



Position profile



executive search

Maes & Lunau

Partner





Contents

The company

Maes & Lunau Executive Search

Position

Team

Partner

Description of the position

Candidate profile

Knowledge and experience

Competencies

Procedure

Contact details



The company

Maes & Lunau Executive Search

Providing our client with exceptional talent that can meet both today's and tomorrow's challenges is what we do. We specialise in conducting executive-level searches for private and public organisations in a variety of industries and sectors operating in both domestic and global markets. Our team of experienced partners and consultants and a highly effective operational staff guarantee an unwavering commitment to performance. With our reputation for being an agency with high quality standards and a strong relationship-based approach, organisations have consistently chosen to work with us since 1978. Maes & Lunau is part of the global [Penrhyn International](#) network. Over a quarter of the more than 100 assignments we carry out each year are of an international nature.

We have been going the extra mile in everything we do for over 43 years: we go beyond the obvious. Because every organisation needs inspiring leaders with unifying qualities and a clear vision. As an agency, Maes & Lunau makes an important active contribution to this in the fields of executive search, interim management and leadership development. We can only do this with professional and passionate people who have knowledge, skills and true commitment.



Position

Team

Executive search is the essence of Maes & Lunau. With 24 professionals, Maes & Lunau is a major player in the Dutch market. The team of consultants is diverse in terms of experience in various sectors and as well as gender ratio. We have chosen to compete on quality and offer excellent service, both to candidates and to clients. We have a staff complement consisting of six consultants/partners, seven research consultants, five assistants, internal support and someone who updates our database of over 51,000 candidates on a full-time basis.

Thanks to our extensive and professional research capabilities, our recruitment is not dependent on advertising alone, enabling us to locate and approach the best candidates for each search. The consultant and the research consultant focus on diversity and gaining insight into the performance of the team, individual qualities, and the additional competencies that a new candidate needs to contribute to the team of our client.

Partner

Our consultants/partners are experienced people from the business and public sectors. Hence they know the various sectors in which we operate like no other, from industry, technology, energy, logistics and agriculture & life sciences, consumer goods, financial and professional services, to the public sector. This is a key requirement for success in executive search to fill key positions. In doing so, each consultant brings their own business knowledge, expertise, background and network to our organisation. This means that they possess the ability to look beyond a CV. This makes them excellent strategic sounding boards for filling the most challenging positions. Whatever the goal, from growth to professionalisation and transition.



Our people are our strength. Professionals, each with their own vision, but a keen sense of judgment and empathy, commitment and a focus on results is what connects them. Maes & Lunau is commercially successful and has an excellent financial position. Due to the growth of our firm, we would like to get in touch with (prospective) partners who have the ambition after proven success and commitment to participate in the equal partnership model.

Description of the position

The job of executive searcher is multifaceted. You are a strategic-level discussion partner, commercially and also operationally active. In consultation with the other partners, you develop and implement a commercial strategy for business sectors yet to be determined. This should lead to a good network of directors, supervisory directors and HR directors with the aim of acquiring search assignments. The partner is responsible for independently executing search assignments at the highest professional level to the client's satisfaction. This means that the partner is ultimately responsible for the entire process of assessing the position, drawing up the job profile, coordinating the search activities in collaboration with the relevant research consultant and your executive assistant, speaking to the selected candidates, guiding the search process at the client until the candidate is appointed and the assignment has been evaluated. The partner is expected to contribute to the further professional development of the Maes & Lunau organisation. You participate actively in the weekly commercial meeting, the weekly research meeting where all assignments are discussed, the monthly consultants' meeting and the annual strategy session.



Candidate profile

Knowledge and experience

The person sought for this position has a proven commercial track record and is a solid substantive discussion partner for business directors and officers. You have a good understanding of the developments taking place in a number of business sectors and your personality enables you to inspire confidence quickly. You are a natural networker, smoothly establishing new contacts. You have a network relevant to Maes & Lunau, or your background enables you to quickly build a relevant network. You have executive-level work experience in business or senior-level in (strategic) consulting. You have an academic degree and are working on your personal development. You have the ambition to become an equity partner (sooner or later depending on your ability to build a soundtrack record in the business you will focus on).

Competencies

- Entrepreneurship: You know the opportunities in the market and use your network and Maes & Lunau's network to convert this effectively into a profitable business.
- Cohesive leadership. You have proven that you can inspire others. You plot the route. You have experience in managing professionals.



- Persuasion: Your personality enables you to convince others of a particular point of view and gain approval for certain plans or ideas. You are a natural discussion partner at the strategic level in business.
- Customer focus: You maintain very high-quality standards for yourself and your team and do everything possible to be successful for your clients.
- A well-developed analytical ability.

In addition, we are simply looking for a pleasant colleague with a good sense of humour and a high energy level.



Procedure

The procedure is as follows:

- Interviews with various partners
- Part of the procedure is taking the Hogan Lead
- Verify references
- Terms-of-employment interview.

Contact details

For more information about this position, please contact Teunis de Haas, partner at teunis.dehaas@maeslunau.com or +31651471483.



Maes & Lunau: Beyond the obvious

We always go that little bit further in everything we do – we go beyond the obvious. Why? Because every organisation needs an inspiring leader with unifying qualities and a clear vision. As an executive search firm, our aim is to play an important role in this by helping organisations to improve. This begins by understanding where the organisation wants to go, as well as getting a good sense of the culture, the people and the organisation itself. We then work on creating a very clear profile that forms the basis for evaluating candidates. We are there for the candidate and the client when the ideal candidate starts in their appointment, and we keep in touch long afterwards.

Insights in search

Our process is a transparent one. We say what we do and do what we say, and we never give up. During the process, we hear and see many things, sharing this information with our clients and candidates. We provide insights into search. When we think a different choice of candidate would be more successful, we talk this through with the client and explain our reasoning.

Your success is what motivates us

Over the past 40 years we have taken great care to ensure the success of our clients and our candidates. We have been able to achieve this thanks to the professional, passionate and committed people we employ, each of whom has the right experience and skills. We believe that success comes from the talent and drive people have. It goes without saying that there's nothing better than combining the success of our clients and the success of our candidates.