & Online/ Professional Services/ Public & NGOs)

Johanna Fitz, Senior Consultant. Tel: +43-1-532 33 33-0. Email: johanna.fitz@ebling.at
(Life Science/ Healthcare/ International Industry/ Consumer & Retail)

Oliver Suchocki, International Partner. Tel: +43-1-532 33 33-0. Email: oliver.suchocki@ebling.at
(International Industry/ TelCo & IT/ Publishing & Media/ Financial Services/ Consumer & Retail/ Professional Services/ Public & NGOs/ Sports Management)

International Reach

Ebling & Partner Personnel are part of [IIC Partners](#) who have over 50 offices in 34 countries. They are also part of AESC, a worldwide professional association for the retained executive search and leadership consulting industry. Go to [Our Network](#) for more information.

Additional Information

Ebling & Partner Personal - und Managementberatungs GmbH - has been successfully supplying professional recruitment services to international clients for over 25 years. As proven executive search and selection experts and with a focus on HR Development, they are among the top 10 HR consultancies in Austria. The company offer all-round, strategic, long-term consulting services backed not only by extensive industry contacts and networking activities but also by a team of highly qualified consultants, each specialised in different industry sectors and consulting methods.

[Return to index page](#)



Hoffman & Associates

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1200 Brussels
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Tel: +32 2 779 52 52
Fax: +32 2 779 83 40
Email: search@hoffman-associates.be

Corporate Website
www.hoffman-associates.be

Sector Specialism

Industrial,
Consumer & Retail,
Energy,
Financial Services,
Life Sciences and Healthcare,
Technology, Digital Media & Telecoms,
Business & Professional Services
Public & Not-For-Profit

Executive Search
Interim Management
Management Assessment

Key Contacts

Ineke Arts, Partner (Technology, Digital Media & Telecomms, International Business & Professional services, International (EU) associations, NGO's and non-profit Life Sciences & Healthcare, Non-executive and executive Board searches)
E-mail: ia@hoffman-associates.be

Jean-Michel Lucas, Partner (Industrial, Consumer & Retail, Business & Professional Services, CFO and senior financial officers, General Managers and senior positions in SME and family businesses). Email: jml@hoffman-associates.be

Michel Grisay, Partner (Industry & Energy, Healthcare, Construction & Infrastructure Public & Not for profit, Non-executive & executive Board searches).
Email: mg@hoffman-associates.be

Mieke Dhoore, Partner. (Commercial & Social Law, Construction, Retail, Automotive)
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Joost Baelden, Partner. (Industry, Value Added-Logistics and B2B Distribution, International Industrial Business, Sales & Marketing)
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International Reach

H&A is a member of [IIC Partners Executive Search Worldwide](#), a leading international search organisation with 52 offices in 34 nations worldwide.

Additional Information

Incorporated in 1987 in Brussels, Belgium. Hoffman & Associates' specialisation is in the search of Senior Executives and placement of Interim Managers who can bring strong added value to an organisation. The Partners are highly qualified and combine strong local market knowledge with international exposure and experience.

[Return to index page](#)



Constellation S.R.O

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Czech Republic

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Corporate Website

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Sector Specialism

Financial Services
Private Equity
Technology and Communications
Life Sciences
Consumer Products
Industrial
Professional Services
Media and Entertainment

Functional Expertise:

Chief Executive Officer
Financial Management
Human Resources
Sales and Marketing
IT Management
Corporate Communication
Non – Executive Director

Key Contacts

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Ivan Boroš, Partner
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Andrea Vančíková, Senior Consultant
Email: office@constellation.cz

[Profiles](#) for individuals are available.

Candidates can [submit a CV online](#).

International Reach

Constellation largely recruits within the Czech Republic and Slovakia but is a member of the one of the largest executive search groups in the world, [Tinzon Group](#). The Tinzon Group is a growing international alliance of independently owned and operated Executive Search firms based in The Americas, EMEA, and Asia Pacific.

Additional Information

As one of the Czech Republic's significant providers of the Executive search and other related services, Constellation discovers and recommends outstanding business executives either from within Czech Republic and Slovakia or from other countries through its partner group, a worldwide provider of executive search services. Constellation also offers its clients other innovative such as Talent Mapping, Interim Management, Board Services, Referencing and also Executive Coaching through the network of affiliated coaches.

[Return to index page](#)



Human Capital Group

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Denmark

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Corporate Website

www.hcg.dk

Sector Specialism

Finance Services
Consumer/FMCG
Industry & Production
Life Science
Service
Professional Consulting
Public Sector
Non-profit organisations

Key Contacts

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Ivan U. Henriques, Partner. (Industry & Production, Public Sector & Energy)
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Asbjørn Boysen, Partner. (Service, Finance & HR Positions across industries)
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Jens Brandum, Partner. (Technology, Insurance, Pension, Professional Services and Commercial Positions)
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Jesper D. Darre, Partner. (Industry, FMCG/retail & Professional Services)
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Jacob F. Madsen, Partner. (Professional Services, Finance, Strategic Business Development)
Tel: +45 2482 2337. Email: jfm@hcg.dk

[More contact](#) details are available via the website.

International Reach

Human Capital Group is a member of [IIC Partners Executive Search Worldwide](#) – one of the world's largest executive search organisations. Through IIC Partners, HCG is not only strongly represented in all the Nordic countries, but also through the 51 offices distributed across the three central areas: EMEA, Americas and Asia/Pacific.

Additional Information

Human Capital Group is a premium provider of executive search and management assessment within selected industries on management, functional and specialist levels. The company was established in April 2003 with the aim of representing a strong alternative to the leading executive search companies from which the circle of partners in Human Capital Group has its experience.

[Return to index page](#)



Odgers Berndtson

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Corporate Website

www.odgersberndtson.com

Sector Specialism

Business & Professional Services
Consumer & Entertainment & Sport
Education
Financial Services
Healthcare & Life Sciences
Industrial
Public Sector & Not for Profit
Technology

Key Contacts

Gilles Gaudefroy – Managing Partner. (Board and CEO)

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Philippe Cavat – Partner (Executive Assessment and Development)

Email: mphilippe.cavat@odgersberndtson.com Tel: +33 1 42 89 27 03

Frederique Moreau – Managing Partner. (Automotive, Consumer, Industrial, Business Services, HR) Email:

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Svetlana Stenger – Partner (Chemicals, Automotive, Professional Services)

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Tel: +33 1 42 89 27 00

Peter Dolan – Partner (Board and CEO, Financial Services and Management, Healthcare, Consumer, Business Services)

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[Current opportunities](#) can be searched and applied for online.

International Reach

Odgers Berndtson has more than 250 partners in 29 countries throughout North America, Latin America, Europe, Africa and the Middle East, and Asia Pacific.

Additional Information

Odgers Berndtson is an established brand, representing one of the most successful global executive search entities in the world. The group continues to deliver worldwide executive search solutions and is committed to securing exceptional talent to lead and direct the most successful organisations on the planet.

The Odgers Berndtson Group dates from 1965 and was Brussel's first executive search firm. The group has now over 250 partners supported by more than 300 consultants and researchers in 29 countries worldwide.

[Return to index page](#)



Boyden

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Corporate Website
www.boyden.com

Sector Specialism

Automotive
Bank & Capital Markets
Consumer & Retail
Financial Services
Technology
Industrial
Professional Services

Key Contacts

[Thomas Breitzmann](#), Managing Partner. (Agriculture and Food, Consumer (FMCG), Manufacturing, Professional Services, Technology)
Email: thomas.breitzmann@boyden.de Tel: +49 6172 18 02 11

[Stephan Franken](#), Managing Partner (Consumer & Retail, Financial Services, Industrial, Automotive, Manufacturing). Email: stephan.franken@boyden.de Tel: +49 211 52 28 989 40

[Dr. Dirk Friederich](#), Managing Partner (Banking & Capital Markets, Consumer & Retail, Finance, Life Science & Healthcare, Industrial) Email: dirk.friederich@boyden.de Tel: +49 6172 18 02 42

[Richard Fudickar](#), Managing Partner. (Consumer & Retail, Industrial, Automotive, Board Services, Board Appraisal, Venture Capital, Private Equity, Management Assessment)
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A full list of Associates can be found at [Team](#). [CV's can be submitted](#) online.

International Reach

Boyden is a "global community" of 65 offices in over 40 countries operating under a single brand: Boyden. With the global support of their Boyden colleagues, their local partners have the ability and expertise to make decisions for their individual markets.

Additional Information

Boyden was founded over 60 years ago as the pioneer in the executive search industry. With the opening of the German office in 1983, Boyden's rich heritage as the leading international retained executive search organization was brought to the region. With offices in Düsseldorf, Frankfurt, Hamburg, and Munich, Boyden covers all of Germany's relevant markets. Boyden is a member of the Association of Executive Search Consultants (AESC), a respected international organization promoting the highest professional standards in executive search worldwide. For more than ten years, BlueSteps (Launched by the Association of Executive Search Consultants (AESC) in 2000) has connected leading executives, who earn a minimum salary of USD 100K (or regional equivalent) with the world's top executive search firms.

[Return to index page](#)



**Cantor Unternehmensberatung
GMBH**

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Corporate Website

www.cantor.de

Sector Specialism

Agrartechnics & Agriculture
Information technology
Automation and Electrical Engineering
Machine and Plant Construction
Health Care
Chemistry, Process and Plastic
Technology
Media and Media Technology
Consumer Goods and FMCG

Key Contacts

Marc Steuer, Director of Executive and Direct Search. Email: info@cantor.de

Dr. rer nat Thomas Hundesrügge. Email: info@cantor.de

Thomas Muller. Director of Investment Management (FMCG, Automotive, Mechanical & Plant Engineering).
Email: info@cantor.de

Max Scherm. Director of Management Consulting (Industrial Goods and Services, FMCG). Email:
info@cantor.de

Jürgen Jacob. Director of Business Development (Health and Beauty Care, Natural Cosmetics). Email:
info@cantor.de

A full list of their [consultants](#) is available online.
Online applications requested. Go to [Application](#).

International Reach

In order to be able to offer a wide spectrum of services, CANTOR® cooperates with highly specialised and competent partners worldwide. This strategic partner network of CANTOR® comprises strong alliances with international experts and universities, providing access to the newest developments in Executive Search and Executive Management. CANTOR® is an initiating founding member of the CFR Consulting Group, a growing cooperation of owner-led European Executive Search companies (www.cfr-group.com) with additional partners in China, India, and Russia.

Additional Information

CANTOR® advise owners, managing directors and senior management of medium-sized organisations as well as executive boards and supervisory bodies of national and international enterprises.

[Return to index page](#)



Topos Personalberatung GMBH

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Corporate Website

www.topos-consult.de

Sector Specialism

Automotive
Banking, Financial and Insurance
Building and Real Estate
Clothing Industry
Chemistry/Pharmaceutical Industry
Energy/Renewable Energy
Health and Social Services
Retail/Consumer Goods
Healthcare/Medical Technology
Industry
Maritime Industry
Professional Services, Consulting
Times
Transport/Logistics

Key Contacts

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Thomas Hölzchen, Managing Partner. Tel: +49 40 27 84 99 55.

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Florian Koenen Tel: +49 40 27 84 99 20.

Email: f.koenen@topos-consult.de (Retail & Consumer Products and Financial Services)

Thomas Laurien, Partner. Tel: +49 40 278499-33 Email: laurien@topos-logistics.de (Maritime Logistics)

Kathrin Manthey, Senior Consultant Tel: +49 40 27899-34 Email: manthey@topos-consult.de (Healthcare, Social Work, Consumer, Commercial, Service Industries)

Thomas Wilde, Managing Partner. Tel: +49 40 278499-60 Email: wilde@topos-consult.de (Industrial and TIMES Sectors)

Contact details of other consultants/partners based across Germany can be found at "[Consultants](#)". (Click on profile pictures for details)

International Reach

Since 2002 TOPOS Personalberatung GmbH is a member of [International Executive Search Federation \(IESF\)](#) network. IESF is a consortium of leading independent executive search firms from Europe, America, Asia, and Australia and with over 120 offices, is the world's leading executive search network.

Additional Information

TOPOS Consulting has 19 consultants in their offices in Frankfurt, Hamburg, Hannover, Munich, Nuremberg & Stuttgart.

[Return to index page](#)



Stanton Chase International - Greece

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E-mail: athens@stantonchase.com

Corporate Website

www.stantonchase.com

Sector Specialism

Consumer Products and Services
Financial Services
Industrial
Life Sciences and Healthcare
Technology

Key Contacts

Harris Pezoulas – Managing Director (Consumer Products and Services, Industrial, Natural Resources and Energy). Email: h.pezoulas@stantonchase.com

George Vlachos – Director (Consumer Products and Services, Board Services)
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Manos Panorios – Managing Partner. Global Banking Sector Leader & CEE-SEE. Financial Services Practice Leader (Financial Services, Marketing & Sales, CFO and Financial Executives)
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Nancy Mathioudaki – Partner (Consumer Products and Services, Life Sciences and Healthcare, Marketing & Sales) Email: n.mathioudaki@stantonchase.com

Nicholas Vasilikiotis – Partner. Global Maritime Sector Leader (Industrial, Natural Resources, and Energy, Supply Chain, Logistics and Transportation, Marketing & Sales)
Email: n.vasilikiotis@stantonchase.com

Virginia Argyratou – Partner (Life Sciences & Healthcare, Consumer Products & Services, Marketing & Sales, Human Resources) Email: v.argyratou@stantonchase.com

More information about the [Consultants working across Greece](#) can be found online.

International Reach

Stanton Chase International helps clients around the globe build world-class management teams. Visit [locations](#) to search for local consultants.

Additional Information

Established in 1990, Stanton Chase is ranked within the Top 10 global retained executive search firms. With proven expertise in key sectors of the global economy, Stanton Chase has 9 international Specialist Practice Groups that operate as international teams. The Stanton Chase Athens office was founded in November 2003 as part of Response S/A, a prominent executive search and human resources consultancy company. Stanton Chase is a member of the [Association of Executive Search Consultants](#).

[Return to index page](#)



TRANSEARCH - Italy

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Italy

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Corporate Website

www.transearch.com

Sector Specialism

Board Services
Business & Professional Services
Construction & Design
Consumer & Retail
Energy, Utilities & Mining
Financial Services
Government, Education & Non-Profit
Industry
Life Sciences
Renewable Energy/Clean Technology
Technology, Communication & Media

Key Contacts

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(Consumer & Retail, Construction & Real Estate, Media & Publishing, Industry, Technology, Communications & Media)

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(Business & Professional Services, Board Services and Financial Services)

A full list of all [consultants](#) can be found online.

International Reach

[TRANSEARCH International](#) is one of the leading executive search organizations in the world. Headquartered in Europe, they have offices in The Americas, Asia Pacific, Europe, Middle East and Africa.

Additional Information

TRANSEARCH Italy is part of the wider TRANSEARCH International Group. TRANSEARCH International operates through a matrix structure - organised by geography, industry specialisation and functional expertise as well as by additional leadership services.

[Return to index page](#)

55 **HOLTROP RAVESLOOT**
executive search & consulting

Holtrop Ravesloot & Partners

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Amstelveen
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Corporate Website

www.holtropavesloot.nl/

Sector Specialism

Industry
Professional & Business Services
Consumer & Retail
Family Businesses
Healthcare
Education
Housing Association
Government & Independent Boards
FinTech

Key Contacts

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[Jan Beerling](mailto:jan.beerling@holtropavesloot.nl), Partner. jan.beerling@holtropavesloot.nl (B2B (industrial, logistics and professional and business services) and B2C sectors)

[Gerald Knol](mailto:gerald.knol@holtropavesloot.nl), Partner. gerald.knol@holtropavesloot.nl (healthcare, education, government, NGOs, and associations)

[Boudewijn Vellinga](mailto:boudewijn.vellinga@holtropavesloot.nl), Associate Partner. boudewijn.vellinga@holtropavesloot.nl (financial markets)

[Edith Zeevalk](mailto:edith.zeevalk@holtropavesloot.nl), Associate Partner, edith.zeevalk@holtropavesloot.nl (healthcare, education, utility, housing corporation and government sectors)

International Reach

Holtrop Ravesloot & Partners is part of the international [IIC Partners](#) network. With offices in 34 countries, IIC Partners is one of the biggest executive search organisations in the world. It has 52 offices, each focusing on their own specific sectors, in which they are market leaders.

Additional Information

Established in 1960, Holtrop Ravesloot & Partners is at the forefront of executive search in the Netherlands with a strong focus on the Dutch market.

[Return to index page](#)



Panamera - Norway

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Corporate Website

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Sector Specialism

Consumer/Media
IT & Telecom Industry
Financial Services
Media & Entertainment
Professional Services
FMCG
Travel and Entertainment

Key Contacts

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Per-Andre Marum, Partner. Tel: +47 928 68 068 Email: per@panamera-search.no
(IT / Telecom, Financial & Professional Services)

Peder Juland, Research Manager. Tel: +47 938 16 535 Email: peder@panamera-search.no (IT/Telecom, FMCG/Media and Professional Services)

The website [Candidates](#) section includes the facility to [register your CV](#) and [search open positions](#).

International Reach

Since 2004 Panamera has been a part of one of the world's largest retained executive search companies, [IMD International Search Group](#). IMD has more than 300 consultants in 25 countries around the world.

Additional Information

Panamera IMD's team of consultants operating primarily in Norway and Oslo, have extensive experience in the IT & Telecom industry, Fast Moving Consumer Goods (FMCG), Finance, Media and Professional Services. In addition to C-level permanent placements, they conduct searches for board members and interim managers and perform management audits and assessments.

[Return to index page](#)



CTER Poland

ul. Nowy Swiat 30/5
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Poland

Tel/Fax: +48 22 828 36 67

Email: office@cter.pl

Corporate Website

www.intersearch.org/poland.html
www.cter.pl

Sector Specialism

Middle, high and top-level management

Key Contacts

Joanna Czarnocka-Tworzynska, Managing Partner, (Life Sciences, Consumer, Media, Automotive, SSC/Business Process Outsourcing)

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Piotr Golinski, Managing Partner, (general management, sales, operations, technology, IT and finance).

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International Reach

In 2002, CTER became the sole representative for Poland of InterSearch Worldwide, one of the biggest independent Executive Search networks. In 2004, they became its full member and shareholder.

Additional Information

Joanna Czarnocka-Tworzynska, one of the most experienced Executive Search Consultants on the Polish market, established CTER in October 2001. CTER specialise in the recruitment of middle, high and top-level management positions.

[Return to index page](#)



Amrop Seeliger y Conde

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Corporate Website

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Sector Specialism

Family Owned Business
Finance
Consumer Goods
Healthcare
Industry
Real Estate, Construction, and Engineering
Professional Services
Media and Technology

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For a full list of partners and consultants, visit [Team](#).

International Reach

Established in 1977, Amrop operates in Asia, EMEA, and the Americas through 77 offices in 50 countries and is one of the world's largest retained executive search partnerships.

Visit [offices worldwide](#) for a list of countries in which Amrop operates.

Additional Information

Seeliger y Conde is the leading Spanish firm for the search and development of management talent. Seeliger y Conde is a consolidated Group with a clear international vision and strategy and more than 25 years of experience, with 12 offices in 8 countries. All Amrop companies are independent business entities and are managed by genuine partnerships.

[Return to index page](#)



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Sector Specialism

Consumer Goods & Retail
Financial Services
Manufacturing
Infrastructure (Real Estate, Construction & Energy)
Telecom & IT
Media & Online
Life Science & Healthcare
Private Equity
Professional Services
NGOs

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A list of all consultants and partners can be found [online](#).

International Reach

Headlight International work closely with local and international companies of all sizes and in all industry sectors, through their offices across Europe. Headlight are members of [AESC \(Association of Executive Search Consultants\)](#) and the [International Tinzon Group](#).

Additional Information

Headlight International was founded in 2000 as an alternative on the Scandinavian executive search market. They work closely with local and international companies of all sizes and in all industry sectors, through offices across Europe.

[Return to index page](#)