



THE
MUSIC[®]
RECRUITERS

WE RECRUIT PEOPLE WHO
ROCK THEIR BUSINESS

AMSTERDAM BASED RECRUITMENT &
EXECUTIVE SEARCH AGENCY
GLOBALLY ACTIVE



About us

The Music Recruiters is one of the **leading** and most **specialised** agencies in **music recruitment** and (executive) **search**.

We match professionals with companies in various industries including the music industry, media sector, entertainment industry, and any other company with ties to these industries.

Our focus lies primarily on mediating **mid to management-level** positions on permanent basis.

The Music Recruiters is based in Amsterdam and is active globally.



SOME OF OUR CLIENTS



WARNER MUSIC



SPINNIN' RECORDS

Gibson



believe.



Songtradr

radiocorp

@100%NL | >SLAM! | sunlite

SIZZLE



Our services & expertise

- ❖ Recruitment & (Executive) Search
- ❖ Consultancy

We focus on the mediation of **mid- to management** level positions in the following divisions:

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



**A selection of the positions we have
successfully filled:**

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 formula

Recruitment & Search

Intake Interview *(week 1)*

- Understand the client's requirements and goals. This usually takes 60-90 minutes

Marketing Campaign Creation *(week 1-2)*

- Develop campaign strategy and assets (job description, outreach material, etcetera)

Job Posting *(week 1-2)*

- TMR Media
 - Website
 - Newsletter (>70% opening rate)
 - Social Media
- Advertising buying on platforms such as Music Business Worldwide (optional)



Our formula

Selection & Reachout *(week 2-6)*

- Screening applications
- Database search
- Referral network activation
- Pro-active headhunting

Interview Process *(weeks 3-6)*

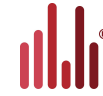
- Telephone pre-screening
- Digital interviews
- Comprehensive candidate introductions to client
- Preparation and feedback calls with client and candidates

Contract Negotiation *(weeks 6-7)*

- Guidance in negotiation process

Overall Process Facilitation *(weeks 0-7)*

- Meeting coordination with client and candidate(s)
- Continuous support throughout the entire process



Our terms

Recruitment & Search

We charge a **commission** based on a percentage over the annual, fulltime, compensation package. To make sure we can fully focus on our assignments and fully partner up with our clients, we offer the option to collaborate **exclusively** with us.

We charge an **advance** at the start of the assignment. The advance will be withdrawn from the final placement fee after an employment agreement has been reached with a candidate proposed by us. The rest of the fee is on contingency basis (no cure no pay). We always make sure what **deliverables** the client can expect.

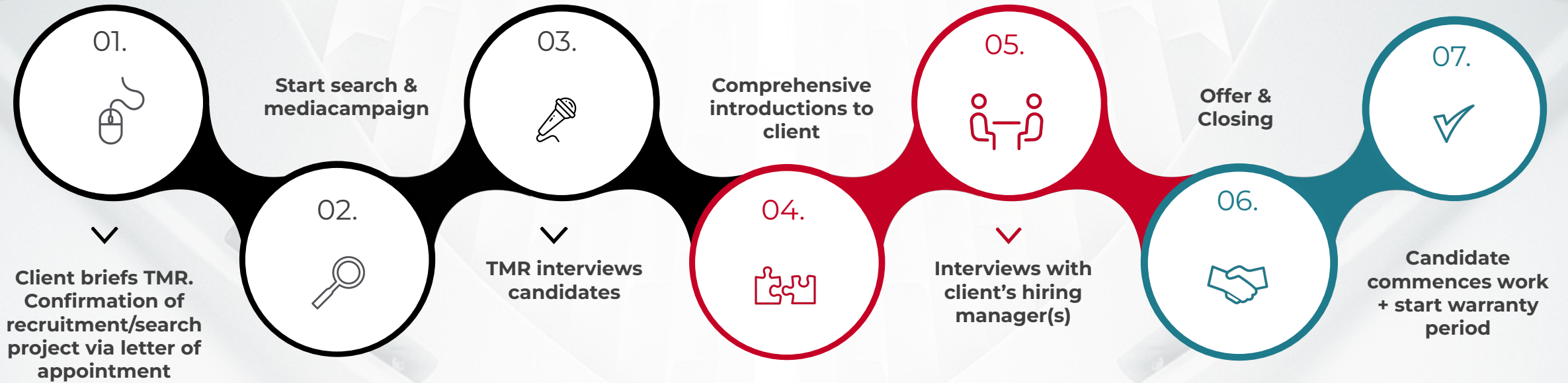
We maintain a **warranty period** for every placement.

Consultancy

Rates upon request.



Our process





Why us?

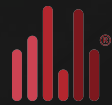
- Unique **in-depth market knowledge** with one of the most defined and focused (international) networks within the music & entertainment industries
- Our **in-house knowledge** of the sector is unrivalled
- **Extensive track record** of successful placements at some of the biggest names in the sector
- Our qualification process is fast, thorough, and personal. We always prioritize delivering the **best experience for both clients and candidates**

"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

"I was looking for someone that had the potential & ambition to become partner in our small firm. ...Pieter was a great sparring partner and very helpful to my decision-making by asking the right questions. After careful search and selection, Pieter helped us find a good match for the position.

...it was evident from the responses that with his help and the network of The Music Recruiters, we had reached a significant number of qualified candidates, people we would otherwise not have met."

Ivo Witteveen

Partner - Most Audio Postproduction

“Thanks Pieter! It was because of you that I got into this new journey with Spinnin' Records. Your professionalism, advices and fast actions made me to take this opportunity.

You're a legend! 🔥”

Ortzy Arbinaga

A&R Manager- 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



Pieter, the founder of The Music Recruiters, first encountered the business side of the music industry during his law studies. He knew it right away: this is where my future lies.

With a decade of experience in the creative sectors under his belt, he started The Music Recruiters in 2019. The company rapidly established a reputation as an efficient and trustworthy partner, earning the loyalty of some of the biggest names in the sector. Noticing a demand for cross-sectoral specialisms in the creative industries, Pieter launched a second recruitment brand in 2023: Thirty-Three. 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 is a regular guest lecturer at colleges, universities, and other educational institutions, where he shares his expertise on the intricacies of the music industry. Between 2013 and 2019, he toured (inter)nationally as the bassist for his band, Zitakula. The band performed over 250 shows at venues such as Paradiso, Oerol and primetime television (DWDD) and releases several recordings.

PIETER WOLTER
FOUNDER & CONSULTANT



THIRTY
THREE
GROUP

THE
MUSIC[®]
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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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