

# DIRECTORBANK.

**Position required:** Junior Researcher  
**Location:** Frankfurt, Germany

## COMPANY INFORMATION.

Directorbank is a leading executive and non-executive search firm specialising in Private Equity investors, their portfolio companies, and high-growth entrepreneurial businesses.

Founded in 1998, we have completed more than 2,000 senior Board and leadership appointments covering all core sectors: Retail & Consumer, Tech & Comms, Business Services, Industrials, Healthcare, and Financial Services. Our work focuses on identifying high-impact leaders with a proven ability to drive value creation.

Our Directors each bring over 25 years of executive search experience, combining deep functional knowledge, sector insight, and a keen understanding of the skills and motivations of high performing leaders.

Rigorous, insight-led research underpins every one of our assignments. Supported by a dedicated in-house research team, we deploy a full range of sourcing methods - including proprietary market mapping, advanced research platforms, social media, AI-enabled tools, and our extensive talent network. Built over 25 years, this network represents a rich pool of entrepreneurial, Board-level leaders with strong value-creation track records.

Over the past year, we have completed a major data transformation programme, implementing a new AI-enabled CRM system (Ezekia) alongside an AI-driven analytics and assessment tool (AssessioAI). These investments enhance research quality, speed and precision, while elevating the overall client and candidate experience.

Directorbank is a trusted partner to more than 100 Private Equity firms. At the pre-deal stage, we introduce our PE clients to proven directors with the expertise and Private Equity understanding to support and accelerate a transaction process. Scenarios include due diligence exercises, strategic advice and deal-dependent board roles. Post-deal, we help strengthen leadership teams to accelerate growth, transformation and shareholder value. We have again just been listed as a top search firm in the 'Private Equity' category of the annual survey of Germany's best search consultants by WirtschaftsWoche publication.

Directorbank is owned by its Board following a successful management buyout in 2017. We operate across the UK from bases in London and Leeds, and across Germany from our Frankfurt office.

## THE ROLE.

To further strengthen our team in Germany, we are seeking a 'Junior Researcher' to work closely with our Consultants and Directors on live search mandates. The role is based at our Frankfurt office four days per week (Monday to Thursday), with Fridays working from home. Fluency in both English and German is essential.

Directorbank offers the opportunity to work in a professional and collegiate environment, as well as providing hands-on exposure to the Private Equity community and Board level candidates across a wide range of industries.

The role offers a chance to develop candidate and client-facing skills. It also offers training, mentorship from senior colleagues, and a development pathway – either within the research function or towards a fee-earning Consultant role.

## Key Responsibilities:

1. Support Directors and Consultants on pre-deal and retained search assignments, helping to deliver high-quality candidate shortlists.
2. Take ownership of research, project management and documentation for retained searches, including accurate and insightful CRM management.
3. Identify, assess and recommend candidate suitability using a range of resources, including our proprietary database, market intelligence platforms, industry sources, AI tools, and online research channels.
4. Produce candidate longlists, profiles and reports as required.
5. Build a strong understanding of clients, sectors, competitors and market dynamics, applying this insight throughout the search process.
6. Run and deliver comprehensive client and candidate mapping projects across multiple sectors.
7. Attend client meetings alongside Consultants/Directors and act as a secondary point of contact when appropriate.

## CANDIDATE PROFILE.

We are looking for a highly motivated individual with strong commercial curiosity and interpersonal skills. You will ideally demonstrate:

1. An entrepreneurial mindset with excellent communication and relationship-building skills.
2. A client-focused, service-driven approach.
3. Strong attention to detail and a results-oriented mindset.
4. A collaborative attitude, combined with the ability to think creatively and independently.
5. Fluency in German and English (essential).
6. A genuine interest in business, leadership, and Private Equity.
7. Confidence engaging with senior stakeholders and building credibility at all levels.
8. Proficiency in MS Office (Excel, Word, PowerPoint) and a willingness to learn new tools and systems, as required.
9. A strong academic background.
10. Ambition, drive and a good sense of humour.

## CONTACT.

For more information please contact:

**Dorothea Kronenberghs**  
**Executive Director Europe**  
Email. [d.kronenberghs@directorbank.com](mailto:d.kronenberghs@directorbank.com)  
Phone. +49 69 7191829-10

**Felicitas Mayer**  
**Research & Delivery Consultant**  
Email. [f.mayer@directorbank.com](mailto:f.mayer@directorbank.com)  
Phone. +49 69 7191829-11