

IESF

INTERNATIONAL
EXECUTIVE
SEARCH
FEDERATION



GLOBAL
PARTNER
OVERVIEW



INTERNATIONAL
EXECUTIVE
SEARCH
FEDERATION

Tailored Executive Search Across the Globe: Your Local Expertise Network



20+

Years



26

Countries



15

Sector Practices



50+

Offices



500+

Consultants



300+

Succesfull cross border
assignments

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 500 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



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Americas

IESF Country Manager Canada



Population: 40,1M

"Abundant natural resources. Sizable manufacturing sector: automobile and industry are especially important. Global leaders of the entertainment software industry."

Normand Lebeau Mandrake



Location: Montreal / Toronto
40 employees

Founded in 1970
IESF Partner since: 2006

Function types

- Human Resources, Finance, Strategy, Legal, Executive General Management, C-suite, Marketing, Communications, Sales, Operations, Supply Chain, Logistics, Procurement, Manufacturing, IT, Engineering

Focus areas

- All business areas, main focus on: Retail, Financial, Mining, Manufacturing, Distribution, Entertainment, Consulting

Recent assignments

- Chief Executive Officer - Santé Québec
- Vice-President & Chief Financial Officer - Mitsubishi Aerospace
- Global Vice-President Operational Excellence - Solmax Inc
- Sr Vice-President Global Communications - Atkins Realis

Salary range

- 200.000+ CAD\$

Largest Canadian owned executive search firm in Canada / Capable of working all verticals of an organization from Senior level & up.

IESF Country Manager Chile



Population: 20,09M

"In 2024, key industries in Chile's GDP are mining (mainly copper), agriculture, fishing, financial services, renewable energy, and tourism. The labor market seeks more tech skills due to digitalization."

Claudia Montedónico HR Buró



Location: Santiago de Chile
and Valparaíso
100 employees

Founded in 1987
IESF Partner since 2018

Function types

- C-level

Salary range

- 3.000+ \$ monthly

Focus areas

- Mining
- Manufacturing
- Energy
- Finance

With over 35 years of experience, HR Buró aims to deliver excellent services that meet the needs in Executive Search and Human Resources management for clients, candidates, and employees.

Recent international assignments

- IT Junior Developers (2): Logytech - Colombia

IESF Country Manager Colombia



Population: 53,7M

"Strategically located between the Caribbean and Pacific, Colombia stands out for its biodiversity, cultural richness, and geographic diversity. Its economy is diversified, with strong agriculture and mining sectors, major exports of oil, coal, coffee, and flowers, and rapid growth in technology, tourism, and finance."

Lorena Castro Key Executives



Location: Colombia
9 employees

Founded in 2013
IESF Partner since 2025

Function types

- General Manager, HR Director, Sales Manager, Marketing Director, Financial Director, Administrative Director, Operations Director, Maintenance Director, Project Manager.

Focus areas

- All industries

Recent international assignments

- Administrative & Financial Director
- Safety & Security Head
- Operations Director
- Marketing Director
- HR Director

Salary range

- \$12'000.000 - \$25'000.000
Colombian Pesos

At Key Executives, we connect you with leaders who build market leadership, profitability, success, and business growth. We specialize in selecting executive and managerial talent that drives our clients' success and organizational growth. Recruiting Top Talent Worldwide.

IESF Country Manager Mexico



Population: 38,9M

"Abundant natural resources. Sizable manufacturing sector: automobile and aircraft industry especially important. Global leaders of the entertainment software industry."

Gloria Sotomayor GS TalentSearch



Location: Mexico City
5 employees

Founded in 2010
IESF Partner since 2020

Function types

- C-level
- Middle Management

Focus areas

- All industries

Salary range

- 60.000+ MX

Recent assignments

- Sales Representative Mexico
- Production Manager
- HR Manager
- Technical Manager
- Country Manager
- Production Manager in Foundry
- Compensation Market Research

Consulting firm that searches for talent and focuses on building ethical & professional relationships with clients and candidates.

IESF Country Manager

Peru



Population: 33M

"The 6th Biggest economy in Latin America

Strong investment in mining, agroindustry and energy"

Matt Salas

Virtus

Location: Lima

8 employees

Founded in 2016

IESF Partner since 2018



Function types

- C-Suite
- Executives
- Middle Management
- Specialized Positions

Focus areas

- Agribusiness, Mining Industry, Oil & Energy, Construction, Logistics, Consumer Goods, Education. Engineering, Fishing, Retail, State Sector

Recent assignments

- CFO - Energy Industry
- COO - Energy Industry
- CTO - Aerospace Industry

Salary range

- 60.000+ MX

With more than 15 years experience we search, provide and develop the best talent that integrates with your team and adds the value to your business.

IESF Country Manager USA



Population: 328M

“Moderate growth, Low unemployment, partisan politics, one of world’s largest economies.”

Steve Hall Find Great People



Location: Greenville SC,
Columbia SC, Charleston SC,
Nashville TN

97 employees
Founded in 1982
IESF Partner since 2021

Function types

- Human Resources
- Accounting & Finance
- Sales & Marketing
- Information Technology
- Legal & Compliance
- Operations
- Supply Chain & Logistics
- Procurement
- Engineering
- Product Development

Salary range

- 100.000+ \$

FGP is a trusted advisor and executive search partner for organizational leadership teams and Boards of Directors, bringing nearly 40 years of proven experience.

Focus areas

- All industries
- Both private and public sector

Recent assignments

- Dormakaba - SVP Operations Americas
- Dormakaba - Regional
- CFO Sonoco Products - CFO

AsiaPac

IESF Country Manager India



Population: 1,45B

"India is one of the fastest-growing economies in the world with the availability of highly skilled manpower and human resources."

Vivek Ahuja Confiar Global



Location: New Delhi,
Gurugram, Bangalore,
Chennai and Mumbai

20 employees
Founded in 2005
IESF Partner since 2006

Function types

- C-level, General Management, CEO, MD, Board Members. Top, Senior and Middle Management across all industry verticals in all major functions, including HR, Operations, General Management, Legal, Finance, Sales, R&D and other services.

Focus areas

- Manufacturing, Engineering, Industry, Banking & Finance, Consumer and Retail, Technology, Infrastructure, Logistics, Energy, Environment, Medical, Digital, Professional Services including Consulting and Legal.

Salary range

- 50.000 - 500.000 \$

Confiar Global is a leading provider of Executive Search, Recruitment, Interim Management, Human Resource Consultancy and Employer-on record services with Pan-Indian presence. Confiar Global is part of India's leading legal firm, Kochhar & Company.

IESF Country Manager Singapore



Population: 6M

"Singapore's recruitment market is driven by a strong economy and key sectors like finance, IT, and professional services. Employment has surpassed pre-pandemic levels, but there is increasing focus on local talent. Companies are adjusting their strategies to attract skilled professionals."

Emmanuel White WeLinkTalent



Location: CBD
6 employees

Founded in 2015
IESF Partner since 2019

Function types

- Regional Roles
- Sales
- Marketing
- Finance
- Operation
- Supply Chain
- Start-up recruitment

Salary range

- 100.000+ SGD

Focus areas

- Renewable Energy
- FMCG
- Consultancy
- Starting Education

WeLinkTalent helps organizations build exceptional teams by linking them with the best talent available. We understand your needs, attract and engage the right people, and consult with you to make the most efficient choices, giving you a competitive advantage

Recent assignments

- TotalEnergie: Head of Structured Finance for Renewable APAC
- Synpulse: Senior Consultant for the merger of CD with UBS
- BeeBryte: Regional Team lead and head of Sales APAC

EMEA

IESF Country Manager Austria



Population: 9,16M

"Traditional gate to Eastern European countries, strong focus on manufacturing industry with high export activities, companies' structure is mainly SME"

Yenni Benze-Mantwill YBM Partners



Location: Vienna
4 employees

Founded in 2021
IESF Partner since 2022

Function types

- C-Suite, Senior and Middle Management

Salary range

- 80.000 - 250.000 €

Focus areas

- Manufacturing/Engineering
- FMCG and Consumer Goods,
- Financial and Professional Services
- Retail

Our mission is to make a significant impact by matching the right people with the right organizations.

Recent assignments

- Country Manager - FMCG
- Managing Director - Manufacturing
- Global Head of IT - Engineering
- Global Head of Marketing - Manufacturing
- Head of Operations - Hospitality

IESF Country Manager Belgium



Population: 11,7M

"Full employment in Flanders creating shortage in most types of jobs
Top notch Logistics & Services country with strong Industrial network."

Tim Steurs The Future Alliance



Location: Antwerp, Gent,
Louvain-la-Neuve

11 employees
Founded in 1992
IESF Partner since 2004

Function types

- C-level, Middle Management & Specialist roles

Salary range

- 60.000 - 300.000 €

Focus areas

- Retail, FMCG, Manufacturing (Technological & Chemical), Services (Banking & Insurance, Finance, HR, Legal, Real estate), Construction, Logistics

35 years of extensive network at customer disposal, market leader in retail, and challenger in industry & logistics.

Recent assignments

- COO - Construction
- General Manager - Production
- Sales Manager - Insurances
- Plant Manager - Production

IESF Country Manager Czech Republic



Population: 10,9M

"Highly skilled, export-driven workforce at the heart of Europe. Strong industrial base in automotive, engineering, electronics, and advanced manufacturing, complemented by a fast-growing IT, cybersecurity, and software sector. Strong tradition in R&D, technical education, and engineering excellence. Increasing focus on shared services, fintech, AI, and high-value business services for international companies."

Barbora Stejskalová Human Garden s.r.o



Location: Prague
8 employees

Founded in 2012
IESF Partner since 2025

Function types

- Top, Senior and Middle Management across all industry verticals in all major functions including HR, Operations, General Management, Legal, Finance, Sales, R&D and other services.

Focus areas

- All industries with main focus on Manufacturing, Technology, Engineering, Private Equity, Business Services, Financial Services, Scaleups, Life Sciences, Healthcare

Recent assignments

- CEO – Technology Company
- General Manager – Manufacturing
- Group CFO – International Services
- HR Director – Financial Sector
- CTO – High-growth Scaleup

Salary range

- 70.000+ €

Human Garden stands out as a trusted partner for executive search and leadership consulting, delivering value in both Czechia and Slovakia. We focus on authentic partnerships, context driven assignments, and long-term results for our clients across CEE.

IESF Country Manager Denmark



Population: 6M

"Global leaders and large industry sectors in shipping, pharmaceuticals, and design. Pioneers in wind energy and sustainability. Flexible and highly educated workforce."

Morten Islin Venaris Executive Search



Location: Copenhagen
13 employees

Founded in 2020
IESF Partner since 2025

Function types

- CXO
- VP
- Directors
- Managers

Salary range

- 100.000+ €

Focus areas

- Life Sciences & Healthcare, Consumer Products, Construction & Real Estate, Industrial, Defence, Energy, Financial Technology & Digitalization, Defence & Security.

Venaris is founded on a burning desire to help clients, candidates and employees pursue potential and progress.

Recent assignments

- CFO
- Production Director
- Head of Clinical Science
- Project Director
- Sales & Marketing Manager

IESF Country Manager France



Population: 67M

"The turnover of the recruitment market in France amounts to 273 billion euros. France has around 1,700 recruitment agencies. This sector is growing, and there are many agencies specializing in specific professions. In France, 20% of company executives are hired through recruitment agencies."

Valerie Desautel Hommes & Entreprises



Location: Paris & Lyon
8 employees

Founded in 1977
IESF Partner since 2014

Function types

- Senior Executives
- Managers
- Experts

Salary range

- 60.000+ €

Focus areas

- Public and Private sectors

Founded in 1977, with offices in Paris & Lyon. HEI's activity is multi sectoral, in the Private and Public sectors.

Recent assignments

- AHSM - Executive Director
- Ginger - Management Board Assessment
- CNAM Auvergne Rhône-Alpes - Executive Director
- Banque Saint Olive - Head of Legal & Compliance

IESF Country Manager Germany



Population: 84,7M

"Moderate recovery with slight GDP growth in 2023. However, the German economy still faces challenges like supply chain issues, energy price fluctuations from geopolitical tensions, and a skilled labor shortage hindering stability and growth."

Stephan Löw TOPOS Personalberatung



Location: Hamburg,
Stuttgart, Munich,
Nuremberg

45 employees
Founded in 1988
IESF Partner since 2002

Function types

- C-suite, Executives, Middle Management

Salary range

- 100.000+ €

Focus areas

- Industry, Technology, Manufacturing, Retail/FMCG, Defence, Logistics, Construction/ Real Estate, Medical Technology/ Health Care, Energy, Media

Recent assignments

- CEO - Logistics, CEO - Technology,
- CFO - Manufacturing,
- CFO - Retail, Director Sales - Medical Technology

TOPOS has been supporting SMEs and corporates in filling key positions for over 35 years. At the management, executive, and board levels, we find the right personalities to drive your success. Our interim management service is ideal for short-term gaps or urgent restructuring needs

IESF Country Manager Hungary



Population: 9,76M

"Moderate recovery with slight GDP growth in 2023. However, the German economy still faces challenges like supply chain issues, energy price fluctuations from geopolitical tensions, and a skilled labor shortage hindering stability and growth."

Éva Fehér Prime by JobGroup



Location: Budapest,
Debrecen (on-site)
30 employees

Founded in 1992
IESF Partner since 2023

Function types

- C-suite
- Executives
- Middle Management
- Experts of all functional areas

Focus areas

- Industry&Supply Chain, IT/
Technology, Manufacturing,
Retail/FMCG,
Construction/Real Estate,
Pharmaceutical, Energy, Media

Recent assignments

- CEO - Pharmaceutical producer,
- BDM - Medical devices
- Plant director – Construction
- QA Director – Automotive manufacturer

Salary range

- 80.000+ €

Prime by JobGroup offers Executive Search and Career Solutions, with more than 30 years of market expertise. With a focus on blue-chip standards and practical solutions, we help businesses find, develop, and retain top leaders, always from a 'human first' perspective.

IESF Country Manager Israel



Population: 9,84M

"The market has been facing real uncertainty due to the war and the deterioration of Israel's international relations with many countries. The outcome: fewer assignments and more challenges in reaching out and attracting candidates."

Dror Katabi Kishurim HR



Location: Tel Aviv
6 employees

Founded in 1989
IESF Partner since 2010

Function types

- C-level

Focus areas

- FMCG/Retail, Manufacturing industry, Infrastructure, renewable energy, agri business

Leading innovative approaches in our industry and continue developing our global activity.

Recent assignments

- CEO at Kapro, Chairman of the board and VP
- R&D at Shekel, Global VP of marketing at DSITBDM - Medical devices

IESF Country Manager Italy



Population: 9,84M

"The market has been facing real uncertainty due to the war and the deterioration of Israel's international relations with many countries. The outcome: fewer assignments and more challenges in reaching out and attracting candidates."

Alessandra Conte Alexander & Duke



Location: Milan
5 employees

Founded in 2019
IESF Partner since 2019

Function types

- C-suite
- Executives

Salary range

- 70.000+ €

Focus areas

- All business areas, main focus on: Industry, Construction, Engineering, Oil & Gas

A strong company where each single headhunting project is analysed in the context of a strategy aimed toward finding the ideal solution for the client.

Recent assignments

- MD for a Construction Company
- GM for a Brand Implementation Company
- COO for a Brand Implementation Company

IESF Country Manager

Netherlands



Population: 18M

"The Dutch economy is known for its strong international trade, robust infrastructure, and innovation-driven sectors like technology, logistics, and agriculture. As a hub for multinational corporations, the Netherlands offers a stable business environment, attracting global talent."

Gertjan van de Groep

Van de Groep & Olsthoorn



Location: Soesterberg
16 employees

Founded in 1979
IESF Partner since 2015
Current IESF President

Function types

- General Management
- Operations
- Engineering
- Procurement & Logistics
- Marketing & Sales
- Service & Maintenance
- Interim Management

Salary range

- 120.000 - 300.000 €

Focus areas

- Manufacturing, Industrial, Food

Recent assignments

- CEO
- Managing Director
- Plant Director
- Operations Manager
- CCO

Van de Groep & Olsthoorn specializes in placing top candidates in management and executive roles within Technology & Industry. With over 45 years of experience, we are a trusted name in executive search for these sectors.

IESF Country Manager Norway



Population: 5,1M

“Stable economy with a vibrant private sector, a large state sector, and an extensive social safety net. Richly endowed with natural resources such as oil and gas, fish, forests, and minerals.”

Tor-Egil Ruud RUUD Executive



Location: Oslo
4 employees

Founded in 2013
IESF Partner since 2021

Function types

- C-level to Board-level Executive Search

Salary range

- 100.000 - 300.000 €

Focus areas

- C-level and Board, main focus IT/ Tech, Retail/FMCG, Industry and PE/Family Office

Premium C-level and Board Executive Search offered to ambitious and high demanding clients in Norway.

Recent assignments

- Two Board assignments
Portefolio company Private Equity

IESF Country Manager

Poland



Population: 37M

“Stable, constantly growing economy, most friendly country for investors in CEE, the largest outsourcing market in Europe, 6th largest internal market in Europe.”

Ewa Adamczyk

NAJ International



Location: Warsaw
16 employees

Founded in 1991
IESF Partner since 2014

Function types

- Middle and Top Management plus Top Specialists and Board Members

Salary range

- 8.000+ € a month

Focus areas

- Manufacturing Industrial Products, Construction Building Utilities and Energy, Telecomms and IT, FMCG, Logistics Retail Distribution, Pharmacy, Media Advertisement Entertainment, Banking Finance Leasing, NGO, Agro

The oldest and the most experienced partner on the Polish market in recruitment for international companies.

Recent assignments

- Operation Director Europe, EHS Manager, Purchasing Expert, Site Manager, Sales and Catering Event Director, Plant Manager, R&D Manager, Business Unit Director.

IESF Country Manager Romania



Population: 20M

“Overall economic growth of the country, low level of unemployment. Romania’s economy continues to develop, particularly in sectors like Energy, Financial Services, Media, Real Estate, Technology, FMCG, and Retail.”

Adelina Rosca Rosman Talent Solutions



Location: Timisoara and
Bucharest
7 employees

Founded in 2014
IESF Partner since 2016

Function types

- C-suite, Executives, Middle Management, Senior

Salary range

- 170.000+ RON

Focus areas

- All business areas, main focus on: Energy, Automotive, IT & Technology, Manufacturing, Logistics, Agri-Business FMCG and Services

An important player in the local market, with a trustworthy team of professionals with more than 20 years of experience in executive search both on national and international markets. A strategic consultant for business partners and career advisor for candidates.

Recent assignments

- Site Manager - FM Logistic
- Country Manager - Tembo
- Site Manager - Hella Romania/ Forvia

IESF Country Manager Spain



Population: 48M

"Economic growth, natural gate to Latin-America"

Victor Carulla Headway Executive Search



Location: Barcelona and
Madrid
16 employees

Founded in 2010
IESF Partner since 2010

Function types

- C-Suite
- Senior Executive
- Senior / Middle Management

Salary range

- 170.000+ RON

Focus areas

- FMCG
- Life Sciences
- Industry
- Automotive

FMCG, Life Sciences and Manufacturing specialist among other industries. Strong network in the Senior & Top Management, as well as C-level in Spain.

Recent assignments

- CEO - Finance
- CFO - Retail Consumer Goods
- Sales Director B2B & B2C - Energy
- Chief Operating Officer - Industry
- HR Manager - Insurance

IESF Country Manager Sweden



Population: 10,5M

"Known for its high standard of living, advanced technology sector, and a strong focus on sustainability. Sweden is home to a skilled workforce and innovative industries, making it a hub for talent and development."

Christian Smith Level Executive



Location: Stockholm and
Kalmar
14 employees

Founded in 2008
IESF Partner since 2024

Function types

- C-Suite, Executives, Middle Management, Specialized Positions

Salary range

- 150.000-400.000 sek per month for Executive

Focus areas

- Construction & property
- Engineering
- Finance
- HR
- IT
- Sales marketing & logistics
- Sustainability, Environment & Quality

Recent assignments

- Operations Director - IT/Data
- Sustainability Manager - Real Estate
- Production Asset Manager - Energy
- CEO - Consumer Goods
- Managing Director - Manufacturing

With years of experience in placing executives, we pride ourselves on being a trusted recruitment partner. Our tailored approach ensures a seamless process, from start-up to ongoing support after placement. Honesty, transparency, and a personal touch form the foundation of our long-term client relationships.

IESF Country Manager Switzerland



Population: 9 million people / 4 national languages

"Switzerland is a politically stable, innovation-driven economy at the heart of Europe, renowned for its precision, quality, and leadership in finance, pharmaceuticals, precision engineering, and luxury goods."

Emilie Joret Alec Allan & Associés



Location: Geneva
14 employees

Founded in 1999
IESF Partner since 2025

Function types

- C-level, General Management
- Senior and Middle Management
- Board Members and Partners

Salary range

- 100.000 - 500.000 CHF

Focus areas

- All business areas, main focus on: Legal, Banking, Finance and Trading, Luxury, NGOs, FMCG, Industry, Health/Pharmaceutical, Public Service

Recent assignments

- Senior Legal Counsel – International Luxury Group
- General Director – Private Clinic
- Communication Director - Neuroscience Research Organisation
- Head of Operations & Supply Chain Controlling - Multinational
- Head of Legal – Big4ng

Alec Allan & Associés is a Swiss executive search and HR consultancy firm recognized for its tailored, high-quality services and rigorous ethical standards. Rooted in excellence, 3A delivers bespoke recruitment and organizational development services across private, public, and non-profit sectors.

IESF Country Manager Turkey



Population: 87M

“High inflation but improving. High young generation with good talents. New investments awaiting.”

Seher Demirci Benson & Partners



Location: Istanbul
10 employees

Founded in 2018
IESF Partner since 2019

Function types

- Executive Search, Culture Change Projects, Organisational Development Projects

Focus areas

- Retail, Technology, Finance, FMCG, Production, Marketing, Holdings, Luxury Retail, Automotive

Salary range

- 60.000+ TL a month

Boutique Executive Search company. Providing excellence to a broad range of clients from international leading companies to niche players.

Recent assignments

- Sales Manager, Procurement Director, Sales Director, District Manager, Payroll Manager, Retail Director, Supply Chain Director

IESF Country Manager United Kingdom



Population: 67M

"80% of our clients are manufacturers, predominately medium sized businesses with some corporates."

Matthew Hogg Wallace Hind

Location: Northampton
25 employees

Founded in 1992
IESF Partner since 2023



Function types

- Sales, Marketing, Engineering, Operations, HR, Finance, Procurement

Focus areas

- Predominately all types of manufacturing businesses

Salary range

- 25,000 - 200,000 £

Wallace Hind is a retained recruitment consultancy providing leading services to major organisations and SMEs across the UK and Europe. Through our extensive networks, in-depth industry knowledge and innovative recruitment tools we identify the best talent to match both the business culture and specific role requirements.

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



<http://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
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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 26 countries, we are globally known as "*The Local Experts*" because we understand regional markets and their specific needs when it comes to executive recruitment.