



THE  
**MUSIC**<sup>®</sup>  
RECRUITERS

WE RECRUIT PEOPLE WHO  
**ROCK** THEIR BUSINESS

AMSTERDAM BASED RECRUITMENT &  
EXECUTIVE SEARCH AGENCY  
GLOBALLY ACTIVE



# About us

The Music Recruiters is the latest sound in recruitment and executive search. We match professionals with firms in the music industry, the entertainment business, the media-tech world and many other companies on the cusp of music, media and entertainment. Our focus is on medior to senior level positions, and we're considered specialists for many departments in the field.

Our company was founded on a vision - that talented professionals need informed and well-connected sparring partners who dares to play the more surprising notes. A partner who can follow the client's briefing, but is also able to improvise and see the slightly dissonant but surprisingly harmonious matches.

With us, the personal touch is key. We're discreet, diligent, transparent. We spend the right amount of time on our intake processes, and we always listen to all parties involved. That's because at TMR we know that just as in music, the best match is always a result of good collaboration.

The Music Recruiters' office is based in Amsterdam (IJsbanaanpad 2). Our current team exists of 4 people.

Looking for Tunes To **Rock** Your Business? Listen to our Spotify playlist [here](#).



# SOME OF OUR AMAZING CLIENTS



WARNER MUSIC



SPINNIN' RECORDS



MUSIC



believe.

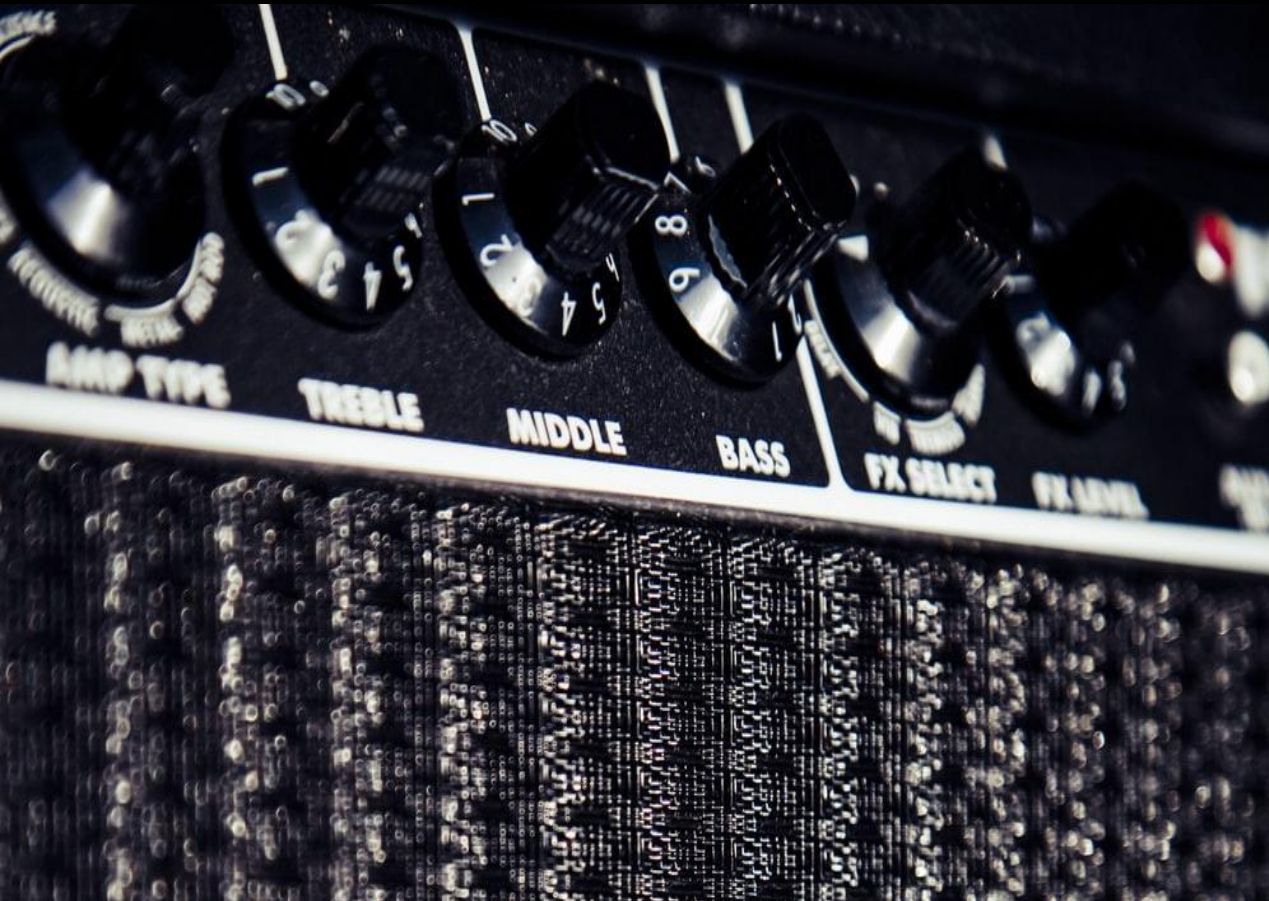


AF amsterdam  
fonds voor de  
kunst

SIZZEX



# Our expertise



## Music, media & entertainment

As specialists in the sectors we're active in, we speak the same language as our clients and our candidates. We know what the positions within your departments entail and put you in touch with the candidate who has the X-factor and the right DNA to perform this role. We're active for **medior to management** level positions and specialise in the following areas:

- Business Affairs
- Creative & Content
- Digital
- Marketing
- Operations
- Sales & Account Management
- Music-specific roles

Some of the positions we have worked on recently:

A&R Manager, Artist Manager, Art Director, A&R coordinator, Audio-Visual Designer, Brand Manager, Business Development Manager, Content Creator, Composer, Coordinator Sample Clearances, Creative Music Producer, Digital Marketing Specialist, Director Repertoire Development, (Video) Editor, General Manager, Head of Product Management, Marketing Manager, Music Supervisor, PR specialist, Sonic Branding Strategist, Streaming Coordinator, Royalty Employee and many more.



# Our services

## Recruitment

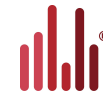
We offer a thorough and quality-driven recruitment process that speeds up the process and saves you a lot of time and effort. In a nutshell our process works as follows:

- Intake/discussion/analysis at the client
- Start media campaign (if applicable) & active search
- Interviews with candidates
- Introduction to client
- Hiring assistance & reference checks
- Aftercare

The service level depends on the client's needs. From merely consulting our extensive network to fully outsourcing the recruitment process: we hire talent that **rock** their business.

**Terms:** In recruitment for (temporary) employment, The Music Recruiters works with a transparent fee that depends on the complexity of the position, and the required service-level. A (retained) placement fee of 20-24% is applied over various wage components, including the gross annual salary. The placement fee is charged in various milestones. We always send a recruitment plan and offer (including a fee calculation) prior to starting a project.

For more information about our recruitment process, please check out our [website](#).



### **Professional & Executive Search**

With our Professional Search & Executive Search services we focus exclusively on higher level expert and management positions.

A partnership with The Music Recruiters means that principles such as discretion, thoroughness, quality control, customer focus and a personal approach are paramount. We always do our research to the strategy, culture and DNA of our clients before embarking on a search.

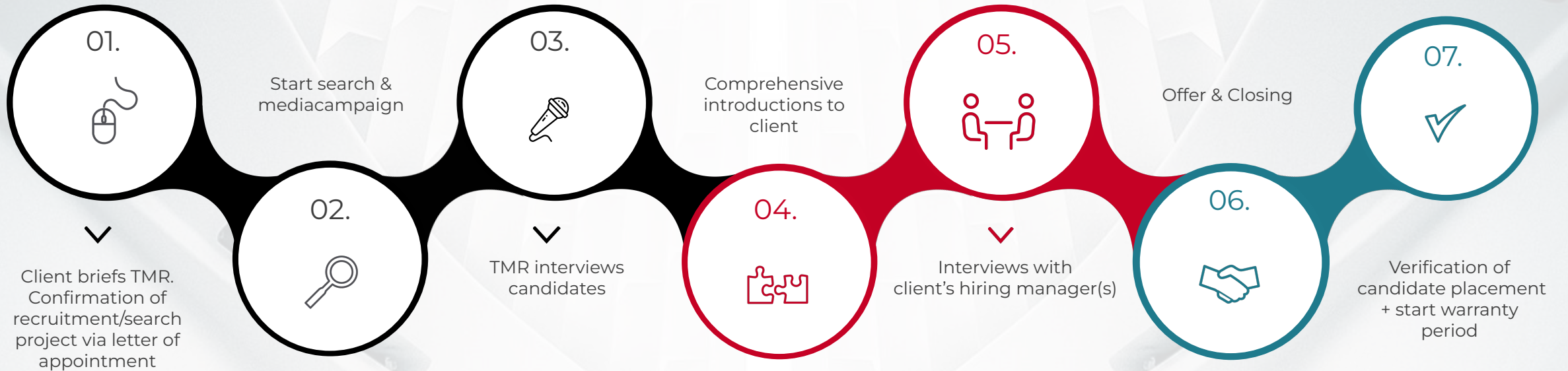
In addition to an appropriate (international) network, a well-informed and skilled conversation partner can make the difference in making the match with the right candidate. Through our specialized market knowledge we can add value at a strategic and substantive level to the search for the right senior professional for an organization. In doing so, we obviously take into account the requirements for modern leadership in terms of inclusiveness & diversity, technological expertise, network and/or sector-specific experience.

**Terms:** We work with a retained placement fee which is charged in several milestones. The height of the fee depends on the complexity of the position and the commitment we receive from our client. The fee is based on various wage components, including the gross annual salary. We always send a tailor-made recruitment plan and offer (including a fee calculation) prior to starting a project. These services are provided only on an exclusive basis.

For more information about our recruitment process, please check out our [website](#).



# Our process





## Why us?

- We possess unique in-depth market knowledge and have a very defined and focused network within the industries we work in. We add real value to the process and are the ideal sparring partner for both clients and candidates
- Our qualification process are thorough. We always focus on both the best customer and candidate experience to make sure your employer branding stays on point, also if we reject a candidate
- We always speak candidates personally and introduce them properly. We'll make sure you have all the necessary information about salary, availability and potential remarks or points of attention to make an informed decision
- We are honest, transparent and creative and take these core values seriously

## DID YOU KNOW?

Companies lose a lot of money on open vacancies.

A simple formula can be used to estimate how much:

**$(\text{Annual profits} / \# \text{ of employees}) / 220 \text{ working days.}$**

Take this figure and multiply it by the average number of days to hire to get the full estimate. Working with an agency is usually cheaper than leaving a role unfilled.





"I had the pleasure to collaborate with Pieter on multiple, complex recruitment processes and I cannot recommend him enough. Our cooperation was characterized by respect, transparency, fairness and ultimately with excellent results.

The candidates Pieter brought into the processes were without exception very suitable and the resulting hires show that Pieter has a strong network, excellent knowledge in recruitment tactics and a strong intuition. Thank you for your support - I would work with you again anytime!"

**Jennifer Thomas**

Sr. HR Manager - Believe Music (DE)



# Testimonials

## Clients

"The Music Recruiters helped us with our search for a new Brand Manager. The cooperation was very pleasant because Pieter was able to maneuver both quickly and pro-actively, and came up with good candidates.

The communication was very pleasant. In the end, we were able to find a candidate in a short period of time who fitted the profile as we wanted."

**Fulco Polderman**

(Former) Head of Brand Strategy – Warner Music Benelux

“Pieter is an excellent recruiter within the music industry. He is involved and pleasant in communication. He helped me find a suitable job through his company The Music Recruiters.

Five stars, would recommend!”

**Daniël Munro**

Royalty Specialist - Spinnin' Records



# Testimonials

## Candidates

“Pieter is an exceptional talent recruiter who has helped me find not just one, but two perfect jobs here in Amsterdam. I would highly recommend The Music Recruiters to anyone seeking a knowledgeable and effective recruiter in the creative industries.

Pieter’s commitment to his clients and candidates is unmatched, and I cannot thank him enough for his invaluable contribution to my professional development and career growth”

**César Palmeyro**

Marketing Manager - GEA Live (Sony Music)



# Meet our team



**Pieter Wolter**

Founder | Consultant



**Rajko Acimovic**

Consultant



**Chelsea Hofland**

Community Manager



# Meet our founder



Ever since Pieter picked up his first guitar at the age of 13 he knew: this is it. Playing, listening, and everything else related to music became an obsession. Ultimately, music became the gateway to his broader passion for art and the creative industries.

After finishing his law studies, Pieter decided to focus fully on his ambitions in creativity. He released three records and played over 250 shows in Europe & Brazil with his funk outfit Zitakula. Aspiring a career on the business side of music as well, he worked for rights organisation Sena before making a switch to advertising at Postoffice Amsterdam. As a music supervisor he supplied some of the largest Dutch brands with the best music. Both roles laid the foundation for his extensive network in the creative industry.

Responding to the demand for a strong partner in specialised music recruitment, Pieter founded The Music Recruiters in 2019. The company rapidly established a reputation as an efficient and trustworthy partner, earning the loyalty of companies such as Ziggo Dome, Spinnin' Records and MassiveMusic.

Noticing a demand for the - cross-sectoral - mediation of commercial professionals in the creative industries, Pieter launched Thirty-Three in 2023. Thirty-Three mediates commercial professionals in marketing, sales, project & account services in the creative industries and at creative brands.

The Music Recruiters and Thirty-Three together form Thirty-Three Group.

**PIETER WOLTER**  
FOUNDER & CONSULTANT



**THIRTY**  
**THREE**  
GROUP

THE  
**MUSIC**<sup>®</sup>  
RECRUITERS

**THIRTY**  
**THREE**

## The Music Recruiters

The Music Recruiters specialises in a broad range of positions within the music, media and entertainment industries.



## Thirty-Three

Thirty-Three specialises in positions in commercial roles in the creative industries and at creative brands.





# Contact us

Do you have questions? Or are you interested in working with us? Drop us a line!



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