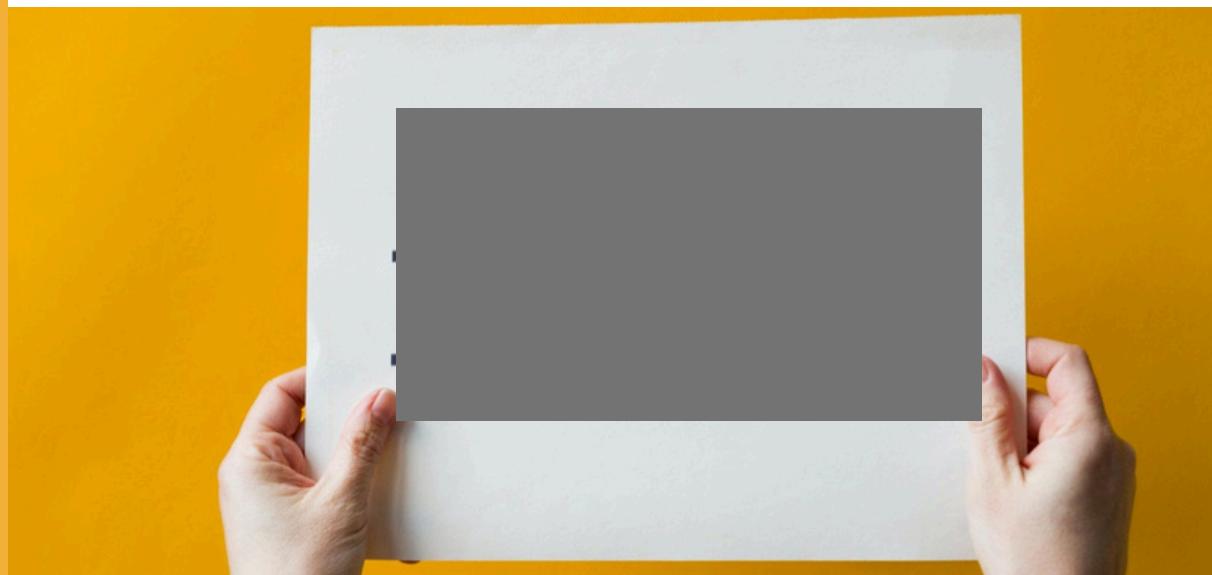




The Global Advisory Firm for the executive search industry

Presents
an Executive Search
Practice Head Opportunity
for Belgium
at
Group Brussels

PRACTICE HEAD OPPORTUNITY FOR BELGIUM AT THE GROUP



INTRODUCTION

This is a rare and entrepreneurial opportunity to walk into a senior and influential role within an expanding, Belgian executive search and leadership firm, part of a very successful and international business.

Our client is looking to rapidly expand the team in Brussels from a current team of 5 to 20 plus, hiring a minimum of 5 additional senior individuals in 2023 as well as support staff, so you will be a big fish in a small yet expanding pond. As the rest of the team so far have come from industry backgrounds, you will be able to offer your recruitment and executive search experience from the beginning and be regarded as a senior and influential part of the team.

Your experience and your views will be listened to and pivotal in determining the strategy and the direction of the company. From day one, you will receive a seat at the leadership table and also benefit from the client's reputation in Belgium and worldwide, their infrastructure, and the research support as well as their fantastic breadth and depth of assignments and contacts that they've developed over the years.



SUMMARY OF THE OPPORTUNITY

- Well-funded business which is future-proofed and cash-rich, poised for substantial growth.
- 'Partner' level position suitable for someone with an entrepreneurial mindset and genuine interest in people.
- Joining at the most pivotal time of the company with the real opportunity to influence the strategy, trajectory and success of the business over the next 10 years and beyond.
- Small start-up feel with an international footprint and strong financial backing.
- Executive search firm with proven supplementary leadership and talent consultancy offering.
- Autonomy, freedom and responsibility from the start.
- Lack of internal competition means you will have the freedom with almost infinite scope and breadth to develop your own business as you wish within the business.
- No significant limitations with sectors, functions or clients. You can decide on and shape the flavour and parameters of your own practice.
- Supportive infrastructure and a great team internationally and within Belgium.
- Research support.
- A refreshing and open culture.
- The opportunity will suit somebody who is entrepreneurial and likes the idea of running their business within a business.
- The opportunity will suit somebody who is looking to work in an environment which has a networking and extremely consultative way of doing business.
- Hybrid working – the individual can be based anywhere in Belgium, but should be able to come to the Brussels office sometimes.



GROUP

Group is a well-established and profitable executive search company that has been around for more than 30 years.

Originally founded in France by two entrepreneurs who had a genuine interest in people and their DNA. Fast-forward to 2023, the group consists of an international team of around 300 worldwide and continues to grow through hiring and acquiring businesses.

Group has offices on 2 continents in Paris, Brussels, Warsaw, Zurich, Shanghai, Singapore, Dubai and Hong Kong with new offices opening up soon in other locations.



Belgium was established in 2008 and is now led by [REDACTED] who joined the business in 2016 and is now for its concentrated and significant growth in 2023 and beyond.

The business is a fully retained executive search and leadership firm focused on retained executive search solutions as well as offering coaching, interim management and leadership advisory services focusing on middle and upper management as well as Board level assignments. The business utilises their own in-house developed assessment tools and questionnaires as well as developing their own Talent Insider offering which assesses essential talents within an organization and offers a diagnosis and recommendation to the clients in terms of optimal career path.



In 2018, they decided to digitalize to have more time to focus on people and found that The Talent Club had the same vision. They invested in [REDACTED] in 2019. Talent Club is a talent representation business, aside from [REDACTED] an executive agency, incorporating football, sports clubs and media agencies.

[REDACTED] is incredibly talent-centric in that it is not solely responsive to their clients. It is in their DNA to interact at a human level rather than just in a transactional fashion: they are consistent in paying real and heart-felt attention to every contact they make, forming deep and lasting relationships network, which are ultimately more satisfying, nurturing and developing them as their careers progress. They often receive comments that other executive search firms do not do this, that most executive search firms are only contacting them when they need something.

By reliably staying in touch with senior individual contacts who they are not transacting with, they can be clients or candidates throughout their careers and [REDACTED] is tracking that in order to be in the right place at the right time.

[REDACTED] Group is continuously expanding its range of talent and advisory services by being responsive to the market and making acquisitions. Recently they acquired Cooper Fitch to provide more M&A expertise and also TEN (The Executive Network) to bring in their deep expertise and many years of experience focused on Board level searches as well as the Board level assessment – TNEA.

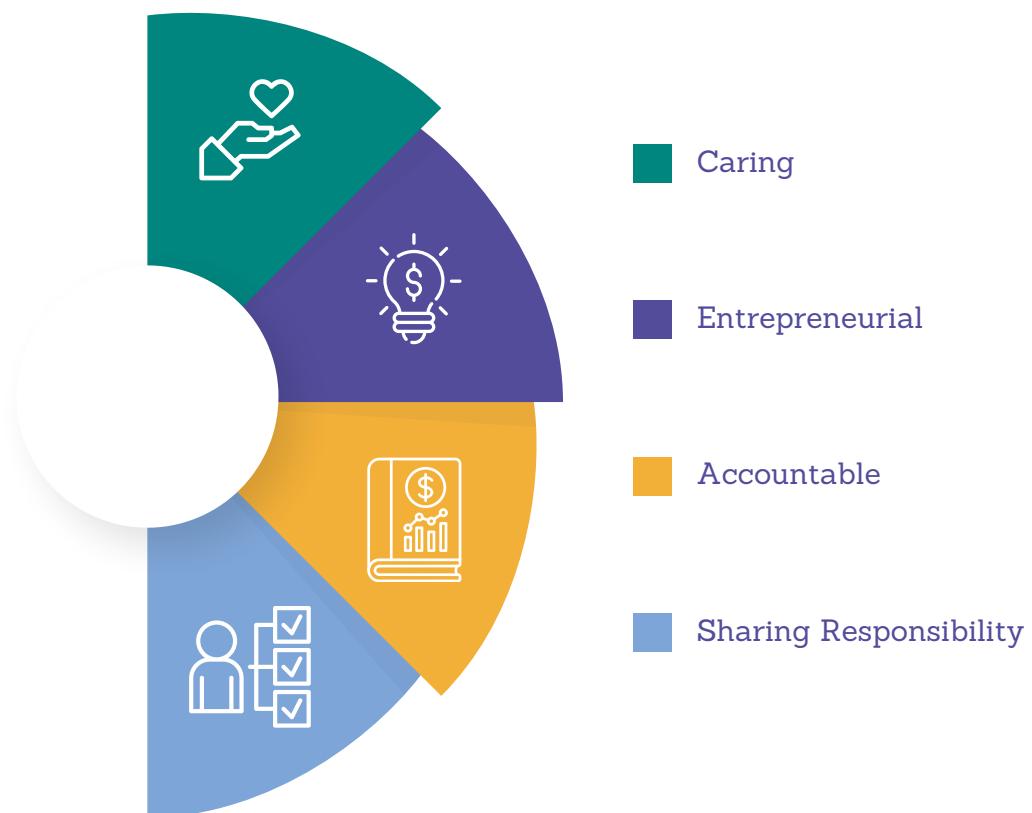


the executive network



All senior consultants have operational and/or managerial experience in the functional domains they operate in. 68% of the candidates they place are still with the company after 5 years and 55% of them are promoted within these 5 years.

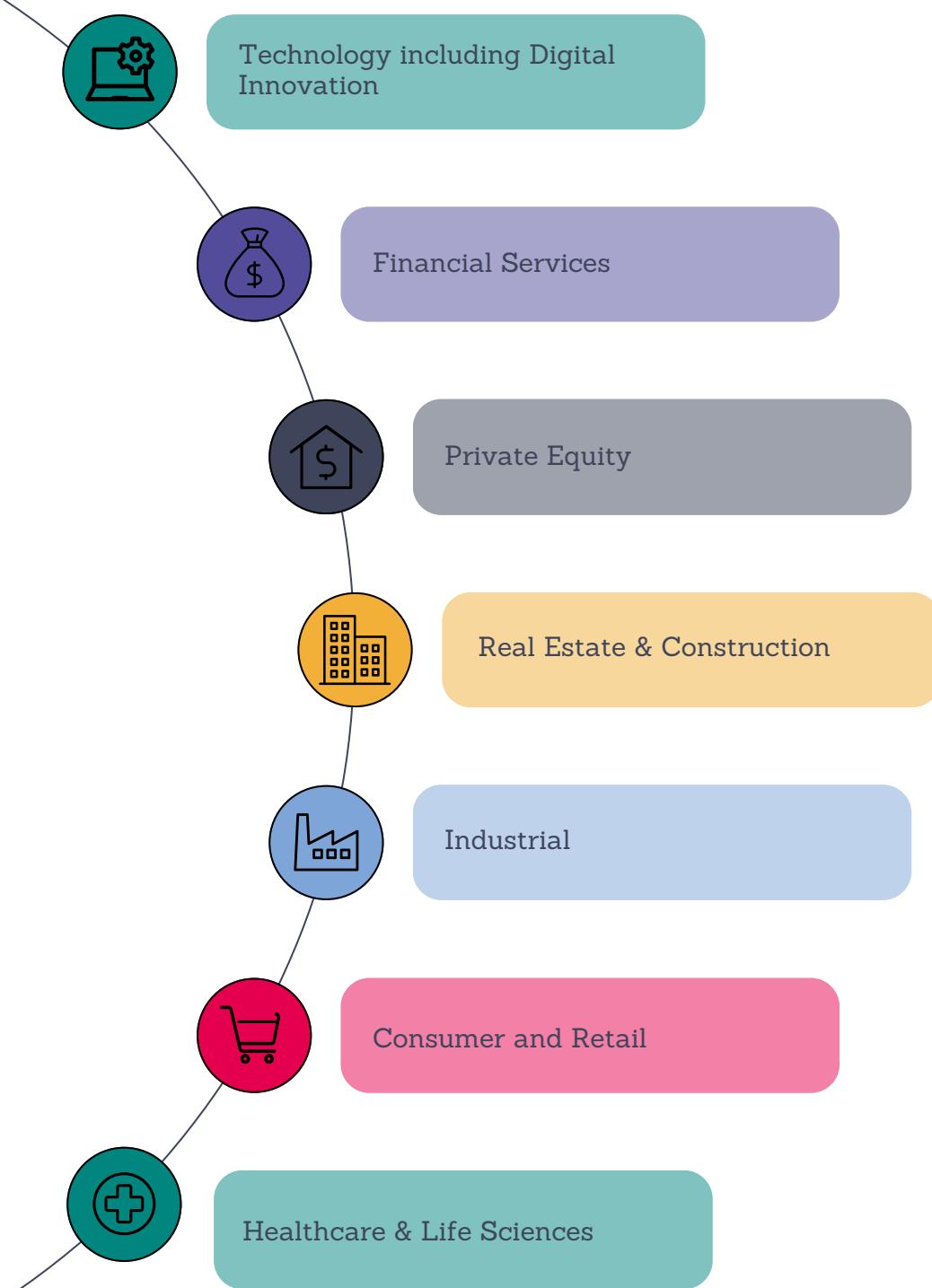
Culture:



SEARCH PRACTICES AND SECTOR FOCUS OF **ALC** BELGIUM:

Over the last 15 years, Lincoln Belgium has covered almost every industry sector and function at Board level and below, across the following functions: Finance, Sales, Marketing, Technology, Procurement and others.

The list below is not completely comprehensive but provides an idea of the scope of the firm's mandates over the years:



EXAMPLES OF CLIENTS

Belgium has partnered with a significant amount of local Belgian and global corporates over the years including the following:



DERBIGUM

econocom

Konings

Mondelez
International

.AGORIA

Belfius

NEUHAUS



Please contact us for further live or historical examples of clients within a particular sector and examples of clients belonging to [redacted] Group internationally.

CURRENT TEAM IN BELGIUM

■ is General Manager of ■ Brussels and heads up the Industrial Practice. She is an expert in Mining, Chemical & Renewable energy.

Before joining ■, she built an international career, as global Key Account Manager, business unit manager and interim manager within heavy industry, packaging and B2B Distribution. Out of France where she was based at the time, (Lyon), she grew businesses in EMEA, Near & Middle East, China and Western Europe.

She then followed one of her dreams and founded a Pop-up Gallery offering a combination of art and watches for collectors in Paris.

In 2014, she returned to Belgium to set up a management consultancy, assisting organizations in their international development.

She joined ■ in 2015.

She is bilingual in French and Dutch, business fluent in English and is able to negotiate in German and Italian too.

GEERT VAES

Geert is heading up the Technology, Digital & Innovation (TDI) practice at Lincoln Brussels in collaboration with Lorenzo.

He has had 25 years of experience in technology, with experience of working both in managerial positions and in consultancy. In recent years his focus was on business development, digital transformation and R&I in companies such as Besix, Hain Celestial or Akka technologies.

He is fluent in Dutch and English.

KOEN BERGERS

Koen is a Principal for both Agribusiness and Real Estate practices.

He has more than 30 years of professional experience and has successfully built up several businesses in both the food ingredients and residential real estate areas.

Koen holds a Masters's Degree in Germanic languages and he is fluent in Dutch, French, English and German. He followed an extensive coaching programme at Vanede and Partnes in Amsterdam.

MARTINE DYKMANNS

Martine is heading the practices of Consumer Goods and Retail as well as Legal and Tax, specializing in both legal and commercial functions within these sectors.

At the beginning of her career, she built up extensive sales and marketing experience in a number of areas including durable goods. Together with her husband, she then founded a full-service marketing and advertising agency, servicing (multi)national brands. Some years later, she became an independent consultant in creative marketing solutions. Later she was appointed by Vlerick Business School as GM of the Alumni Association, through which she built a broad and relevant network of Talents.

She speaks fluent English and French.

GWEN VAN MEENEN

Gwen is a Consultant in the Industry Practice.

After a career in facilities, office management and as an HR Officer, Gwen has been the [REDACTED] Belgium's Office Manager in charge of the financial and HR reporting.

She joined the team as a Consultant, specializing in technical and industrial profiles, covering functions such as Sales Manager - Engineering, Production Manager, Project manager and others.

Gwen was originally trained as a horse dressage competitor at the Reitschule - Landgestüt Warendorf (in Germany) and still has a passion for animals.

She is fluent in Dutch, French, English and German.

Website:

[https://\[REDACTED\].com](https://[REDACTED].com)

[https://\[REDACTED\]/en/](https://[REDACTED]/en/)

ALC ENABLE

HELPING EXECUTIVE SEARCH FIRMS GROW AND INTERNATIONALISE

Founded in 2001, ALC Enable is the only advisory firm in the world offering a complete range of strategic and talent solutions exclusively to executive search firms and networks globally, helping them to improve, expand, and future-proof their businesses throughout the 2020s.

We have met over 1100 executive search firms in the past 22 years and partnered with over 120 executive search and advisory firms worldwide. We collaborate with executive search firms and networks to help them scale and internationalise, whilst also supporting their strategy, branding, technology, and exit plans.

We have worked in 35 countries across the globe.

To date, we have been identifying and hiring individuals and teams of Partners, Managing Partners, Associates and Researchers for executive search firms all over the world.

We have also been finding companies in various parts of the world for global search firms or networks, such as Boyden. We are also setting up global networks and identifying alliance partners in different parts of the world for independent search firms.

Our offering also provides competitive intelligence and insights for the executive search industry.

ALC Enable includes strategic services too, to help future-proof executive search firms and it aims to partner closely with a few select search firms over the next 10 years, to help them become more efficient and grow more profitably on an international basis.



OUR GLOBAL EXPERIENCE TO DATE

- We have partnered with Egon Zehnder, Russell Reynolds, Heidrick & Struggles, Korn Ferry and Boyden all over the world. Most of our work is with small to medium-sized executive search firms.
- Our clients have included generalists and specialists, across all business sectors and functions.
- We have worked in 35 countries, almost every country in the world where there is a strong executive search presence. As well as having worked across the US, Europe, and Asia, we have also worked in Australia, the Middle East, and Africa.

