

Daan E. Faverey

Student Change Management

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Summary

I am a driven, service-oriented professional with experience in recruitment, sales, and client-facing roles, currently serving as a Recruitment Specialist in a 270-degree role. I manage my own client portfolio and take ownership of the full recruitment process, with a strong focus on stakeholder management and quality delivery. My background has strengthened my communication skills and adaptability. I have a strong interest in change management and consultancy.

Work Experience

Change Resistance Researcher Implementation Consultants

Fulltime internship Aiqos (OneStream consulting firm)

From April 2026, Den Haag

- Supporting implementation managers by analyzing and improving processes, focusing on resistance to change through stakeholder interviews; outcomes feed into my thesis, after which I am available full-time.

Recruitment Specialist (270° role)

De Banenbank

December 2024 to present, Hybrid

- Managed a personal client portfolio of 15 clients and ~25 vacancies in a 270° recruitment role, covering diverse positions ranging from truck drivers to finance controllers.
- Owned the full recruitment process, including stakeholder management, candidate guidance, and vacancy strategy, with a strong focus on high-quality delivery and relationship management alongside my master's program.
- Delivered consistent results in a no cure, no pay model, achieving ~5 placements per month, driving all successful hires, and expanding existing client accounts through repeat business.

IT Acquisitor

Convins B.V.

October 2023 - March 2024, Maarssen

- Supported clients in marketing and sales activities, generating qualified meetings with prospects.
- Engaged decision-makers to identify needs, align them with client solutions, and create value through strong stakeholder relationships and market insight.

Allfinanz Adviseur A

Rabobank Nederland

May 2021 - May 2022, Hybrid

- Supported clients with daily banking needs by providing tailored financial solutions, strengthening communication and client advisory skills.
- Collaborated with senior colleagues and leveraged specialist networks to handle complex cases, ensuring accurate referrals and high customer satisfaction.
- Contributed to team performance by consulting on complex cases, identifying process improvements, and coaching colleagues while taking over client conversations when needed.



Education

Vrije Universiteit

Master of International Business Administration, Leadership & Change management track.
2025 - current

University of Leicester

Exchange
2022 - 2023

Vrije Universiteit

Bachelor of International Business Administration
2019 - 2023

Skills

- Client Acquisition
- B2B Sales
- Relationship Management
- Problem-Solving
- Time Management
- Presentation Skills
- Networking

Language

- Dutch
- English

References

Sem Karlas

Banenbank / CEO

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Other references upon request