

IESF

INTERNATIONAL  
EXECUTIVE  
SEARCH  
FEDERATION



SUCCESSFULLY  
DELIVERING LOCAL  
EXECUTIVE TALENT  
THROUGH A  
GLOBAL NETWORK



INTERNATIONAL  
EXECUTIVE  
SEARCH  
FEDERATION

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



**20+**

Years



**25**

Countries



**15**

Sector  
Practices



**50+**

Offices



**250**

Consultants



**250+**

Successful  
Cross borders

# 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 25 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.

Gertjan van de Groep  
**President of IESF**



# Global Reach with Local Insight: Executive Search Excellence

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

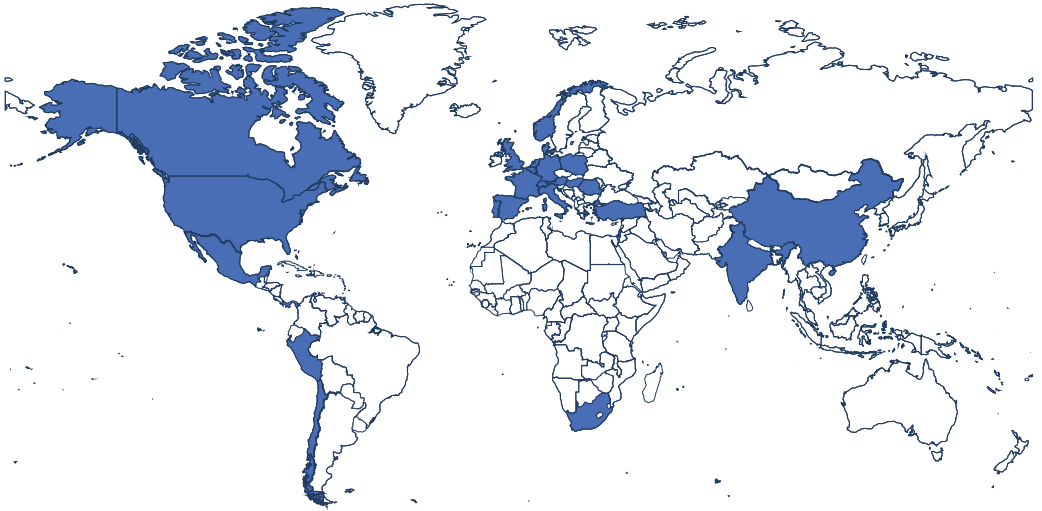
**Global Reach, Local Insight:** Our network spans elite consultancy firms in 15 industries, offering deep local market insights and a global perspective.

**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.



## Our offices are located in

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

# IESF's Commitment to Excellence

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

- 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 background checks.

# 3

## INTRODUCTION TO THE CLIENT

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

# 4

## COMPLETION OF THE ASSIGNMENT

- Facilitate Negotiations.
- Maintain regular contact.
- Identify concerns and/or  
challenges.
- Evaluate.

# Our sector practices

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.

## 15 sector practices

Our expertise extends across 15 specialized sector practices. Each sector is supported by a dedicated team of experts who bring localized knowledge and global insights.

- 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



# IESF's Core Values: 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*

## General inquiries

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



info@iesf.com



+31 (346) 87 00 20



www.iesf.com

## Headquarters

International Executive Search Federation (IESF)  
Amersfoortsestraat 78 C  
3769 AL Soesterberg  
The Netherlands

## Stay Connected



[linkedin.com/company/international-executive-search-federation/](https://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.**



INTERNATIONAL  
EXECUTIVE  
SEARCH  
FEDERATION

International Executive Search Federation is one of the world's most recognized international executive search groups / associations. Identifying talent and leadership in 50 offices and 25 countries, we are globally known as "The Local Experts" because we understand regional markets and their specific needs when it comes to executive recruitment.