

# Scale-up Executive Search

Executive Search for  
Hightech Startups & Scaleups



**The Gate**  
BRAINPORT  
EINDHOVEN

Scale-up Executive Search



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BRAINPORT  
EINDHOVEN

**TU/e** EINDHOVEN  
UNIVERSITY OF  
TECHNOLOGY

# Executive Summary

Senior Leadership Recruitment for (High) Tech Startups and Scale-ups by TU/e organisations The Gate and Euflex.



## High quality candidates

With **25+ years of experience** we have access to **exclusive networks** of highly qualified, often passive candidates, who may not be actively searching for jobs.



## Affordable

Transparent start-up pricing structures, typically ranging between 10k-15k. **No cure no pay.**



## Deep understanding of high-tech companies

Startup-minded leaders are hard to find. We're **specialized** in helping (high) tech startups find perfect matches **quickly**.



Good tech  
is not enough  
for a  
successful  
business.

The team makes the difference  
and we help you  
find the right people.



# We are

an initiative of three innovation-minded organisations to support startups.

## EU Flex

EU Flex (Eindhoven UniversityFlexibility) has more than 25 years of experience as a matchmaker between technical top talent and the industry.



## The Gate

The Gate is the place for tech startups and scaleups in the region Eindhoven.



**The Gate**  
BRAINPORT  
EINDHOVEN  
Take-off for tech startups in Brainport

## TU/e

Eindhoven University of Technology is a research university specializing in engineering science & technology.



# Why we offer this

Regular executive search is expensive and a big gamble. However, we recognise that hiring the right talent crucial for growth success of any organisation.

## Deep understanding

Our Executive Search for startups and scaleups service was born from the deep understanding of the unique challenges faced by growing tech companies in their early stages.

## Sustainable growth

The TU/e spinoffs often begin with passionate and highly skilled technical founders, but as they scale, the need for a well-rounded team becomes critical. Not only to attract investment but also to sustain growth. This is where we come in.

## Match

We provide an expert search, selection and matching service for potential co-founders that is reliable, accessible, recognizable, professional, safe, secure, inclusive, relevant and surprisingly affordable.

# ➤ Our goals



**Reduce risks  
and costs  
for startups**



**Increase  
the succes rate  
for startups**



**Improve  
accessibility  
of the startup  
ecosystem**

# How it works

Senior Leadership  
Recruitment for (High) Tech  
Startups and Scale-ups by  
TU/e organisations The Gate  
and Euflex.

## Week 1 Intake

During the intake we draw up a detailed profile of the ideal candidate. This profile is discussed with you and adjusted where necessary. A search strategy is also determined: which networks are used, which sources are addressed, and how the process will proceed.

## Week 2 Screening

We do the first selection and interviews with potential candidates. We'll then present you with a shortlist of the most suitable candidates, including extensive information about their background, experience, and motivation.

## Week 3 Your decision

You select the best candidates for an interview and then pick the best match. We also support in the preparation, planning and coordinating of the interviews. After selecting the candidate, we help you create a salary proposal that aligns with the candidate's expectations while staying within your budget.

# Benefits of searching yourself

## Time



With the right network, tools and experience for searching, screening and negotiating; searching yourself can be quicker as you don't have to confer with an external search party. You can start right away.

## Control



You have complete control over the hiring process. You can decide which platforms to use and have full autonomy over who you reach out to, ensuring the search aligns perfectly with your specific needs and preferences.

## Cost



The upfront costs are lower because you don't have to pay fees to an external firm. You primarily invest your time, with some additional expenses for job postings or advertising.

## Learning experience



Conducting the search yourself provides a learning experience. You'll become more familiar with the hiring market, develop your own recruitment skills, and build connections with potential candidates for future opportunities.



# Benefits of working with us

## Quick



Our years of **experience** allow us to quickly identify and screen the best possible candidates. Giving you only good candidates to interview.

## Efficient



We take **complete search process** off your plate, from identifying potential candidates to negotiating benefits. Ofcourse, all of this in close consultation with you, the client.

## Quality hires



We have access to **exclusive networks** of highly qualified, often passive candidates, who may not be actively searching for jobs.

## Cost



We offer **transparent pricing structures**, typically ranging between 10k-15k, no cure, no pay. This reduces the risk for startups, as you only pay when a successful hire is made. Additionally, our expertise in vetting candidates can significantly reduce the risk of costly bad hires, ultimately saving money in the long run.

## Startup Executive Search

*speed*



*quality of hires*



*direct costs*



*indirect costs*



We take the time consuming part of the search process off your plate, from identifying potential candidates negotiating benefits. Ofcourse, All of this in close consultation with you. In general, the quality of candidates we find is very high due to access of exclusive networks of highly qualified, often passive candidates, who may not be actively searching for jobs.

It is important to differentiate between direct cost and indirect cost of a search process. Direct cost refers to cost of finding and hiring someone successfully. This is 10-15k after a succesfull match. Because our expertise is in vetting and negotiating with candidates, we significantly reduce the risk of costly bad or expensive hires, ultimately saving you money.

## Searching yourself

*speed*



*quality of hires*



*direct costs*



*indirect costs*



With the right network, tools and experience for searching, screening and negotiating; searching yourself can be quick, but still time consuming. In return you have complete control over the hiring process and pay no fee for a succesful match. You primarily invest your time, with some additional expenses for job postings or advertising.

VS.

## Startup Executive Search

*speed*



*quality of hires*



*no cure no pay*

**yes**

*total cost*

**10-15K**

## Regular Executive Search

*speed*



*quality of hires*



*no cure no pay*

**yes**

*total cost*

**20-30K**

## Searching yourself

*speed*



*quality of hires*



*no cure no pay*

**n.a.**

*total cost*

**depends**

Over 25 years  
of successful  
matches!

**DAF**

**ASML**

**ThermoFisher**  
SCIENTIFIC

**TNO** innovation  
for life

# ➔ Questions?

*please ask!*

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