

# Wouter Snauwaert



## Contact

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## Languages

Dutch – Native

English – Fluent

Mandarin Chinese – Advanced

French – Good

German – Basic

## Hobbies

- Spending time with family (married, 2 young sons)
- Hiking and working out
- Playing video games
- Reading books and listening to music/podcasts

## Biography

Wouter is an ambitious young professional with an international mind-set. He has a strong interest for recruitment, Asia and technology. He enjoys working in team and going the extra mile for his employer and clients. He is constantly trying to grow and loves a challenge. His colleagues describe him as a fast learner, a winning spirit and a reliable business partner.

## Skill Highlights

- Project management
- Analytical thinking
- Problem Solver
- Can-do mentality
- Team player
- Communicative
- Client-focused
- Stakeholder management

## Experience

*Mercuri Urval Brussels (Belgium) – Sep 2021 to present*

**Engagement Manager – Sep 2023 – present**

- Continuation of previous responsibilities
- Business development: lead generation and account acquisition, mainly within technology & industry sectors
- International project coordination and client management

**Delivery Lead – Sep 2021 to Sep 2023**

- Consultant track: moving beyond desk research and into candidate interviews, assessments and business (lead) generation
- Delivering integral executive search projects on local and international level within several sectors (mostly technology, industry, professional services and healthcare)
- Screening and interviewing candidates based on specific client demands and expectations, presenting valid candidates to clients and assess complementarity
- Pitching job opportunities to potential candidates to generate interest in a job change
- Client management: being the contact person for several clients before, during and after project execution, to manage expectations and optimize planning or organization
- Lead generation, developing professional network and detecting/creating business opportunities
- Introducing resource management and capacity sheets on local and later global level
- Coaching team members on “what good looks like” in executive search

*Egon Zehnder Brussels (Belgium) – Sep 2017 to Sep 2021*

**Research Associate – Jan 2021 to Sep 2021**

- Continuation of previous responsibilities
- Active member of several international Practice Groups (Technology & Communications, Fintech/Blokchain, Industry, Software, Gaming, Digital Transformation, CIO/CTO,...)
- Mentoring of a new hire in Czech Republic
- Participation in recruitment and selection efforts for new consultants and researchers within the local team

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## Experience

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- Partnering with consultants to draft client proposals and negotiate collaboration
- Developing and distributing training session on Microsoft Teams to colleagues within the global firm

### **Senior Research Analyst** – *Jan 2020 to Dec 2020*

- Continuation of previous responsibilities
- Deeper involvement in client discussions as a face of the firm
- Core member of the global Technology & Communications Practice Group
- Mentoring of a new hire in South Africa
- Contributing to the Belgian business development project
- Expanded knowledge in previously lesser-known areas and about new clients

### **Research Analyst** – *Sep 2017 to Dec 2020*

- Conducting executive search on an international scope in several sectors (mostly technology, communications and industry)
- Evaluating competencies and the potential of candidates
- Preparing pitch packs and client presentations
- Participation in screening interviews
- Responsible for the process and relationship management with the Knowledge Service Center in India
- Acting as local go-to-person for any issue related to the LinkedIn service offerings
- Developing and distributing training session on LinkedIn Recruiter to colleagues within the global firm
- Leading the local initiative to enhance understanding of digital topics

## Education

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**2017 – Master of Science in International Business Economics and Management**, Distinction, Katholieke Universiteit Leuven

**2015 – Master of Arts in Sinology**, Distinction, Katholieke Universiteit Leuven

**2014 – Language and Culture Program**, Nanjing University (China)