

The logo for IESE, consisting of the letters 'I', 'E', and 'S' in a white, sans-serif font, followed by a blue, stylized 'S' shape, and then the letter 'F' in a white, sans-serif font.

IESE

INTERNATIONAL  
EXECUTIVE  
SEARCH  
FEDERATION

A background image of Earth from space, showing city lights at night. A white, glowing network of lines and dots is overlaid on the image, representing a global network.

**SUCCESSFULLY  
DELIVERING LOCAL  
EXECUTIVE TALENT  
THROUGH A  
GLOBAL NETWORK**

# IESF

## **Tailored Executive Search Across the Globe: Your Local Expertise Network**

As a premier name in global executive search, IESF combines deep local insights and cultural understanding across 50 offices in 26 countries, making us your "Local Experts" in executive recruitment.

We value market diversity, ensuring our solutions are effective and genuinely resonate with our partners' communities and businesses.



# Discover IESF: Your Global Executive Search Partner

With a legacy of over 20 years, the International Executive Search Federation (IESF) has established itself as a pillar of the executive search industry. Our expansive reach across 26 countries is bolstered by a robust presence of over 50 offices worldwide, ensuring local expertise with a global perspective.

Our team comprises over 250 dedicated consultants who specialize in transcending geographical boundaries to deliver successful cross-border placements. This global prowess and localized approach have earned us the honor of being ranked among the top 40 executive search organizations worldwide by Hunt Scanlon.

At IESF, we are not just an association of executive search firms; we are a collective of the world's most prestigious partners, united in our mission to drive success for our clients. We are your trusted advisors, your strategic partners, and your gateway to securing the leaders who will pave the way for your company's future.

Get in touch with IESF, where global reach meets local insight.

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# Global Reach with Local Insight: Our Executive Search Excellence

We specialize in premier executive search services, expertly navigating local to global markets to fulfill your strategic requirements:

- **Global Reach, Local Insight:** Our network spans elite consultancy firms in 15 industries, offering deep local market insights and a global perspective.
- **Tailored Strategies:** We provide bespoke search services, ensuring seamless alignment with your organization's culture and strategic goals.
- **Dual-Focused Approach:** Comprehensive assessment and consultancy services are designed to meet your business's complex needs, going beyond traditional methods to deliver nuanced, actionable insights.
- **Holistic 360-Degree Solutions:** Our approach integrates diverse international and multicultural perspectives, forging a unique success narrative for your business.
- **Commitment to Excellence:** At the core of IESF is our unwavering dedication to executive search, securing the industry's most distinguished talent and leaders to drive your organization's future success.





# IESF sets new global standards with unified Quality Search Process

We have unveiled the initiative to standardize executive search processes across our global network. The agreed-upon process delineates a structured approach to executive search, encompassing four key stages:

1

## Preparation and Initial Consultation

- The process begins with a thorough agreement on the IESF search proposal, ensuring a retained and exclusive approach.
- Partners engage in in-depth discussions with clients to understand their unique needs, objectives, and requirements for the role, facilitating a well-defined search strategy.
- Market research and consultations with stakeholders are conducted to develop a comprehensive position specification document and compensation package.

2

## Search Process

- A detailed job description is prepared, and a wide-reaching search for both passive and active candidates is initiated.
- Through extensive research and local sourcing methodologies, potential candidates are identified and rigorously evaluated. This evaluation includes resume reviews, professional accomplishments assessments, in-depth interviews, and comprehensive reference and background checks.

### 3

#### **Introduction to the Client**

- A shortlist of qualified candidates, accompanied by comprehensive evaluation reports, is presented to the client.
- The client conducts interviews to further assess the candidates' compatibility and potential contributions.
- IESF partners facilitate the interview process, providing support and coordination as needed.

### 4

#### **Completion of the Assignment**

- The negotiation of the compensation package and terms of employment is mediated by IESF partners.
- Ongoing support, including reference checking and due diligence, is provided to ensure a smooth integration of the selected candidate.



# IESF's Commitment to Excellence

## A quality search process

### 1

#### **PREPARATION AND INITIAL CONSULTATION**

- Reach Agreement.
- Comprehensive understanding of client needs.
- Market Research.
- Position specification document and compensation package.

### 2

#### **SEARCH PROCESS**

- Job Description.
- Extensive research and local sourcing methodologies.
- Identify and evaluate potential candidates.
- Reference and backgrounds check.



# 3

## INTRODUCTION TO THE CLIENT

- Short List
- Evaluation report
- Brief and prepare client/candidate
- Interview
- Monitor the process

# 4

## COMPLETION OF THE ASSIGNMENT

- Facilitate Negotiation
- Maintain regular contact
- Identify concerns or challenges
- Evaluate

# Global Reach with Local Insight: Our Executive Search Excellence

Our reach is as vast as our expertise is deep. Spanning four continents, IESF's influence permeates the globe, ensuring that wherever you are, our unparalleled executive search services are within reach.

Our expertise extends across 15 specialized sector practices, reflecting our commitment to industry-specific excellence:

- Leadership & Talent Services
- Manufacturing
- Life Sciences
- Renewable Energy & Sustainability
- Retail & FMCG
- Banking & Financial
- IT, Media & Communications
- Logistics & Transport
- Apparel & Luxury
- Professional Services & Government
- Oil, Gas & Chemicals
- Automotive
- Legal
- Agribusiness
- Construction

Each sector is supported by a dedicated team of experts who bring localized knowledge and global insights.



# IESF's Core Values: The Foundation of Search Excellence

*At IESF, our partnership ethos is built on the pillars of Global Reach, Reliability, Agility, Proximity, and an Entrepreneurial Spirit.*

We deliver tailored **global** search strategies with a local understanding, ensuring a worldwide perspective with attention to local specifics.

Our **reliability** is unmatched, characterized by clear, trustworthy practices, safeguarding client and candidate confidentiality, and avoiding conflicts of interest.

Our **agile approach** to executive search guarantees personalized attention, swift adaptability, and meticulous progress tracking.

**Proximity to our clients** is paramount, with in-depth briefings and professional diligence every step of the way.

Furthermore, our **entrepreneurial mindset** drives us to innovate, targeting both passive and active candidates through extensive research and local insights.

## What Our Clients Say About IESF

Our client testimonials highlight our commitment to unparalleled executive search services. Discover insights from clients who've found visionary leadership with us:

### ” **A Testimony of Expertise and Insightful Industry Knowledge**

"The expertise demonstrated by IESF Germany's Stephan Löw in our CEO search was exceptional. His industry insights, combined with his extensive network, led to the identification of Robert Franz. His outstanding credentials and alignment with our objectives solidified him as the perfect choice for the role. We eagerly anticipate the growth journey under his leadership."

*Alexander van der Lof, Chairman and CEO of TKH Group*

### **An Example of Agile Teamwork and Commitment to Success**

"The choice for the final candidate ultimately was a combination of their experience and market knowledge but not least importantly, their motivation and interest to join Morningstar and support our mission to empower investors' success through our range of products and solutions. A great example of agile teamwork between our HR team and the support of executive search partners of IESF."

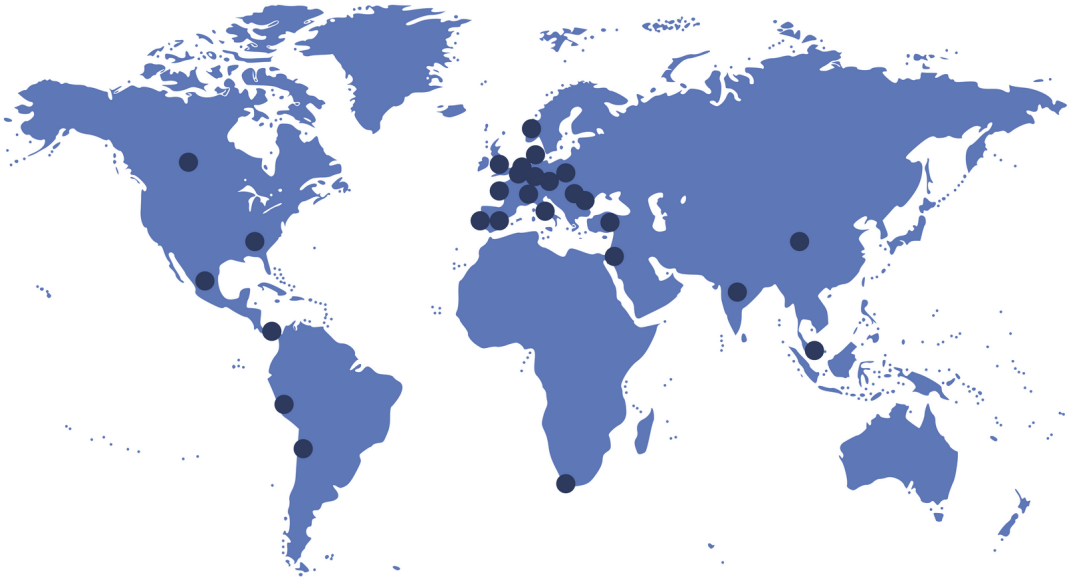
”

*Roxana Brahesteanu, Director Talent Acquisition EMEA at Morningstar*

For more case studies and client success stories, visit [our website](#)



## A Global Affair



### Our offices are located in

- Austria
- Belgium
- Canada
- Chile
- China
- Denmark
- France
- Germany
- Hungary
- India
- Israel
- Italy
- Mexico
- Netherlands
- Norway
- Panama
- Peru
- Poland
- Portugal
- Romania
- Singapore
- South Africa
- Spain
- Switzerland
- Turkey
- United Kingdom
- USA



## General Inquiries

For more information about our services, partnership opportunities, or any general questions, please reach out to us:



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## Stay Connected



[www.linkedin.com/company/international-executive-search-federation/](http://www.linkedin.com/company/international-executive-search-federation/)

**We look forward to connecting with you and exploring how we can support your executive search and leadership needs.**





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