

Els Van de Water appointed as Partner for Europe, Middle East and Africa at HTP Group

Brussels-Amsterdam, January 21, 2026 – HTP Group, a leading executive search and leadership consulting firm, announces the appointment of Els Van de Water as Partner EMEA, further strengthening the firm's presence across the region.



"I am thrilled to be joining HTP Group," says Els. "HTP's borderless philosophy, entrepreneurial spirit, and strong culture of international collaboration resonate deeply with me. I'm excited to work closely with clients and colleagues to help build strong, future-ready leadership teams together."

Els brings more than 25 years of experience across human resources, consulting and executive search, working with organisations across Technology, Healthcare, Financial Services and other sectors. She is passionate about leadership development, organisational transformation and helping leaders and teams thrive.

A Belgian national, Els has lived and worked in across Europe and the Middle East, speaks six languages, and is a Professor at Collège des Ingénieurs and Luiss Business School. She holds degrees from INSEAD and KUL, and is pursuing a Doctorate in Leadership at Vrije Universiteit Amsterdam.

Els is an EMCC-certified Business Coach and Practitioner (EIA), a WIAL Professional Action Learning Coach (PALC), a certified Hogan Assessor, Talent to Value Facilitator, Organizational Design Practitioner, a certified Performance Consultant and Certified Excellence Assessor.

At HTP Group, Els will play a key role in further developing the firm's Leadership Consulting offering alongside Executive Search, helping clients build high-performing, future-ready leadership teams.

Please join us in welcoming Els and wishing her every success in her new role at HTP Group.



Avenue Louise/Louizalaan 500
B-1050 Brussels, Belgium



Phone: +32 2 663 16.00
Mail: info@htp.group



www.htp.group

"Els' extensive international experience, deep expertise in leadership and executive search, and strong academic and coaching background make her a valuable addition to our partner team," said Ineke Arts and Raffaele Jacovelli, Managing Directors of HTP Group. "Her appointment reflects our ambition to further strengthen our presence across Europe, the Middle East and Africa, and to support our clients with integrated leadership and executive search solutions in an increasingly complex, cross-border environment."



About HTP Group

HTP Group is a European Executive Search and Leadership Advisory organization, born from three specialized firms: [Hightech Partners](#), focused on digital executive search and leadership consulting; [Hoffman & Associates](#), a trusted name in generalist executive search and interim management; and [Ataya & Partners](#), experts in cybersecurity and digital governance.

With a **customer-centric** and **border-less** approach, together, we help organizations tackle the challenges of digital transformation, leadership evolution, and organizational resilience. By combining deep sector expertise with innovative methods, we enable clients to secure the talent, leadership, and capabilities that drive growth and meaningful transformation.

HTP Group has offices in Brussels, Frankfurt, Geneva, London, Milan, Paris, Pisa, Oslo, Rotterdam, and local partners situated across the major regions of Europe.

Hightech Partners and Hoffman Associates are proud members of AESC and commit to the AESC Code of Professional Practice and Standards of Excellence.

Els Van de Water – Partner – evdw@htp.group

Ineke Arts – Managing Director – ia@htp.group

Raffaele Jacovelli – Managing Director – rj@htp.group

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Louizalaan / Avenue Louise 500
1050 Brussels
Belgium