

IRC Celebrates 25th Anniversary

As one of the founders, we have had the possibility and joy to see and follow how our “baby” has grown up to a full adult of 25 years of age. IRC has grown from 4 to 47 countries – we have grown from 15 consultants to almost 400 consultants.

The change/transformation has been enormous – we can still remember the first meetings in the early years when spent 5-6 hours of an (annual) meeting deciding on what kind of Christmas card layout we should have, and today everything is extremely professional.

Big milestones for IRC are in our opinion, for example, the global reach, a clear IRC Leadership, our intranet VIE (that by the way, everyone should use more frequently), superbly functioning global office and IRC Institute with very interesting insights and a prominent advisory board.

Looking now at the IRC development during the years you could almost say it has been exponential. But one thing has not changed, and that is the “spirit of IRC”. We are extremely happy that we all have been able to keep this uniqueness – the team building session from Lima in mind where we again showed that top rated executives search consultants also can let loose and have fun together - this is something we think we should value and try to maintain.

When meeting clients in our home market, we are very proud of presenting us as members of this unique and dynamic group. With these words, we wish IRC and all our colleagues around the globe prosperous years ahead!

Sanna Leppäluoto and Jan Holmström, IRC Finland, Founding Members



1994, Brussels



2006, Shanghai



2018, Lima

It was early 1992, in our Brussels office, that Nina Carrée and I welcomed two young and talented consultants coming from Paris: Marc Paré and Yves Kebers. They talked about their project to start building a European partnership with Finland. That was where it all began. It all started very modestly and with real comradery. Each time we met, we were happy to see each other.

Step by step, things evolved. I met Mathias in Düsseldorf many years ago, and it was only natural and obvious that he would join the club... later, others joined in, and it started to grow. Among others, Mathias was the first “real IRC man”. He set the tone and direction for what it is now.

Then came the initiative of the Prague office with Irena. A big step in our growth. Without having asked Jan and Mathias, I am convinced that they are, as I am, proud of the foundations that we laid with joy, respect and diversity.

Our first meetings were reunions of “classmates” with just a few clear objectives: realizing growth with respectful, joyful and talented people who set up their “own business the small way, with an eye for ethics”. Then came the internationalisation with more and more countries joining in. After long, fruitful years, Mathias handed over his presidency to Sylvia, who was later succeeded by Mal and Patrick.

I would never have thought, 25 years ago, that a French, a Suomi and a Belgian national would be the “godfathers” of such a great, internationally and humanly spread adventure. Pride and modesty join each other in my feelings.

All the best to “IRC global recruitment partners” for the decades and generations to come.

Philippe Biebuyck, IRC Belgium, Founding Member



IRC 25 Years: Embracing the Future

September 21, 2018

IRC Global Executive Search Partners, the world's largest executive search alliance, will hold its Global Conference in Lima, Peru on October 3-5, 2018. This year's theme for the event will be "Embracing the Future".



IRC partners from over 40 countries will gather in Lima to explore the impacts of digital transformation and the implications of technological advances such as AI and big data on the search for the leaders of tomorrow. This year, IRC's global alliance of executive search firms is also celebrating its 25 year anniversary, a significant occasion to reflect on the sustained growth of the organisation and discuss strategies for the years ahead.



"This year we will be celebrating both the past and looking forward to the future. We will have the opportunity to hear from some outstanding speakers and learn more about the exciting South American region," says Rohan Carr, President of the IRC Executive Board.

IRC partners participating at the Global Conference will use the opportunity of this face to face meeting to deepen relationships and share best practice as the alliance strives to provide exceptional service across the globe.

They will also engage with several external keynote speakers joining the conference, namely John Price, Managing Director Americas Market Intelligence and expert on Latin America's, Liz Bacelar, Founder TheCurrent and a prolific speaker at the forefront of fashion, retail & technology and Bill Boorman, social media & technology expert.

About IRC Global Executive Search Partners

IRC Global Executive Search Partners is a global professional alliance of executive search firms, united in their commitment to support clients in sourcing and retaining key leadership talent. Our partners are as culturally and geographically diverse as our clients. Located in 80+ cities on six continents, IRC has the footprint and agility needed to serve multinationals and SMEs with dedication and a personal touch.

IRC has a track record of more than 30,000 completed assignments for 3,000+ clients in almost every conceivable industry segment and function. Ranked as the world's largest retained executive search alliance in terms of geographical coverage, IRC Global Executive Search Partners embodies the best of both worlds – Globally Connected and Locally Committed.

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