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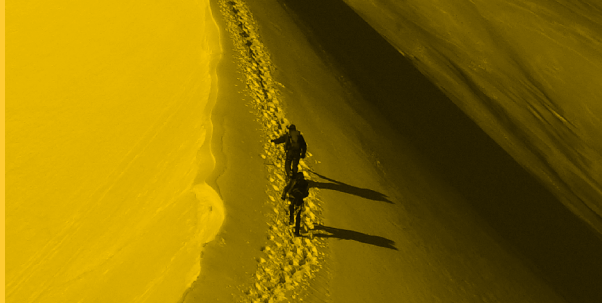
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M  VENCE

Delivering Talents to Win in Public Affairs.

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"Define tomorrow's public affairs by recruiting the decision makers who will be in charge of implementing them"

JASON DESCAMPS

Founder and CEO of Mavence

Whether they are technical experts working with legislators and industry sectors, or policy specialists lending expertise across fields like health, agriculture and digital technology, between Brussels and Paris there are over 25,000 public affairs professionals championing causes in complex institutional environments, from the local to the international level.

As bridge-builders and advocates, these practitioners help create the conditions for an open dialogue between civil society, public authorities, companies, unions, federations and associations, consulting firms and NGOs, actively participating in crafting responses to the challenges facing our societies. Their technical skills and their knowledge of regulatory and economic affairs help inform political decision making, and improve their relevance and effectiveness beyond what anyone actor could create in a vacuum.

With such a central role to play in both short-term success and long-term sustainability, the recruitment of these advocacy experts is often front and centre among the priorities of diverse organisations, regardless of their size or area of interest. The ever-changing world of public affairs and institutional relations, however, answers to its own rules, and traditional recruitment firms are not well equipped to identify the expert profiles capable of designing and executing multi-channel strategic plans in multidimensional sectors.

In response, Mavence was founded in 2013 in Brussels - the heart of EU decision-making - built on an innovative approach: calling upon professionals from the world of public affairs to recruit the specialists best equipped to defend the interests of their future organisation.

This peer-to-peer approach offers unparalleled advantages, with none of the drawbacks associated with traditional recruitments. Steeped in both their political ecosystem and the hands-on reality of high-level advocacy, our consultants are uniquely capable of understanding the logic behind the exercise of public affairs. With experience on both sides of the table, they know how to associate the needs of an organisation with a suite of technical and 'soft' skills consistent with the expectations and realities of public affairs positions.

Thanks to their experience and extensive networks, they are able to quickly identify and map the talents able to meet these challenges, whether or not they're active in the local job market. And because they use the same tools and speak the same language, they hold the keys to success in getting the right candidates into the right positions when the time comes to seal the deal. With over 200 clients supported from our offices in the heart of the European Quarter and decades of know-how earned on the front lines of public affairs, our team knows the "who", "what", "how" and the "why" of advocacy inside and out.

As the political heart of the European Union, Brussels is a highly international city that is always in motion. This character is reflected in our own international team of Mavens, and supported by our network and our activities in capital cities like Paris, Amsterdam, and beyond.

This growth is a sign of the effectiveness and relevance of our business, which works day after day with our clients to define the public affairs of tomorrow by cultivating the talents and decision makers who will not just shape, but ultimately help implement, the policies of the future.

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Mavence, a major player in the recruitment of public affairs talents

Mavence is uniquely positioned in the most influential European markets to accompany its clients in recruiting the talents which will lead their future advocacy campaigns.

A unique European firm specialised in the recruitment and accompaniment of Managing Directors, HR Directors, and Public Affairs Directors

Mavence is an executive search & consulting agency specialising in the recruitment of public affairs professionals, founded in 2013 by Belgian headhunter and Human Resources specialist, Jason Descamps.



Formerly named EARS (European Affairs Recruitment Specialists¹), Mavence was created to help diverse organisations and interest groups recruit their future public affairs representatives.

Founded on an innovative approach that uses public affairs experts to identify public affairs talent, Mavence works with Human Resources departments and public affairs teams to help secure qualified profiles to implement strategic plans and conduct institutional relations.

With a team of 10 consultants, more than 200 clients, and more than a hundred assignments completed in 2020, Mavence is one of the leaders in public affairs recruitment in Europe, solidly established in the major capitals of the European Union.

Recruiting public affairs talent, by public affairs experts

Unlike traditional firms, Mavence is specialised in the recruitment of public affairs talents. Its innovative approach relies on a pool of consultants with deep individual experience in the field, and who can assess candidates through the eyes of an active practitioner.

¹ EARS became Mavence in 2020.

Mavence

This peer-to-peer method is a key differentiator and contributes directly to Mavence's success, providing clients with the best elements to implement their institutional relations at the national, European, and international levels.



This approach helps to foster a deeper mutual understanding of the individual needs and strategic aims of client organisations, with Mavens especially well equipped to comprehend unique sectoral or political challenges and draw up insight-driven profiles of skills and qualifications to make a meaningful difference.



Their personal career paths and experience in the field, supported by active and far-reaching networks, help our team of Mavens stand out when mapping and maintaining links with the most dynamic and competitive candidates on the market as their careers evolve.

A strategic position in European political hubs

Mavence is headquartered in Brussels, the political heart of EU affairs and a hub of regulatory and industrial expertise. With offices just steps from the European Parliament and a network spanning all the main institutions, the team is ideally situated to follow the evolution of EU political discourse in real-time while remaining connected to the organisations that seek to influence the public agenda with the best public affairs talent in the field.

This team sits at the centre of an international network of people, political knowledge, and policy expertise that combines to strengthen Mavence's presence and impact when reaching talent and decision makers alike in key political hubs and national capitals across France, the United Kingdom, Germany, and the Netherlands.

Mavence's international network was further strengthened with the opening of permanent offices in Paris in January 2021, reinforcing its position in the European decision-making centres and reflecting the team's commitment to being present and deeply connected to the political ecosystems that clients need to access.

This new office supports Mavence's activities in the French market, and serves as the linchpin for a number of clients which have already come to regularly retain the team's expertise. In doing so, Mavence reinforces its willingness to pay particular attention to regional networks which are key places in the formulation of public policies and whose issues are reflected in the European institutions.

Our support

Going beyond sectors: public affairs tailored to any organisation

With the experience of its consultants, Mavence provides support to the most dynamic sectors of activity and to all positions of responsibility related to public affairs, political communication, legal and regulatory affairs, and public policy.

Bespoke, 360° solutions

Even when the recruitment of advocacy professionals ranks highly among organisational priorities, leadership from management, HR, or other functional teams like communications or legal affairs do not always have the resources or the time to look for candidates ready and able to lead public affairs initiatives.

Mavence offers organisations of any size and geographic scope a complete range of services adapted to their sector of activity and public affairs objectives, as well as support across all elements of HR and talent management vital to successful recruitment:



Headhunter: identifying profiles, conducting interviews, reporting on meetings, pre-selecting candidates, negotiating remuneration and placement with the end client.



Consulting and talent management: drafting of job descriptions, identification of skills, and creation of salary brackets.



Screening and shortlisting of candidates: conducting candidate listings, in-depth interviews and assessments, and preparing skills and experience reports.



Interim recruitment: identification of candidates for temporary assignments, interviews, recruitment, integration into assignments, and skills and experience reports.



Assessment: skills assessment, experience reports, and career coaching.

With an average of +80 recruitments per year and a final placement rate of 87%, Mavence has established itself as one of the leading agencies in the European market with the objective of ensuring the performance of its clients' public affairs.

Our support

Mavence results in 2020:

+200

Clients

+35

Nationalities

53% WOMEN

47% MEN

Among our recruited talents

Multi-sectoral expertise in the field of public affairs

With experience working with, in, and on behalf of management teams across associations, corporates, agencies, and civil society, Mavence works alongside clients wherever their recruitment needs intersect public affairs, political communications, legal and regulatory affairs, and public policy, regardless of the sector.

In an increasingly interconnected political arena, public affairs are increasingly central to the long-term health of industries and organisations that in the past may not have needed to engage with political institutions so directly. Whether successful advocacy is an emerging or well-established priority, our team is experienced in working with internal stakeholders and candidates alike to ensure that at the end of the day, our client's voices are heard no matter their starting position.

Sectors of recruitment in 2020



Mavence continues to recruit exceptional talent in sectors where public policies are among the most discussed in national, European and international institutions.

From senior management positions to expert consultants, Mavence has a well-established track record of finding proven and unique candidates at all levels and across multiple portfolios, from C-Suite leadership on down

Key positions recruited by Mavence in 2020:

Public Affairs

PR/Media

Regulatory Affairs

Public Project Management



Our commitment

Committing to talent success: ensuring a healthy and sustainable work environment

Thanks to a committed team of Mavens dedicated to the people and practice of public affairs, Mavence's activities extend beyond recruitment to thought leadership and advocacy on the future of the profession.

A Hub of ideas for the future of public affairs

Thanks to the membership of its consultants in various professional organisations (e.g., Les Jeunes Lobbyistes, the Public Affairs Council (PAC), the British Chamber of Commerce EU, Forum Europe), Mavence regularly organises events that bring together public affairs professionals with political figures and decision makers from the economic and social spheres, in order to reflect on and help shape the future of institutional relations.

Supporting causes that reflect shared commitments

Mavence's employees are the primary source of inspiration for the company.

Their personal commitments, outside of the Brussels and Paris offices, impact their well-being as well as their success in finding talent for positions that will advance the causes they care about.

Mavence is pleased to support them through campaigns organised on behalf of these partner organizations:



Missing
Children
Europe



Professional events organized in 2021

March

Publication of the 2020 Measuring Public Affairs Study Report

Presentation of the results of a major study on Public Affairs performance indicators across diverse public affairs sectors (Trade Associations, Corporates, Agencies, and Civil Society).

May

Executive Roundtable on the transformation of Public Affairs in the aftermath of Covid-19

Reflection on the organisation of work, the evolution of methods and the future of Public Affairs.

Our Team

Paris office



multidisciplinary organisation dedicated to local, European and international partners

In order to meet the expectations and the needs of its clients, Mavence has created a multidisciplinary organisation that links Brussels and Paris. It reflects the experience of its consultants, whose careers have spanned national, European, and international institutions.



JASON DESCAMPS
CEO FOUNDER

Graduated from Université Saint Louis (Belgium) with a degree in Public Relations and European Studies, Jason began his career with the recruitment firm Robert Walters before founding EARS in 2013, which became Mavence in 2020. As CEO and founder, he is also at the head of the Paris office.

ANTOINE LEFRANC
SENIOR ADVISER

Graduated in Corporate Law and in European Business Law, Antoine has specialized throughout his career on issues related to regulatory affairs of industrialists and became head of the legal department of a large international group. He brings all his know-how to develop Mavence's client portfolio with industrialists.



THOMAS GRANDMOUGIN
SENIOR ADVISER

With a degree in European Business Law and European Studies, Thomas began his career at the Union des Industries Chimiques before joining the NGO Welfarm. He then worked for Cohn & Wolfe, and Bel and became Director of the Endowment Fund of the Roullier Group. He contributes to the development of Mavence's expertise in environmental causes and the agri-food industry.



Our Team

Brussels office



ANNA ALEKSANDRA KOJ
MANAGING DIRECTOR

With a degree in Philosophy and Communication, Anna specialized in advocacy and rights protection (Freedom Legality and Rights in Europe, Open Dialogue Foundation, PWI Brussels) before becoming Managing Partner of Akronos. As Managing Director, Anna is in charge of the operations of the Brussels office.

CYNTHIA FÜRSTE
DIRECTOR

With a degree in Management, Cynthia started her career in the tobacco industry as Head of Institutional Affairs, before joining a group of professionals in this sector, in charge of Regulatory Affairs. As Director of the Brussels office, she brings all her knowledge of European regulations to Mavence's client organization.



JULIEN SCHIETTECATTE
DIRECTOR

Graduated in Public Affairs and European Studies, Julien is responsible for Public Affairs for companies and private organizations (France Telecom, The Center, European Union of Private Hospitals, Atlantic Strategic Group, Canada EU Trade and Investment Association, Edelman, Logos Public Affairs, Amarante, Sorini, Samet & Associates). In his role at Mavence, Julien is in charge of recruiting experienced interest representatives.

PAUL ADAMSON
SENIOR ADVISER, PRESIDENT OF THE FORUM MAVENCE

After graduating in Political Science, Paul founded his own public affairs agency, which later became part of Weber Shandwick. Initiating the think tanks The Centre, Forum Europe, Forum Global and EU-UK Forum, he is also the founder of Encompass magazine. As President of the Mavence Forum, Paul leads high-level reflections on the future of public affairs and develops new practices for professionals in this field.



GABRIELA DIMITROVA
SENIOR ADVISER

After graduating in European Studies, and specializing in public policy monitoring for private organizations (Confederation of British Industry, Policy network, Logos Publics Affairs, Federation of European Movers Associations) Gabriela became a policy advisor to the European Parliament, and then Director of Political Affairs for a federation of transport manufacturers. At Mavence, she is in charge of recruiting legal, project management and financial profiles

Our Team

Brussels office



THOMAS GELIN
HEALTH SENIOR ADVISER

With a degree in Management and Public Policy, Thomas began his career by monitoring pharmaceutical and health regulations for public affairs agencies (True North Public Affairs, Séance publique), before joining leading companies in this field (Sanofi, Porter Novelli). At Mavence, he is in charge of recruiting health regulation professionals for private organizations.

HANS KORTEWEG
ENERGY SENIOR ADVISER

With a degree in International Affairs, and specializing in energy-related issues (European Commission, NucNet, European Nuclear Society, European Atomic Forum, Westinghouse Electric Company) before founding his own consulting firm, HAWK-I, and leading the COGEN Europe group, Hans will bring his expertise to Mavence to recruit specialists in energy, climate and environmental issues.



SEBASTIEN BECHERA
ADVISER

After graduating in Political Science and International Relations, Sebastian joined the Permanent Representation of Luxembourg to the United Nations in Geneva, in charge of humanitarian issues, before joining the consulting firm Political Intelligence. At Mavence, he identifies new institutional and public affairs profiles.

SERGEY GOLYSHIN
ADVISER

With a degree in Political Science and International Relations, Sergey started his career as a research assistant (Bangor University) before representing the UK's interests to the European institutions (Britain Stronger in Europe, Delegation of the European Union to Tajikistan, European Commission). At Mavence, Sergey is in charge of recruiting institutional profiles and regulatory affairs consultants.



EFTYCHIA MICHAILIDOU
BUSINESS DEVELOPMENT EXECUTIVE

After graduating in Political Communication, Eftychia joined the European Parliament before specializing in marketing and subsequently joining the commercial component of the media Politico Europe. She maintains relations with Mavence's clients and develops the support offer in coordination with all the agency's consultants.

Our Offices

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M VENCE

Delivering Talents to Win in Public Affairs.

Get in touch with our Public Affairs recruitment specialists for an overview of our latest activities in your industry. We will respond to you very carefully and understand your needs.

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