



INTERNATIONAL
EXECUTIVE
SEARCH
FEDERATION



GLOBAL PARTNER OVERVIEW



INTERNATIONAL
EXECUTIVE
SEARCH
FEDERATION

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 24 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 24 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





INTERNATIONAL
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FEDERATION

Tailored Executive Search Across the Globe: Your Local Expertise Network



20+
Years



24
Countries



15
Sector
Practices



50+
Offices



250
Consultants



250+
Successful
Cross borders

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Americas

IESF Country Manager Canada

Population: 38,9M

"Abundant natural resources. Sizable manufacturing sector: automobile and aircraft industry 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

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.

Recent assignments

- › Chief Executive Officer - Santé Québec
- › Chief Financial Officer - Alithya
- › Chief Human Resources - Pratt & Whitney
- › Senior Vice President, Global Corporate
- › Communications and Marketing - AtkinsRéalis

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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."

Cecilia Gajardo Jimenez HR Buró



Location: Santiago de Chile and Valparaíso
100 employees

Founded in 1987
IESF Partner since 2018

Function types

- › C-level

Focus areas

- › Mining, manufacturing, energy, and finance.

Recent assignments

- › International Assignments: IT Junior
- › Developers (2): Logytech - Colombia

Salary range

- › 3.000+ \$ monthly

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.

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

Recent assignments

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

Salary range

- › 60.000+ MX

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

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IESF Country Manager Peru

Population: 33M
"The 6th Biggest economy in Latin America
Strong investment in mining, agroindustry and energy"

Betty Vilches 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

- › 10,000 - 60,000 S/

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

Focus areas

- › All industries
- › Both private and public sector

Recent assignments

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

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.



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AsiaPac

IESF Country Manager China

Population: 1,4B

“China is a fast moving economy afterslowing down due to post-Covid effect. It spearheads to exceed 5% by the end of 2024 through the driven of high internal consumptions of all FMCG sectors, exportation of Mobility products, Infrastructure Enhancements and AI, Life Science and Health Care industries.”

Daniel KC Liu

Dynamic Resources



Location: Shanghai, Hong Kong, Guangzhou & Beijing 15 employees
Founded in 1996
IESF Partner since 2002

Function types

- › Mobility, Industries & Manufacturing, Life Science, Healthcare, FMCG

Focus areas

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

Recent assignments

- › MD China, GM APAC, Country Head S Korea, Sales
- › Director Japan, HRD Thailand, CFO The Greater
- › China, CHRO APAC, R&D Director EV China, Sales
- › Director EV Export International Market, China GM
- › Healthcare, Sales Director Healthcare Japan

Salary range

- › 150.000+ \$

A preferred Executive Search & Human Resources Consultancy partner in Asia

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IESF Country Manager India

Population: 1,45B

"India is one of the fastest growing economies in the world with 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

Focus areas

- › Renewable Energy
- › FMCG
- › Consultancy
- › Starting Education

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

Salary range

- › 100.000+ SGD

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



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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

Recent assignments

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

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

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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.”

Andreas Pfeffer 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

Focus areas

- › Retail, FMCG, Manufacturing (technological & chemical), Services (Insurance, Real estate, Tax), Construction, Logistics.

Recent assignments

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

Salary range

- › 60.000 - 300.000 €

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



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

Focus areas

- › Public and Private sectors

Recent assignments

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

Salary range

- › 60.000+ €

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



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IESF Country Manager Germany

Population: 84,7 M

"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

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

Salary range

- › 100.000+ €

TOPOS has been supporting SMEs and corporates in filling key positions for over 35 years. At management, executive, and board level, 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: 9,6M

"Hungary's central location and export-driven economy attract international businesses, creating high demand for skilled professionals. Key industries include automotive, electronics, and energy. Hungary faces a labor market shortage. Industrial investments are expected to boost the economy."

Éva Fehér Prime by JobGroup

Location: Budapest
30 employees

Founded in 1992
IESF Partner since 2023



Function types

- › C-Suite, Executives, VPs, Board members, Directors
- › Managers, Leaders of all functional areas
- › Experts of all functional areas

Focus areas

- › All business areas

Recent assignments

- › CEO - pharmaceutical producer
- › COO - medical device manufacturer
- › QA Director - automotive manufacturer

Salary range

- › 800.000+ HUF/month

Prima by JobGroup offers Executive Search and Career Solutions, backed by over 30 years of market expertise. With a focus on blue-chip standards, practical solutions, and a human approach, we help businesses find, develop, and retain top leaders.



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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.

Recent assignments

- › CEO at Kapro, Chairman of the board and VP
- › R&D at Shekel, Global VP of marketing at DSIT

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



IESF Country Manager Italy

Population: 61M

“The employment rate is increasing. Service & Tourism sectors show an increasing impact on Italy's GDP, while manufacturing companies face strong competition from abroad. “Made in Italy” products represent an excellence.”

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

Recent assignments

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

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.



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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
13 employees

Founded in 1979
IESF Partner since 2015



Function types

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

Focus areas

- › Technical and industrial environment

Recent assignments

- › Country Manager
- › Managing Director
- › Plant Director
- › Operations Manager
- › Commercial Director

Salary range

- › 100.000 - 300.000 €

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

Focus areas

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

Recent assignments

- › Two Board assignments
Portefolio company Private Equity

Salary range

- › 100.000 - 300.000 €

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

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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
6 employees

Founded in 1991
IESF Partner since 2014



Function types

- › Middle and Top Management plus Top Specialists and Board Members

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

Recent assignments

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

Salary range

- › 8.000+ € a month

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

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, 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

Focus areas

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

Recent assignments

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

Salary range

- › 170.000+ RON

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.

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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

Focus areas

- › FMCG
- › Life Sciences
- › Industry
- › Automotive

Recent assignments

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

Salary range

- › 70.000+ €

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

IESF Country Manager South Africa

Population: 60M
"South Africa has a diverse economy with key sectors in mining, manufacturing, agriculture, and services. The executive search market is focused on leadership in industries like finance, technology, and infrastructure development."

Leonie Fischer Leonie Fischer and Associates

Location: Johannesburg
IESF Partner since 2007



Function types

- › Executive, Senior management and Board-level positions

Focus areas

- › Manufacturing
- › Finance
- › Technology
- › Infrastructure

! As a premium boutique consultancy, we are small enough to give you our full attention, all the time and big enough to be your strategic business partner in talent solutions.

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IESF Country Manager Switzerland

Population: 8,6M
 "Relatively resistant economy, high levels of salary and low unemployment ratio
 Shortage of technical staff."

Vincenzo Ganci Ganci Partners

Location: Bern, Geneva,
 Lausanne, Zurich
 25 employees

Founded in 2012
 IESF Partner since 2019



Function types

- › Board Directors
- › C-Suite
- › Senior Executives

Focus areas

- › Consumer Goods
- › Financial Services
- › Health
- › Industrial
- › Public & Social Sectors
- › Services
- › Technology & Communications

Recent assignments

- › CFO - Food industry
- › Medical Doctor - University Hospital
- › CHRO - Watch Making industry

Salary range

- › 90.000 - 600.000 €

Ganci & Partners operates as one collaborative team, leveraging the specific expertise of each consultant and each research associate within a collective and client-oriented team.



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

Recent assignments

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

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.



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IESF Country Manager United Kingdom

Population: 67M
"80% of our client 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

Recent assignments

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

Salary range

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

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INTERNATIONAL
EXECUTIVE
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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 24 countries, we are globally known as "The Local Experts" because we understand regional markets and their specific needs when it comes to executive recruitment.