

CONFERENCE 2026



TURNING THE TIDE;

DIRECTING UNCERTAINTY INTO OPPORTUNITY

COLOPHON

EDITOR
CONTENT

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ROSALIE VELS

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AGENDA CONFERENCE DAY 2026

08:45 - 09:15	RECEPTION	THEATRE FOYER
09:15 - 09:45	GRAND OPENING	THEATRE
09:45 - 10:20	KEYNOTE 1 - FRANS VAN HOUTEN	THEATRE
10:20 - 10:55	KEYNOTE 2 - JET DE RANITZ	THEATRE
10:55 - 11:15	BREAK	THEATRE FOYER
11:15 - 11:50	KEYNOTE 3 - PIETER OLIEROOK	THEATRE
11:50 - 12:25	KEYNOTE 4 - TJARK TJIN-A-TSOI	THEATRE
12:25 - 13:00	KEYNOTE 5 - MARGUERITE BÉRARD	THEATRE
13:00 - 14:05	RECRUITMENT LUNCH GENERAL LUNCH	BRASSERIE LOEKS THEATRE FOYER
14:05- 16:05	WORKSHOPS MASTERCLASSES	WORKSHOP ROOMS THEATRE
16:05- 16:25	BREAK	THEATRE FOYER
16:25 - 17:00	KEYNOTE 6 - SVEN SMIT	THEATRE
17:00 - 17:15	CLOSING REMARKS	THEATRE
17:15 - 18:15	NETWORK SOCIAL	THEATRE FOYER
19:00 - 22:00	(RECRUITMENT) DINNER	NOK
22:00 -	AFTERPARTY	WOLTER WOLTERS



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TEUN VAN DAM

CHAIRMAN EBF CONFERENCE 2026

On behalf of the EBF Conference Board and Day Organisation:
welcome to the 18th edition of the EBF Conference.

The certainties of business have worn thin. Supply chains built over decades were redrawn in a matter of months. Technology now moves faster than most organisations can absorb it. A single political decision on one continent rewrites strategy on another. For a generation about to begin its career, this is the world that awaits.

That is why this year's theme is Turning the Tide: Directing Uncertainty into Opportunity. Uncertainty is usually treated as a threat to be managed. We see it differently. The same disruption that forces one company to retreat gives another the space to grow, to hire and to build. The companies that come out ahead are rarely the ones that saw it coming. They are the ones that moved while others were still waiting for clarity.

Since last November, this board has worked towards a single goal: bringing business leaders, students and organisations into one room. Each of them thinks about the future, yet rarely together. Business leaders know what it means to decide under pressure and to carry the consequences. Organisations see how entire sectors shift and where they are heading. Students bring the questions of those who will inherit the outcome, free from the assumption that things must stay as they are. Bring them together and you get conversations none of them would have alone. That is what today is for.

We are proud of the line-up before you. Frans van Houten, Marguerite Bérard, Sven Smit, Tjark Tjin-A-Tsoi, Jet de Ranitz and Pieter Olierook will speak about the moments when their usual approach stopped working, and what they did next.

Our partner companies are here for the full day, and they are here to talk. None of this happens by itself. We are grateful to the partners who back this conference, to the Faculty of Economics and Business for its continued support, and to everyone who built this day alongside us.

So make the most of it. Ask the difficult question. Stay for the answer. Speak to the person you would otherwise walk past.

We hope you leave with more than good ideas. We hope you leave with the conviction that this is a world our generation is ready to shape. The tide will turn regardless. Today is about learning to steer it. Enjoy the 18th edition of the EBF Conference.

Teun van Dam

Chairman, EBF Conference 2026

MEET THE EBF CONFERENCE BOARD 2026!





PROF. PETER VERHOEF

DEAN FACULTY OF ECONOMICS AND BUSINESS

Today's world is challenging and very uncertain with significant changes in geopolitics. The recent war in the Middle East has a dramatic impact on the global economy with rising, but also strongly fluctuating oil-prices. Inflation seemed to be handled, but it is again on the table. The government of Donald Trump in the White House with a continuing strong America First strategy and a conservative cultural agenda, remains to have strong implications for world. However, some change might occur with mid-term elections in November in the US. Climate change is really starting to affect our society, with rising temperatures across the world and resulting disasters, such as wood fires in multiple European countries.

In this changing world our governments and business must consider how to deal with all these changes and resulting uncertainty. Typically, business is not valuing uncertainty, as it increases risk. However, increased risk seems to be given development, where policy makers have to cope with.

This year's focus of the EBF conference is strongly on the position of Western Europe and specifically the Netherlands in this changing environment with its theme: "Turning the Tide: Directing Uncertainty into Opportunity".

It is very important that students as future leader thinks about these developments, understand their main values, and the consequences for business strategy and economic policy. These developments should not mainly be considered as a threat, but also as an opportunity to make changes. I hope that this conference will give you all some right and novel insights and inspiration through lectures, discussion and personal interactions. I wish you all a very good EBF conference 2026 with very meaningful interactions.



TURNING THE TIDE;

DIRECTING UNCERTAINTY INTO OPPORTUNITY

You have no clue what the stock market will do next year (or any year), who wins the next presidential election or what businesses will dominate the next decade. History is filled with surprises no one could see coming. If you could travel in time to a hundred years ago or hundred years from now, you would be astounded at how much the world around us has changed.

Turning the Tide is about navigating pressure, disruption and uncertainty in which to not get carried away, but instead deliberately changing course. Organisations are influenced by many external forces; economic disruptions, geopolitical tensions, regulatory changes, technological breakthroughs, and growing societal expectations. Even though many of these forces are beyond an organisation's direct control, their response defines future relevance and resilience.

Responding correctly to sudden changes can be quite challenging, and many companies fail to do so. Established routines, legacy systems, and past successes can make transforming towards change feel risky, especially when adaptation appears to threaten what used to work well. Because the future can never be fully anticipated, preparation alone is not enough. Instead, it is increasingly important for organisations to be willing to adapt when this would result in better outcomes.

When organisations succeed to change their course, they can thrive and exceed expectations. A company that once appeared to be headed towards bankruptcy, could reposition themselves and transform to the “next best thing” in their industry. By reassessing direction, embracing innovation, and making bold strategic choices, these organisations can turn the unexpected into opportunity.

OF
2007
RENCE

MODERATORS



CHAIRS OF THE DAY



LENNART BOOIJ

Lennart Booij is an experienced moderator specializing in societal challenges and transformation processes. He is the co-founder of the campaign agency BKB and has worked as a strategic advisor, radio and television presenter, and art intermediary. Additionally, Lennart holds a PhD in art history, is a curator, and recently became a co-owner of Public Relevance, a startup focused on adding public value and human attention through a creative and proactive interpretation of new ESG regulations.



MYRTHE SMIT

Myrthe Smit is a familiar face at EBF. Besides her study in Strategic Innovation Management, she has committed herself to various positions to improve student well-being at the FEB. In 2022-2023, she was the Project & Inclusion officer of the EBF Board, and thereafter, in 2024-2025, the Student Assessor of the FEB. Now, she has started a traineeship at Stedin, where she learns all about energy transition.

She will certainly bring her young energy and ambition to the EBF Conference 2026, where she aims to take on a student perspective and discover all about our theme and speakers.

A photograph of a speaker at a podium addressing an audience. The scene is dimly lit with prominent red stage lights creating vertical beams. The speaker, a man in a dark suit, stands on the right holding papers. The audience, seen from the back, is seated on the left. A large white rectangle is centered over the image, containing the word 'SPEAKERS' in dark red, bold, serif capital letters.

SPEAKERS



KEYNOTE I

FRANS VAN HOUTEN

FORMER CEO OF ROYAL PHILIPS

Frans van Houten is a Dutch business leader with extensive international experience in innovation, entrepreneurship and large-scale business transformation. He is best known for serving as CEO and Chairman of the Executive Committee and Board of Management of Royal Philips from 2011 to 2022. During his tenure, he led the transformation of Philips into a focused health technology company, with an increasing emphasis on the use of data and informatics to improve outcomes for healthcare providers and their patients.

Van Houten's career at Philips spans several decades and countries. After joining the company in 1986, he held a wide range of leadership positions across Philips Data Systems, Professional Systems and Consumer Electronics, working in Belgium, Sweden, the United States, Germany, Singapore and the Netherlands. From 2004 to 2009, he served as CEO and Chairman of the Management Board of NXP Semiconductors, formerly Philips Semiconductors. Following a period of interim management at ING Group, he returned to Philips in 2011 to take on the role of CEO. Throughout his career, Van Houten has been closely involved in initiatives aimed at combining business performance with wider societal impact. He was an initiator of the World Economic Forum's Compact for Responsive and Responsible Leadership and co-founded the Platform to Accelerate the Circular Economy, which he chaired from 2018 to 2022. He also co-founded and chaired the NL2025 platform for ten years.

Following his departure from Philips, Van Houten has continued to contribute to business and innovation through a portfolio of board and advisory positions. He serves on the board of Novartis and Affidea Group and chairs the boards of Absci Corporation, Castor EDC and Synthesis Health. In addition, he is co-founder and Chairman of Graduate Ventures, supporting the next generation of entrepreneurship and innovation.



KEYNOTE 2

JET DE RANITZ

CHAIR OF THE EXECUTIVE BOARD
OF NPO

Jet de Ranitz has been appointed as Chair of the Board of Directors, per 17 December 2025. With her arrival, the public broadcaster is advancing the transformation aimed at building a more efficient, effective, and future-proof organisation.

De Ranitz brings extensive leadership experience from the higher education, arts and technology sectors. Most recently, she served as Public Sector Lead at Microsoft Netherlands. Her earlier roles include positions at Tilburg University, the Netherlands Dance Theater and the Amsterdam School of the Arts, after which she played a significant role in the transformations of Inholland University of Applied Sciences and SURF cooperative.

Alongside her executive experience, De Ranitz is active in supervisory (non-executive) roles. She has served as a member of the supervisory board of NTR (Dutch public broadcaster) and currently chairs the supervisory board of Kunstmuseum (arts museum) and Escher museum in The Hague.



KEYNOTE 3

PIETER OLIEROOK **GENERAL MANAGER BENELUX &** **GLOBAL VP DIGITAL COMMERCE** **OF THE ICE CREAM COMPANY**

Pieter Olierook is a senior international business leader with extensive experience in sales, digital transformation, eCommerce, marketing, and general management. Throughout his career, he has driven sustainable growth, led complex transformations, and built high-performing organizations across international environments.

He began his career in sales before moving into a variety of commercial and international leadership roles. A defining chapter of his career was the creation and leadership of an international Digital Marketing, Media, and eCommerce organization operating across more than thirty markets. This experience strengthened his belief that sustainable competitive advantage is created when people, technology, and business strategy are connected in a purposeful way.

Today, Pieter serves as General Manager Benelux at The Magnum Ice Cream Company, where he is responsible for overall business performance, commercial strategy, and long-term growth. He combines a strong commercial focus with a passion for building winning cultures, empowering teams, and developing future leaders.

Known for his people-first leadership style, Pieter invests significant time in coaching and talent development and believes that strong results are ultimately driven by engaged and motivated teams. Beyond his professional responsibilities, he has a strong interest in personal development, entrepreneurship, investing, leadership, and behavioral psychology, which continues to shape his approach to business and lifelong learning.



KEYNOTE 4

TJARK TJIN-A-TSOI

CEO OF TNO

Since 2022 Tjark Tjin-A-Tsoi is CEO of TNO. Prior to this, he held various other positions including as CEO of Sanquin, director-general of Statistics Netherlands, general director of the Netherlands Forensic Institute and director of Competition Supervision at the Dutch Competition Authority. After starting his career at Shell he subsequently worked at Rabobank and Ernst & Young. Tjark Tjin-A-Tsoi holds a PhD in theoretical physics from the University of Amsterdam.



KEYNOTE 5

MARGUERITE BÉRARD

CEO OF ABN AMRO

Marguerite Bérard is a French business leader with extensive experience in banking, public policy and government. Since April 2025, she has served as Chief Executive Officer and Chair of the Executive Board of ABN AMRO Bank. In this role, she is responsible for areas including strategy and sustainability, legal and corporate affairs, brand and communications, human resources and audit.

Before joining ABN AMRO, Bérard held several senior leadership positions in the European financial sector. From 2019 to 2024, she was Head of French Commercial and Personal Banking at BNP Paribas and a member of the Group's Executive Committee, overseeing corporate, private and retail banking activities and leading a workforce of around 22,000 employees. Prior to this, she served on the Management Board of BPCE Group, where she was responsible for Finance, Strategy, Legal Affairs and Compliance.

Bérard began her career at the French Ministry of Finance in 2004 and later held senior positions within the French government. She served as Advisor on Employment and Social Affairs to the office of the President of the French Republic and subsequently as Chief of Staff to the Minister for Labour, Employment and Health. This combination of public- and private-sector experience has shaped a career at the intersection of policy, finance and leadership.

She studied at Sciences Po and Georgetown University, earned a master's degree in economics from Princeton University as a Fulbright Scholar, and graduated from the École Nationale d'Administration. Alongside her role at ABN AMRO, she also serves as a non-executive board member and independent director at Carrefour Group.



KEYNOTE 6

SVEN SMIT

**SENIOR PARTNER MCKINSEY & COMPANY
IN AMSTERDAM, FORMER CHAIRMAN OF
THE MCKINSEY GLOBAL INSTITUTE**

Sven is a senior partner at McKinsey&Company and works with leading companies to develop strategies for growth, serving all industries. He analyses the success factors required for business growth, examining the way megatrends influence it, and defining the lessons of diversified growth. Relevant experience: Sven builds on the ideas in Strategy Beyond the Hockey Stick (2018), The Granularity of Growth (2008) and A Century Of Plenty (2025), three books he co-authored.

Within the McKinsey Global Institute (MGI), Sven has led research and authored MGI reports on global economic trends and topics such as productivity and growth, urbanization, innovation and technology, labor markets and the future of work, emerging markets, and Europe's economic outlook. He helps McKinsey to develop the firm's point of view on core issues such as economic volatility, inflation, and uncertainty, and defines ways to help clients navigate the problems.

Previous roles Sven has held within McKinsey include leading the Firm's Western Europe region and the global Strategy & Corporate Finance Practice, as well as being a member of Firm's executive committee and its Shareholder's Council. He was also Chair of the McKinsey Global Institute (MGI), McKinsey's business and economics research arm.

Background: Sven holds a degree in Mechanical Engineering from Delft University of Technology & an MBA from INSEAD. Prior to joining McKinsey in 1992, Sven worked at Philips Research Laboratories (Measurement and Control) as an engineer/researcher. He contributes to society through NL2025, an initiative committed to a better future for the Netherlands.

A dark, monochromatic photograph of an audience in a lecture hall. The image is heavily shadowed, with a white rectangular box in the center containing the word "MASTERCLASS" in bold, red, sans-serif capital letters. The background shows the silhouettes and partial faces of several people seated in rows, looking towards the front of the room. The overall mood is professional and focused.

MASTERCLASS



MASTERCLASS

DORINE MANSON

CHAIR OF THE EXECUTIVE BOARD AT KWF KANKERBESTRIJDING

Dorine is responsible (in a dual board) for the Dutch Cancer Society (180 million € turnover and 200 staff), that has a legacy of 75 years of funding (research) projects to minimize the impact of cancer on patients and their loved ones. Working on better understanding cancer, doing what can be done to prevent cancer, better treatment, improving the quality of life for (former) patients, including in the final stage of life.

Previously, Dorine worked as Managing Director of the Dutch Postcode Lottery, as Chair of the Board of the Dutch Council for Refugees, Director of Economic Affairs Department of the City of Amsterdam and as Senior Manager Subsidy & Technology Consultants at PriceWaterhouseCoopers.

Dorine is an alumna of the University of Groningen and has a bachelor's degree in history (Eastern Europe).

She has a deep passion for fostering connections between Public & Private organizations and NGO's to achieve shared goals for a better society. She considers this important, in light of the worldwide challenges we face. Known for her strategic insight and collaborative leadership style, she is dedicated to advancing initiatives that reduce the impact of cancer through research, and societal engagement. Her work reflects a steadfast commitment to creating meaningful change for patients and their families while contributing to broader public awareness.



MASTERCLASS

HELEEN COCU-WASSINK

CHRO AT ALLIANDER

Heleen Cocu-Wassink is Chief Human Resources Officer (CHRO) at Alliander, one of the Netherlands' largest energy network companies. As a member of the executive leadership team, she is responsible for shaping the people, leadership, and organizational agenda needed to support the company's mission of enabling the energy transition.

A graduate of Business Administration at the University of Groningen, Heleen has built her career around helping organizations navigate complexity and change. She has focused on strengthening leadership, culture, and organizational effectiveness during periods of transformation. At Alliander, this means preparing a workforce of more than ten thousand employees for a future shaped by sustainability, digitalization, artificial intelligence, and growing energy demand.

For Heleen, navigating uncertainty is one of the defining leadership challenges of our time. Organizations operate in an environment shaped by technological breakthroughs, geopolitical developments, economic volatility, changing regulations, and growing societal expectations. While these forces cannot always be controlled, leaders can influence how their organizations respond. She believes resilience is not about predicting the future, but about creating organizations that can adapt, learn, and change course when necessary.

Known for her pragmatic and people-centered leadership style, Heleen combines a strong focus on performance with a deep belief in the potential of people and teams. Her work focuses on building future-ready leadership, developing critical capabilities, and creating cultures where people can learn, perform, and adapt. As a speaker on leadership, organizational transformation, talent, and the future of work, she brings together insights from business, psychology, and change management to explore how leaders can turn uncertainty into opportunity.



MASTERCLASS

SABINE SCHEEPSTRA

HEAD OF DIGITAL TRANSFORMATION & AI AT EQUANS

Sabine Scheepstra is Head of Digital Transformation & AI at Equans Netherlands, where she helps shape the company's digital future and accelerate innovation in support of the energy transition.

With a background in digital strategy, organizational transformation, and change leadership, Sabine has spent her career helping organizations turn ambitious ideas into results. She is particularly interested in how technology, leadership, and culture come together to create lasting change. Her work focuses on enabling people and organizations to adapt, learn, and thrive in an increasingly digital world.

At Equans, Sabine works with business and technology leaders to strengthen digital capabilities and unlock new opportunities through AI. She believes that successful transformation starts with leadership vision and with people and that technology creates the greatest value when it helps organizations perform at their best.

Beyond her role at Equans, Sabine regularly contributes to the transformation community through guest lectures at business schools, speaking engagements, and professional networks. She has recently taken on a position in the Advisory Board of CIONET Netherlands.

Outside of work, she is actively involved in volunteer initiatives at hockey club UNO, where she helps organize activities that strengthen community engagement. And she loves spending time with her family, friends and pets.

LinkedIn: www.linkedin.com/in/sabinescheepstra/

Company: www.equans.nl



WORKSHOPS



MAGNUM ICC | ROOM 1

The Magnum Ice Cream Company

We create iconic ice cream brands that are part of everyday life, bringing moments of joy to millions of people around the world. Everybody loves ice cream. And as the world's biggest pure-play ice cream company, we have the scale and ambition to make a real difference.

What truly sets us apart is how we work. We move fast and keep things simple. We turn ideas into action, trust people to take ownership, and work as one team to win together with integrity. Our culture is high-performance, collaborative and focused on getting things done. We're curious and ready for what's next. We embrace digital, use data to make better decisions, and keep learning, including how AI can help us work smarter and serve consumers better.

The Magnum Ice Cream Company is a place for people who love ice cream and want to grow - both the business and themselves.

People who think end-to-end, act like owners, and take pride in delivering results. People who set the bar high and push beyond what they thought was possible. You'll thrive here if you value an inclusive, low-ego culture, with little hierarchy and shared responsibility - and if you're excited to keep learning and challenging how we work.

We're building this company together. We're not finished yet, and that's what makes it exciting.

THE MAGNUM[®]

ICE CREAM  COMPANY



We've been serving **happiness** with every lick or scoop of ice cream for more than 160 years.

Today we are the biggest Ice Cream company in the world. We **dream big but keep things simple to act fast.**

Why us?

1. Everybody loves ice cream and our iconic brands
2. We are the biggest ice cream company and a leading innovator
3. We move fast and keep things simple
4. We win together with integrity in a high performing culture
5. We are curious and ready for a digital future

Join us if you:

-  Are passionate about ice cream and are growth obsessed
-  Act like an owner and drive our business end-to-end
-  Are driven by success to deliver more than we ever thought we could!
-  Thrive in an inclusive culture of low ego and hierarchy
-  Continuously learn and challenge now we work (AI, Digital, Data Driven)



We are all about
growth



We operate with
speed and
simplicity



We **win**
together with
fun



We boldly
innovate to
disrupt
our industry



We **care** and
challenge



We are **experts**
in the **Ice
Cream** Category

Life tastes *better*
with ice cream



Achter elke bak ijs zit een slim idee

En vaak ook een engineer, data-specialist, technoloog of
procesverbeteraar

DE ENIGE BEN & JERRY'S FABRIEK IN EUROPA

Vanuit Hellendoorn maken we ijs voor 25 Europese landen.

Onze fans zien Cookie Dough. Wij zien slimme techniek, duurzame innovaties en collega's die iedere dag verbeteren.

Vanuit Hellendoorn maken we ijs voor 25 Europese landen. Met natuurlijke ingrediënten, 100% Fairtrade cacao, suiker en vanille en veel aandacht voor mens en milieu.

Werken bij Ben & Jerry's betekent bijdragen aan een fabriek die elke dag slimmer en duurzamer wil worden.

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Onderdeel van The Magnum Ice Cream Company





SHELL | ROOM 10B

Launch Your Future with Shell

At Shell, you can be part of shaping the future of energy. As the world transitions towards lower-carbon energy solutions, Shell offers students and graduates the opportunity to work on real challenges that matter today while helping create the energy systems of tomorrow. From day one, you will collaborate with experienced professionals, develop valuable skills, and contribute fresh ideas in a global, inclusive, and values-led culture built on honesty, integrity, and respect.

Shell Graduate Programme

The Shell Graduate Programme is a world-class leadership development programme designed for students and recent graduates. Over a minimum of three years, you will follow a tailored development journey combining challenging assignments, structured learning, coaching, and mentoring. The programme empowers you to take ownership of your growth while building the skills, confidence, and experience needed to become a future leader.

Commercial and Trading Tracks

For students interested in business and commercial careers, the Commercial Graduate Programme offers exciting opportunities across businesses such as Trading & Supply, Mobility, Shell Energy, Chemicals & Products, and Low Carbon Solutions. You will work closely with customers, suppliers, and business partners, gaining hands-on experience and helping deliver commercial value in the evolving energy landscape. In Trading & Supply, one of the world's largest energy trading organisations, you could be involved in areas such as commercial operations, energy products, crude trading, compliance, and supply chain activities across global hubs including Rotterdam, London, Singapore, Houston, and Dubai.

What We Look For

Ready to power your progress? Shell looks for curious, ambitious students and graduates who enjoy solving problems, working with diverse teams, and embracing new challenges. The application process includes an online application, virtual assessments, and a final assessment with Shell professionals. Whether your passion lies in commercial, business, or Trading functions, Shell offers an environment where you can learn today, lead tomorrow, and make a meaningful impact on the future of energy.



Join us at
Shell where
you can
grow and
thrive as we
power
progress
together.

Shell Graduate & Assessed Internship Programmes

Whichever part of our business you join, you will have the chance to work with experienced colleagues and share your unique perspective and fresh ideas on how to tackle energy-related challenges.

Our graduates come from different backgrounds, countries and cultures, bringing a huge variety of skills and experiences to our team. But there are a few things we consistently look out for when it comes to applications - things like how you work with others, absorb information, your creative problem-solving abilities and your drive and self-confidence.

Minimum qualifications

We welcome applicants who have either already graduated from a recognised university or are in the final year of their degree course. In most countries, we don't ask for specific grades, but a strong academic record will help.

- To be eligible for an Assessed Internship, you should be an actively enrolled final year Master (WO) or PhD student in the Netherlands.
- To be eligible for full-time opportunities (Shell Graduate Programme), you should be in your final year of a Master (WO) or PhD study and have less than three years relevant work experience after graduation.

You are required to have graduated prior to your first day at Shell.

Visit [Shell.nl/careers](https://www.shell.nl/careers) to apply

Power Your Progress





BELSIMPEL | ROOM 11A

Workshop

How do you convince Gen Z to choose a Google Pixel in a market dominated by iPhones? At Gomibo, different teams work together with global brands such as Google to turn marketing challenges into impactful campaigns.

During the case, you will develop a marketing campaign aimed at convincing Gen Z to choose Google Pixel. Using the See–Think–Do–Care framework, you'll define your target audience, messaging and channels, come up with creative campaign ideas.

Please note: while the workshop will be given in English and international students are of course welcome to join, we currently only have a few German vacancies and no other international positions available.



CHECK VACANCIES

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traineeships and starter roles!

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- ✓ Develop your professional skills and kick-start your career
- ✓ Plenty of focus on your personal growth and development
- ✓ Enjoy great benefits, company parties & festivals, and Friday drinks on our rooftop terrace



RANDSTAD | ROOM IIB

RBB Economics is a world-leading consultancy specialising in the economics of competition law. We provide independent expert advice on the highest profile cases, working with companies of all shapes and sizes around the globe.

We have over 300 specialist competition economists based across Europe, South Africa, South America, Asia, and Australia (with 18 offices globally). Our team is multinational and multi-lingual; it includes economists and econometricians who have experience in 120 jurisdictions worldwide.

Our work concerns all aspects of competition economics including mergers and acquisitions, market investigations, abuses of dominance, vertical agreements, joint ventures and collusive practices. We provide high quality, professional, independent advice, through the application of the latest advances in economic theory and econometric techniques.

Career opportunities for entry level economists:

We're passionate economists, committed to cases from mergers and litigation to market investigations and dominance abuse. We advise multinational companies on the economics of high stakes competition law worldwide.

Our economists employ economic insights to real-world issues, developing technical, consulting and communication skills. Learning at RBB is constant. We offer a meritocratic, supportive and sociable work atmosphere.

We seek outstanding, motivated economists, usually postgraduate level and interested in industrial organisation. Preference for candidates who communicate complex economic concepts in a clear concise style.



randstad

groep

nederland



management traineeship. voor uniek leiderschap.

Je beste zelf worden en anderen daarbij helpen.
Daar werken we elke dag aan tijdens de
traineeships van Randstad Groep Nederland.

Via een uitdagend programma met intensieve
begeleiding en een wekelijkse denktank, zorgen we
er samen voor dat ambitieuze wo-trainees zich in
2,5 jaar tijd volop ontwikkelen in hun unieke
leiderschap.

Uniek, omdat we ruimte bieden voor verschillen.
Iedereen is anders en als wereldwijde marktleider in
hr weten we dat juist dit organisaties vooruit brengt.

7x waarom jij aan de slag wilt bij ons!

1. leren bij de wereldwijde marktleider op hr-gebied
2. ontdek je beste rol en groei uit tot de functie die bij jou past
3. na jouw traineeship ben je klaar voor een management functie bij RGN
4. leer van elkaars verschillen, inzichten en visies in de wekelijkse denktank; dé plek voor strategische vraagstukken
5. een psycholoog, talent coach, mentor én buddy begeleiden jou in je persoonlijke ontwikkeling
6. werk aan je netwerk: cultuur van samenwerking en vriendschap onder trainees
7. uitdagende werkomgeving: 86% blijft na afronden van het traineeship!

werkenbijrandstad.nl/traineeships

Neem contact op met onze campus recruiter
Isabel Houben (isabel.houben@randstadgroep.nl)





MOORE MKW | ROOM 10A

Are you curious about what it's really like to work in accounting?

During the Moore MKW workshop, you'll step into the role of an accountant and tackle real-world case studies. Together with our professionals, you'll solve realistic problems and experience just how varied and challenging the profession is.

Of course, we won't just be using case studies. You can also expect interactive games, teamwork, and a healthy dose of competition. This is a fun and accessible way to get to know the profession—and the people behind Moore MKW.

An interactive workshop where you'll be challenged, gain new insights, and discover whether accountancy is the right fit for you. We look forward to seeing you at the EBF Conference!

Ready to launch your career in accountancy or tax?

Discover your future at  **MOORE MKW**

At Moore MKW, we combine deep expertise in accountancy and tax with a personal touch. As a leading accountancy and consultancy organisation in the Netherlands, we support businesses of all sizes with dedication, integrity, and a forward-looking mindset. With multiple offices nationwide, we are proud to be a place where professionals can grow and thrive.

Did you know we also have an office in Groningen? Here, work-life balance isn't just a buzzword, it is a way of life. From weekly padel nights and relaxing walks around the beautiful Hoornse Meer right behind our office, to our famous sandwich lunches and monthly drinks. We believe strong teams are built through connection and fun.

We almost dare to say: "There is nothing like Moore MKW Groningen!"





RBB ECONOMICS | ROOM 3

RBB Economics is a world-leading consultancy specialising in the economics of competition law. We provide independent expert advice on the highest profile cases, working with companies of all shapes and sizes around the globe.

We have over 300 specialist competition economists based across Europe, South Africa, South America, Asia, and Australia (with 18 offices globally). Our team is multinational and multi-lingual; it includes economists and econometricians who have experience in 120 jurisdictions worldwide.

Our work concerns all aspects of competition economics including mergers and acquisitions, market investigations, abuses of dominance, vertical agreements, joint ventures and collusive practices. We provide high quality, professional, independent advice, through the application of the latest advances in economic theory and econometric techniques.

Career opportunities for entry level economists:

We're passionate economists, committed to cases from mergers and litigation to market investigations and dominance abuse. We advise multinational companies on the economics of high stakes competition law worldwide.

Our economists employ economic insights to real-world issues, developing technical, consulting and communication skills. Learning at RBB is constant. We offer a meritocratic, supportive and sociable work atmosphere.

We seek outstanding, motivated economists, usually postgraduate level and interested in industrial organisation. Preference for candidates who communicate complex economic concepts in a clear concise style.

Competition economics advice

About us

RBB Economics is a world leading consultancy specialising in the economics of competition law. We provide independent expert advice on the highest profile cases, working with companies of all shapes and sizes around the globe.

We cover a broad range of industries and all types of competition settings including mergers, dominance inquiries, assessment of agreements (horizontal and vertical), information exchange and market investigations. We also regularly act as experts in private action/litigation matters, including under cross-examination, before courts, arbitration panels and specialist tribunals.

Why choose us

We help our clients navigate the data-intensive procedures used by the competition authorities. We recognise that every case is unique and we are responsive in our approach. By combining economic theory and sophisticated empirical techniques we develop arguments that are clear, credible and compelling.

We always reflect the market realities of the industry and the real-world dynamics of competition that our clients face.

RBB Economics



300+ economists
covering 30 languages



18 offices worldwide



Worked on 3,000+ cases
across 120 jurisdictions
since 2002



Advised on one-third of
EU Phase II mergers in
the last 5 years

rbbecon.com



VYP — Venturn Young Professionals Voor de leiders van morgen.

Kom aan boord en ontdek jouw toekomst in de maritieme supply chain.

Het **VYP-traineeship** van Venturn biedt je een **unieke kans** om jezelf te **ontwikkelen**, **impact te maken** en de supply chain van de toekomst vorm te geven. In **twee jaar** werk je aan **uitdagende projecten** bij **toonaangevende organisaties** binnen de maritieme wereld als **Junior Consultant**.

Samen met andere **young professionals** ontdek je jouw **kracht** én creëer je **kansen voor de toekomst**.

Ben jij klaar voor een vliegende start? Stap dan aan boord!





VENTURN | ROOM 12B

About Venturn

Venturn supports organizations worldwide in successfully implementing change. We offer four complementary services aimed at improving performance and processes in the maritime supply chain. From our offices in Rotterdam, Breda, and Denmark, we work globally with internationally active companies. At Venturn, we believe people are key to innovation and excellence. That's why talent development and fresh perspectives are central to our approach — making Venturn a top choice for young professionals aiming to grow and make an impact in the maritime sector.

Venturn Young Professionals (VYP)

One of our core services is the Venturn Young Professionals Program, a paid two-year management development program for WO graduates with 0–2 years of experience. It offers a strong start to a career in the maritime sector, with responsibility from day one and opportunities to learn, grow, and discover your strengths.

As a VYP'er, you'll work on 2–4 challenging projects with leading companies such as shipping lines, logistics providers, port authorities, terminals, offshore firms, and public/private organizations. You'll follow a comprehensive curriculum focused on professional and personal development, including topics like project management, leadership, and data analytics.

In addition to training in both soft and hard skills, you'll receive guidance throughout the program. This includes job coaching from a senior consultant and at least three one-on-one sessions with a professional coach to support your growth into a well-rounded professional. Social activities like team outings and drinks are regularly organized with fellow and former trainees.

Since its launch in 2007, around 100 young professionals have successfully completed the VYP program and built strong careers in the maritime industry. Ready to dive in? The VYP program prepares you for a promising, leadership-oriented future in the maritime world.

Het werk van het **ministerie van Financiën** gaat over meer dan alleen geld en cijfers. Het gaat over mensen zoals jij en ik. Mensen met verwachtingen, zorgen, vragen en dromen. We rekenen bijvoorbeeld allemaal op financiering voor goede zorg en goed onderwijs. Op duidelijkheid over belastingtarieven en op betrouwbare banken en verzekeraars. Dat geldt voor Nederland en daarbuiten.

Samen werken aan een financieel gezond Nederland. Dat is waar we bij het ministerie van Financiën voor staan. Dit doen we vanuit verschillende perspectieven, achtergronden en inzichten, omdat we zo onze denkkraft vergroten. Met jouw unieke bijdrage spelen we beter in op wat past bij Nederland.

Ook bijdragen aan een financieel gezond Nederland? Solliciteer op een van onze stages, traineeships of startervacatures via WerkenvoorNederland.nl of neem contact op met onze recruiters.

Eén van deze traineeships is het **Financial Traineeship**. Als financial trainee bepaal je mede waar de financiële lat van Nederland ligt, kijk je naar de (on)mogelijkheden van budgettaire bandbreedtes, en functioneer je als een van de penningmeesters van het landsbestuur. Met 3 werkplekken in 2 jaar tijd ontdek jij als financial trainee wat écht bij je past.

Workshopomschrijving:

Workshop “De Driehoek”

Tijdens onze workshop “De Driehoek” ervaar je hoe het krachtenveld is tussen verschillende overheidsorganisaties bij budgetonderhandelingen. Dit spel geeft ook een beeld van hoe een onverwacht nieuwsbericht de verhoudingen kunnen veranderen.



International, innovative, flexible and... orange!

ING, the leading Dutch bank for digital banking.

You'll know us through our mobile banking app that lets you carry out all your bank transactions yourself. And you'll probably know us as the main sponsor of multiple sports and culture initiatives such as the Rijksmuseum and Dutch football.

Customer experience is what differentiates us and we're continuously innovating to improve it. We also partner with others to bring disruptive ideas to market faster.

Our more than 60,000 employees serve around 40 million customers, corporate clients and financial institutions in over 40 countries.

We help our customers to stay one step ahead, in both their private and professional lives. The same goes for our own people, of course. Their wellbeing is our top priority. We make sure everyone can feel good about themselves and maintain a good work-life balance.

Who we are

We're an **international** bank operating in more than 40 countries. We work on a global scale, for tens of millions of customers.

We're **innovative**. We're big, but we adopt a start-up mindset whenever we can, embracing the latest technologies, insights and working methods. We experiment and break new ground. If we occasionally make mistakes, we learn from them.

We're **flexible**. We understand the importance of a good work/life balance. This will keep you in control of your planning. Whether you work from home or at the office, we will provide a comfortable workplace.

Above all we're **orange**. We roll up our sleeves and finish the job. We're transparent, take responsibility and help others to be successful. Wegoforit100%.

See you on October 2nd!



Ministerie van Financiën

Samenwerken aan een financieel gezond Nederland

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Het gaat over mensen zoals jij en ik. Mensen met verwachtingen, zorgen, vragen en dromen. We rekenen bijvoorbeeld allemaal op financiering voor goede zorg en goed onderwijs. Op duidelijkheid over belastingtarieven en op betrouwbare banken en verzekeraars. Dat geldt voor Nederland en daarbuiten.

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Dit doen we vanuit verschillende perspectieven, achtergronden en inzichten, omdat we zo onze denkracht vergroten. Met jouw unieke bijdrage spelen we beter in op wat past bij Nederland.

OOK BIJDAGEN AAN EEN FINANCIËEL GEZOND NEDERLAND?

Solliciteer op een van onze stages, traineeships of startervacatures via WerkenvoorNederland.nl of neem contact op met onze recruiters.





ING | ROOM 2

International, innovative, flexible and... orange!

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Above all we're **orange**. We roll up our sleeves and finish the job. We're transparent, take responsibility and help others to be successful. We go for it 100%.



FLYNTH | ROOM 5

Start Your Career at Flynth

Flynth is one of the largest consulting and accounting firms in the Netherlands. With over 2,000 professionals spread across the country, we support entrepreneurs in small and medium-sized businesses and various nonprofit organizations. Thanks to our strong regional presence, we combine local engagement with in-depth expertise in the fields of accounting, auditing, tax consulting, and management consulting.

Why work at Flynth?

At Flynth, we believe that a pleasant work environment forms the foundation for personal and professional growth. That's why we operate without a strict hierarchy and don't have a traditional partnership structure.

This allows us to invest in the quality of our services as well as in the development of our employees. With us, you'll have the freedom to develop yourself in a way that suits you. No set career path you have to follow, but plenty of room to discover opportunities, take on new challenges, and realize your own ambitions. You can count on colleagues who think along with you, guide you, and encourage you to bring out the best in yourself.

Collaboration is central to Flynth. You'll work in engaged teams where sharing knowledge is second nature, successes are celebrated together, and there's room for both ambition and humor. For us, appreciation isn't something that's expressed just once a year, but something you experience every day.

Development Comes First

Flynth places a strong emphasis on the development of young professionals. During your studies, you can already gain experience as a working student or intern and discover what the profession is like in practice. After you graduate, we offer extensive training and career advancement opportunities, including support for pursuing an RA certification.

From your very first day on the job, you won't be on your own. You'll be assigned a personal mentor who will work with you to identify your ambitions and development goals. In addition, a professional mentor will support you in your day-to-day work and help you quickly master the profession. This gives you every opportunity to grow, both professionally and personally.

Want to learn more? Are you curious about our internships, work-study programs, or entry-level positions? Then take a look at our: <https://www.werkenbijflynth.nl/>



PIA GROUP | ROOM 4

PIA Group is the fastest-growing accountancy and advisory group in the Netherlands. With more than 20 brands, over 60 locations, and more than 1,600 employees, and we're continuing to grow rapidly.

We combine deep expertise in accountancy, audit, tax, and business advisory with a personal approach. From our local offices, we support entrepreneurs and organizations across the country.

Change, dynamism, and ambition drive everything we do. While accountancy may have a traditional image, PIA Group is helping shape the future of the profession. Together with our local firms, we are transforming the industry while preserving the entrepreneurial spirit and unique identity of each brand.

As part of PIA Group, **Brouwers, Omnyacc, and AKSOS** combine the personal approach of a local office with the expertise, resources, and opportunities of a large and ambitious organization.

For you, this means excellent career opportunities within both your local firm and the wider PIA Group. You'll have the chance to work on challenging projects, collaborate with colleagues across our network, and continue developing your skills in a fast-growing and dynamic environment.

With PIA Group, you benefit from the best of both worlds: the close-knit culture and personal attention of a local office, combined with the knowledge, scale, and career opportunities of one of the Netherlands' fastest-growing accountancy and advisory groups.



Commando Materieel en IT
Ministerie van Defensie

GEEN MILITAIR TOCH DEFENSIE

SCAN EN
ONTDEK HOE



ALS BURGERMEDEWERKER BIJDRAGEN AAN VREDE EN VEILIGHEID

MAKING IMPACT WORLDWIDE. SIMPLY FROM DELFSIJL.

WAGENBORG

Why young professionals choose Wagenborg

- ✓ International projects and customers
- ✓ Responsibility from the start
- ✓ Plenty of room for initiative
- ✓ Personal guidance and development
- ✓ Innovation, sustainability, and technology in practice
- ✓ The culture of a family business with the opportunities of an international organization

Do you dare to take responsibility?

Discover your possibilities at:

werkenbijwagenborg.nl



BINGO CARD

Meet our partners

During the networking drinks, you can get in touch with our partners.

Use your bingo card to visit the partner stands. Visit four or more stands and receive a 4-pack of BOZU. Everyone who completes their card also has a chance to win one of two pairs of AirPods 5!

Important: you receive your Bingo Card after Sven Smit

BINGO CARD

NAME:

			RBB Economics
			
			
			

COMPLETE THE BINGO BY GETTING A STAMP FROM 4 DIFFERENT COMPANIES/ACTIVITIES! HAND IN THE CARD TO SOMEONE FROM THE ORGANISATION (RED BADGE) TO GET A CHANCE AT WINNING!

BINGO CARD

NAME:

			
			
	RBB Economics		
			

COMPLETE THE BINGO BY GETTING A STAMP FROM 4 DIFFERENT COMPANIES/ACTIVITIES! HAND IN THE CARD TO SOMEONE FROM THE ORGANISATION (RED BADGE) TO GET A CHANCE AT WINNING!



Morgen vraagt om andere accountants.

Bouw mee aan de nieuwe generatie accountancy.

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advies dichtbij jou

Ontdek jouw plek bij PIA.
→ werkenbijpia.nl



Aangenaam, aaff

Overal van betekenis

Op zoek naar een stage, werkstudentschap of startersfunctie? Start jouw carrière bij aaff!

Wil jij impact maken voor ondernemers én jezelf ontwikkelen?

Bij **aaff** werk je vanaf dag één mee aan echte vraagstukken binnen accountancy, belastingadvies en bedrijfsadvies. Je krijgt verantwoordelijkheid, persoonlijke begeleiding én de ruimte om te ontdekken waar jouw talent ligt!

- ✓ Praktijkervaring vanaf de start
- ✓ Begeleiding door ervaren collega's
- ✓ Volop ontwikkelmogelijkheden
- ✓ Mede-eigenaar van aaff



werkenbijaaff.nl



Smurfit Westrock

Jouw talent. Jouw ontwikkeling. Jouw impact.

Samen bouwen we aan een duurzamere toekomst.

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Nederland
The Netherlands
2026
FOR A BETTER WORLD OF WORK

Meer dan een baan

Bij Smurfit Westrock krijg je de ruimte om te groeien, je talent te ontwikkelen en écht het verschil te maken. Je werkt in een dynamische, internationale omgeving aan innovatieve en duurzame verpakkingsoplossingen.



Ontwikkeling

Veel leer- en ontwikkelmogelijkheden, van trainingen tot begeleiding op de werkvloer.



Team

Een open en informele sfeer, waar je samenwerkt met betrokken collega's en ruimte krijgt voor jouw ideeën.



Internationale kansen

Een wereldwijde organisatie met volop doorgroei mogelijkheden, ook over de grens.



Duurzaamheid

Samen werken aan verpakkingen die de wereld een stukje beter maken.



Innovatie

De nieuwste technologieën en slimme oplossingen om vooruit te blijven denken.



Jouw impact

Je doet ertoe. Jouw werk heeft direct resultaat in de markt, bij klanten én voor de samenleving.

Your next chapter starts here

→ [www.werkenbijsmurfitwestrock.nl](https://werkenbijsmurfitwestrock.nl)



Are you exploring your career options while completing your master's degree?

Discover how you can apply your skills within the financial services industry.

- Challenging projects at leading organisations
- Personal guidance from an experienced Guide
- Extensive opportunities for professional development
- A transparent and entrepreneurial working environment
- A close knit and international team

At Mount Consulting, you advise leading banks, insurers, asset managers and pension funds. You work on strategic transformations at the intersection of finance, risk and data. From the very beginning, you contribute to challenging projects and collaborate with experienced specialists who are eager to share their knowledge.

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workingatmount.consulting

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"At Plukon, you get the freedom to bring your own ideas to life. How far you grow is primarily determined by your own ambition."

Julia van Uunen & Renzo van Beek



Think global.
Act local.
Make it happen.

Work at **PLUKON**
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DO YOU WANT TO ORGANISE THE LARGEST TWO-DAY STUDENT CONFERENCE OF THE NETHERLANDS?



INTERESTED?
SCAN THE QR CODE!

HOW TO APPLY

SEND YOUR CV AND MOTIVATION LETTER TO
RECRUITMENT@EBFGRONINGEN.NL

DEADLINE

16TH OF OCTOBER
2026



ziggo

During the VodafoneZiggo Discover Traineeship, you'll dive into the world of our strong commercial brands. Along the way, you'll discover what drives you, what you're good at and where you want to grow.

You'll work on real, challenging projects in your field of expertise, gain experience across different parts of the business and get the chance to explore what really fits you.

And you won't have to figure it all out on your own. Throughout the traineeship, you'll get the support, guidance and space to develop your skills, challenge yourself and grow into the professional you want to be.



SCAN ME

Ready to discover what you're capable of?

Read the stories of our Discover Trainees and find out more about the program.

KraftHeinz

Looking for your next opportunity? Let's make it happen!

We are looking for talent across various business functions who share our values!

WE ARE CONSUMER OBSESSED

WE DEMAND DIVERSITY

WE CHAMPION GREAT PEOPLE

WE DO THE RIGHT THING

WE OWN IT

WE DARE TO DO BETTER EVERYDAY

This is how we win:

- We work as a team - Energize self and others
- We inspire excellence - Model lifelong learning, curiosity and creativity
- We navigate our future - Be courageous in the face of uncertainty

Kraft Heinz is one of the world's leading food and beverage companies with 10,000+ dedicated employees across the globe. Our portfolio includes iconic and trusted brands enjoyed by consumers worldwide, such as Heinz, Kraft, Philadelphia, Capri Sun, Lunchables, and many more. In our work every day, we follow our ambition to lead the future of food by elevating and creating products that make people feel good.

Explore our opportunities by clicking the link below: <https://jobs.kraftheinz.com/careers>

Kraft Heinz is an Equal Opportunity Employer - Underrepresented Ethnic Minority Groups/Women/Veterans/Individuals with Disabilities/Sexual Orientation/Gender Identity and other protected classes.

ORGANISATION



EBF CONFERENCE BOARD 2026



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VERA VAN DEN BOSCH
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IDS VAN DRUTEN
LOGISTICS



LISA NIEUWENHUIS
SPEAKERS



SARA BAKKER

VICE-CHAIRMAN EBF CONFERENCE 2026

On 10 November, I received the phone call that I had been selected for the EBF Conference Board. I still remember how excited I was, even though I had no idea what I was getting myself into. Looking back, it is strange to think how much has happened since that moment. It became a year full of challenges, opportunities and experiences I will not easily forget.

As Vice-Chairman, I was mainly responsible for acquiring the speakers for the conference. Together with my board, we worked on the theme and programme, approached speakers and partners, and turned our ideas into something that would eventually come together on the conference days. Speaking to people I had previously only seen in the news or on television sometimes felt surreal. It pushed me outside my comfort zone and taught me to be persistent, confident and flexible, especially when things did not go as planned.

The year was not always easy. There were unexpected changes, difficult decisions and moments when we had to rethink plans we had worked on for weeks. However, those moments made the successes even more rewarding. What made the year most special was going through it all with my fellow board members. From long days at Zernike and countless meetings to celebrating every positive response, we shared the highs and lows, supported each other when things became stressful and, most importantly, had a lot of fun along the way.

To the next EBF Conference Board: enjoy the whole process, even the chaotic parts. There will be moments when everything feels uncertain or overwhelming, but those are often the moments you learn the most from. Aim high, trust each other and do not forget to celebrate the small successes.

On 10 November, I thought I was simply saying yes to a board year. Looking back, I was saying yes to a year of personal growth, new friendships and memories that I will carry with me long after the conference has ended.



JACQUELIËN SCHERPEN

RECTOR MAGNIFICUS UNIVERSITY OF GRONINGEN

The EBF Conference is the largest two-day student conference in the Netherlands. As rector, I am proud that this already legendary event is being held at our university. I am confident that, just as in previous years, the participants will return home with insightful and inspiring takeaways.

The theme is ‘Turning the Tide: Directing Uncertainty into Opportunity.’ To continue this maritime metaphor, on the water it is vital to be prepared for all challenging conditions, especially when they are changeable and uncertain—such as weather, currents, and tides. Smart sailors have the right toolkit, navigation skills, and an understanding of the secrets of the ocean. This will help them weather all conditions and, even more, use them to their own advantage.

Preparation is key. An academic program, such as the one offered by the Faculty of Economics and Business, gives you the opportunity to learn how to figuratively use compasses, GPS, nautical charts, tide almanacs, and so on. Attending the EBF Conference is an added bonus which will help you reach your intended destination with an even greater chance of success—no matter which direction the current flows, whether toward land or out to sea, at high or low tide, spring tide or neap tide.

I wish all conference participants a highly educational, entertaining, and interesting gathering.

Prof. Jacqueliën Scherpen
Rector Magnificus, University of Groningen



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EST. **PADEL** 2015

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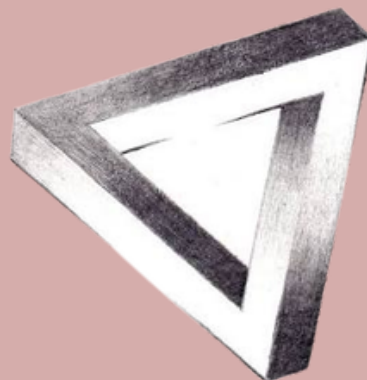




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SPAAK

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SINDS



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