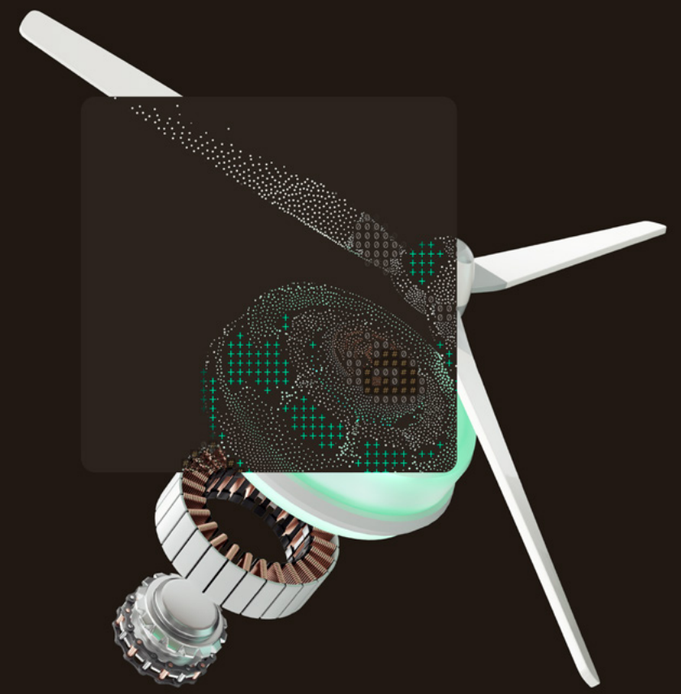
s|three

Netherlands STEM Workforce Report 2025

Futures in Formation



Contents

Executive summary

The Netherlands is approaching a critical inflection point in its STEM workforce.

Based on a survey of more than 5,000 STEM professionals across six major economies, this report reveals that STEM professionals in the Netherlands are among the most mobile in the world – and employers in the Netherlands are already feeling the impact:

Brain drain

47% of STEM professionals in the Netherlands are considering or actively planning to move abroad – the second-highest of all countries surveyed, exceeded only by the UAE (53%), well above the global average of 36%, and ahead of competitor economies, including the UK (37%), US (32%), and Germany (44%).

47%

Replacement crisis

61% of employers in the Netherlands struggled to replace departed colleagues over the past year – the highest rate of any country surveyed. This replacement crisis is delaying projects and eroding innovation capacity.

Operational impact

Four in five (81%) STEM employers in the Netherlands report that losing key talent to other countries has impacted operations. Critical projects are delayed, innovation pipelines are stalling, and competitive position is suffering. The cost of inaction is severe.

Skills transformation

62% of Netherlands STEM professionals use unauthorised AI tools at least weekly, and 69% believe aspects of their role could be automated within the next 12 months. This skills transformation is driving professionals to seek opportunities that offer access to cutting-edge technologies and clear upskilling pathways – creating another dimension to the talent mobility challenge.

62%

Yet, despite the challenge, there is opportunity. The Netherlands remains a recognised hub for innovation, multilingual talent, and quality of life. Understanding why skilled professionals consider leaving – and what would make them stay – is the first step towards reversing the trend.

> “STEM professionals are shaping the future, and demand for their expertise has never been higher. Today, people are not only looking for better pay; they want opportunities that offer growth, flexibility and a better quality of life. Competitiveness is no longer defined by salary alone. It is about creating an environment where people can see their future and want to build it.”
>
> **Margot van Soest,**
> Managing Director Netherlands and Spain, SThree

Introduction
The Netherlands at a crossroads

The Netherlands has built its reputation as a European innovation powerhouse.

From Eindhoven's high tech ecosystem to Amsterdam's fintech corridor, from Rotterdam's engineering excellence to Utrecht's Science Park, the country has consistently punched above its weight in STEM (Science, Technology, Engineering and Mathematics) on the global stage.

That success is now under pressure. Rising international competition for specialists, aggressive recruitment by competitor economies, and shifting workforce priorities are combining to create a critical drain of skilled specialists.

Governments worldwide are investing heavily in technology industries and raising the benchmark for entry in a bid to attract the very best technical professionals. The US CHIPS Act, Japan's ¥10 trillion Science and Technology Sovereignty Fund, and the EU's €43 billion European Chips Act are all designed to anchor high-tech manufacturing and innovation at home. Countries are betting on scientists, engineers, innovators, and technologists to power their economies – and they are willing to pay for it.

The result is a huge movement of people across the globe, with STEM specialists moving to roles and countries that offer not only higher salaries but also cutting-edge projects, skills development, and quality of life.

For employers in the Netherlands, the challenge is stark: how to retain your best people, how to replace specialists if they leave, and how to compete in a global market for expertise.

Adding to this complexity is the rapid transformation of skills driven by AI and automation. Netherlands STEM professionals are among the most digitally advanced globally, but this brings its own challenges. As technology evolves at pace, professionals are questioning which skills will remain valuable and seeking organisations that can offer them access to emerging technologies and continuous development opportunities.

Fast fact

The Netherlands, the UK, Germany, the US, Japan and the UAE account for roughly half of global R&D expenditure and international patent filings, underscoring their central role in the global STEM landscape.

Source: World Intellectual Property Organization (WIPO). Global Innovation Index. Available at: https://www.wipo.int/global_innovation_index/en/

Key findings

01
The STEM mobility crisis

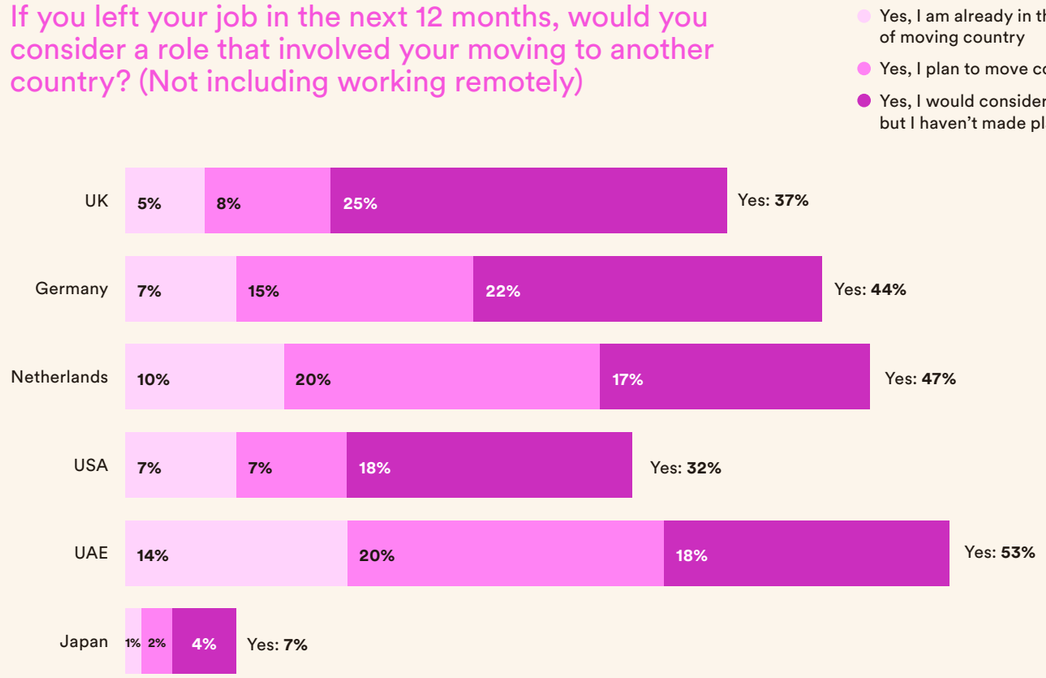
Dutch professionals are on the move – and taking their expertise with them

The data is unequivocal: STEM professionals in the Netherlands are among the most internationally mobile in the world.

47% of STEM professionals in the Netherlands are considering or planning to move abroad (vs a 36% global average). This places the Netherlands as the second most 'at risk' economy surveyed, behind only the UAE (53%), and losing skilled people faster than Germany (44%), the UK (37%), and the US (32%).

Many of these professionals are not just considering leaving – they are already in the advanced stages of the process. Among those planning to move, 60% have already accepted a role in another country. That means a significant share of the mobile cohort has already made concrete commitments to leave. For employers, this means the window to intervene and retain experts is rapidly closing.

If you left your job in the next 12 months, would you consider a role that involved your moving to another country? (Not including working remotely)



Base: All (UK: n=884; Germany: n=834; Netherlands: n=911; USA: n=1099; UAE: n=812; Japan: n=851)

Figure 1: STEM employees considering moving countries for work

Who's leaving – and where are they going?

This trend is particularly shaped by generational differences, with younger STEM professionals showing significantly more openness to working abroad than their older counterparts. In the Netherlands, 55% of employees aged 20 to 34 are considering or planning a move, compared to 36% of those aged over 50.

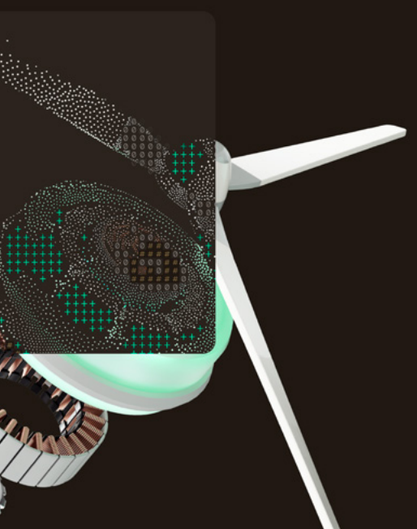
The mobility challenge affects all STEM sectors, but the impact varies.

Technology
Software development, data science, and cybersecurity specialists show the highest mobility rates due to global demand, competitive international salaries, and remote-first options.

Engineering
Dutch expertise in advanced manufacturing, renewable energy, and infrastructure is in demand in countries scaling green technology and industrial capacity.

Life sciences
Professionals in biotech, pharma, and medical devices are being courted by economies building out their health-tech capabilities. The strong life sciences sector in the Netherlands has become, in effect, a training ground for international competitors.

The recruitment reality
More than two in five (44%) STEM professionals in the Netherlands have been approached by rival companies about overseas roles in the past year. This is not passive job-seeking – it's active international poaching of expertise.



Countries that recognise the importance of quality of life, career development, and competitive opportunities and create attractive, open, and supportive environments will not only retain their brightest people but also attract experts from elsewhere. Those that fail to adapt will risk becoming training grounds for competitors, investing in skills only to see innovation happen elsewhere.

– Margot van Soest, Managing Director Netherlands and Spain, SThree

Why are they leaving?

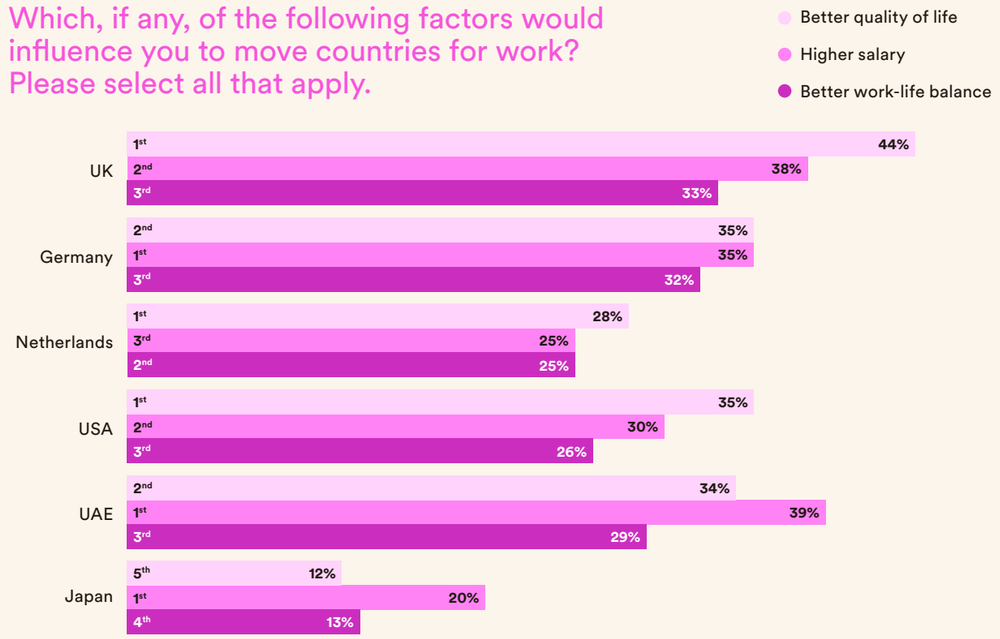
The data reveals that Netherlands STEM professionals are making decisions based on a combination of lifestyle aspirations and economic realities. Beyond the primary drivers below, professionals also cite access to cutting-edge projects, career development opportunities, and more innovative work environments as reasons for considering international moves.

Better quality of life
The promise of improved lifestyle drives mobility decisions across all sectors, with professionals seeking locations that offer the right balance of urban amenities, outdoor space, cultural fit, and overall wellbeing.

Better work-life balance
Professionals are drawn to markets offering more flexible working arrangements, generous leave policies, and cultures that prioritise personal time alongside career ambition.

Higher salary
Financial incentives remain a significant factor, particularly for Netherlands' highest earners who are actively weighing international pay opportunities against domestic roles.

Which, if any, of the following factors would influence you to move countries for work? Please select all that apply.



Base: All (UK: n=884; Germany: n=834; Netherlands: n=911; USA: n=1099; UAE: n=812; Japan: n=851)
Figure 2: Top reasons why STEM employees would consider moving countries for work

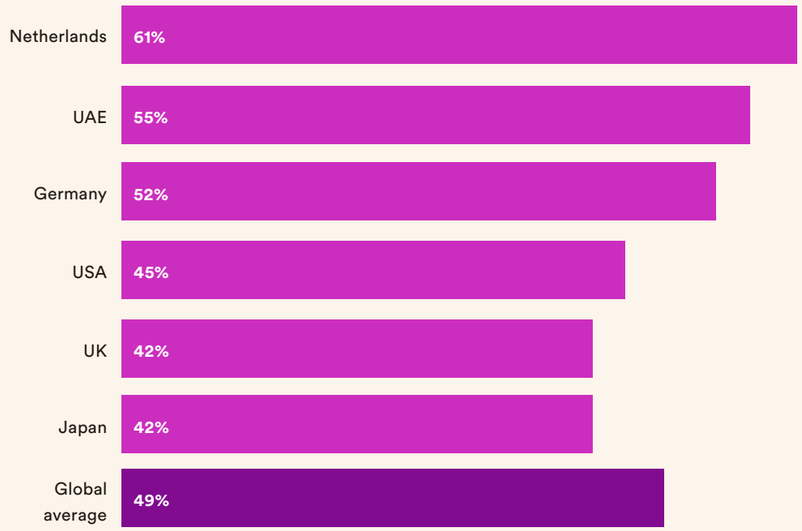
02
The replacement challenge

When specialists leave, employers struggle to replace them

The mobility crisis is concerning enough on its own. But it is compounded by a second, equally serious problem:

61% of employers in the Netherlands report difficulty replacing departed STEM colleagues – the highest rate of all countries surveyed and above the global average of 49%.

In the past 12 months, have you experienced difficulty replacing departed technical talent? Percentage answered 'Yes'



Base: All (All respondents (Netherlands: n=911; Germany: n=834; UAE: n=812; UK: n=884; USA: n=1,099; Global average: n=5,391))
Figure 3: Difficulty replacing departed STEM colleagues

Consequences

This is not just an administrative inconvenience. The inability to replace specialists creates a cascade of operational problems:

- **Project delays and disruption**
  Four in five (81%) employers in the Netherlands say losing key colleagues to other countries has had a moderate to severe impact on operations. Project timelines slip, innovation initiatives stall, and competitive advantage erodes.
- **Loss of institutional knowledge**
  Expertise, system and process know-how, and client and partner relationships leave with people and are often difficult or impossible to replace quickly.
- **Increased pressure on remaining teams**
  Workload rises as vacancies remain open and replacement processes drag on, creating burnout risk and potentially triggering secondary departures due to overwhelm and frustration.

The economic case for specialist workforce partners

Extended searches, higher salaries to attract replacement candidates, and the use of interim contractors can drive replacement costs to 80-200% of the departed employee's salary. These costs make a compelling business case for partnering with specialist workforce consultants who can access hidden talent pools, accelerate hiring timelines, and provide flexible workforce solutions that reduce risk while maintaining project momentum.

Why replacement is hard

Several factors combine to make the replacement of STEM experts particularly challenging for employers in the Netherlands:

- **The specialist skills gap is real**
  Many roles require rare combinations of technical expertise, industry knowledge, and practical experience. When those specialists leave, finding like-for-like replacements in the Netherlands' candidate pool is difficult and slow.

- **International competition for replacements**
  Employers in the Netherlands are competing not only with each other but also with global opportunities that offer higher salaries, different career prospects, and alternative lifestyles.

- **The 'hidden' candidate pool**
  Many skilled STEM professionals who could fill roles are not actively job seeking. They are employed, often internationally, and need proactive identification and engagement before entering the recruitment process.

- **Immigration complexity**
  The Netherlands has relatively progressive immigration policies for highly skilled workers, yet bringing international recruits onboard still involves significant time, cost, and administrative burden.

Together, these factors lengthen hiring cycles, increase costs, and heighten the risk of project delays. The organisations that successfully navigate these challenges are those that recognise they cannot solve complex STEM talent problems alone – they partner with specialists who can access global talent pools, provide flexible workforce solutions, and accelerate hiring timelines.

60% of STEM employers in the Netherlands report moderate to severe impact from losing key specialists to other countries

60%

03
Skills transformation and AI adoption

The nature of STEM work is changing quickly

While mobility and replacement dominate immediate concerns for employers in the Netherlands, a third force is reshaping the STEM workforce landscape: rapid skills evolution and the growing influence of artificial intelligence (AI).

What this means is that the skills that made STEM professionals valuable five years ago will not guarantee employability five years from now. This creates both risk and opportunity for employers and specialists alike.

Shadow AI adoption

One of the most striking findings is the scale of unofficial AI use in Dutch workplaces:

62% of STEM professionals in the Netherlands use unauthorised AI tools weekly. This 'shadow AI' adoption – where employees use AI tools without explicit organisational approval or governance – happens across sectors and seniority levels.

Crucially, **87% of these users say they understand the risks yet continue because the benefits are tangible.** They are making conscious trade-offs between productivity gains and potential security, compliance, and quality issues.

The motivations are clear: **24% report saving 10+ hours a week**. For time-pressed teams, those savings are hard to ignore, even when formal policy has not caught up.

Unauthorised AI, Shadow AI or Hidden AI:
Noun

Tools and platforms used without official organisational approval established IT governance frameworks

Fast fact

Managers are **four times** more likely to use unauthorised AI than individual contributors, indicating leadership is driving shadow AI use, whether deliberately or not.

Skills evolution

Beyond AI usage, skills obsolescence is a rising concern among STEM professionals in the Netherlands. **69% believe aspects of their role could be automated within the next 12 months.** This sits above the global average and reflects both the speed of change and the digital maturity of Dutch organisations.

There is also pragmatic support for using AI to close gaps. **81% of Dutch professionals support their organisations outsourcing certain skills and knowledge (including routine tasks) to AI agents** so people can focus on higher-value work that needs creativity, judgement, and interpersonal skills instead.

Skills most at risk

- Data analysis
- Basic coding
- Documentation
- Research synthesis

Skills growing in value

- Complex problem-solving
- Stakeholder management
- Strategic thinking
- Ethical reasoning

What this means for retention

Skills obsolescence links directly to mobility. STEM professionals in the Netherlands who feel their skills are losing value are more likely to look for roles that offer:

- Access to cutting-edge projects and emerging tech
- Formal upskilling and professional development
- Hands-on work with advanced AI and automation
- Clear pathways into roles that demand higher-order human skills

Employers that cannot provide these opportunities will lose people not only to (overseas) rivals, but also to the perception that their organisation is falling behind.

83% of STEM employers in the Netherlands report direct revenue impact from skills gaps in their organisations

83%

We should not underestimate the scale of change in skills and workforce development. Leading STEM nations are investing heavily in scientists, engineers, innovators, and technologists to drive their economies forward.

Margot van Soest,
Managing Director
Netherlands and Spain,
SThree

What this means for employers in the Netherlands

Dutch employers face rising global competition for top tech, engineering, and life sciences professionals, as internationally connected specialists become prime targets abroad. Discover what this means for you, and how to act.

Technology sector implications

The Technology sector faces the sharpest mobility pressure. Tech professionals in the Netherlands are globally connected, highly sought after, and used to international opportunities.

The challenge

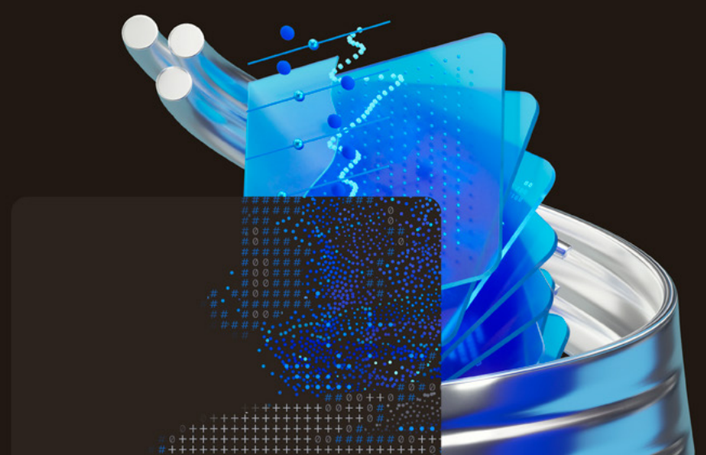
Specialists in software development, data science, cloud architecture, and cybersecurity are being actively recruited by tech hubs in the US, UK, and Germany, as well as fast-growing tech centres in Asia and the Middle East.

Remote working amplifies this. Many roles can be done from anywhere, so Netherlands-based professionals can join overseas employers without relocating – at least initially. This creates a slow drain, with people leaving in practice before they relocate in full.

The opportunity: The Netherlands remains attractive for technology specialists. Strong digital infrastructure, a multilingual workforce, high quality of life, and a central European location are genuine competitive advantages.

What technology employers in the Netherlands should do:

- **Embrace remote and flexible working:** Tech professionals expect choice on where and how they work. Rigid office requirements send people to employers who offer full or hybrid remote options.
- **Create clear technical career pathways:** Many leave because career progression means moving into management. Build strong individual-contributor career tracks so specialists can grow without changing discipline.
- **Invest in emerging skills:** Keep your tech stack current. Give people time and budget to learn new platforms, languages, and methodologies.
- **Build communities of practice:** Encourage peer learning. Support internal guilds and participation in external tech communities and events.
- **Audit shadow AI and govern it:** With 62% of STEM professionals using unauthorised AI, your tech teams are almost certainly among them. Do not crack down blindly. Stand up sanctioned tools with clear guardrails so productivity gains are kept and risks are managed.



Tech sector insight

Tech professionals in the Netherlands are more likely to have been approached for international roles (41%) than any other STEM sector. This reflects the global nature of tech recruitment and the international portability of technology skills.

Engineering sector implications

Engineering specialists in the Netherlands hold a unique position. The country's strength in advanced manufacturing, renewable energy, infrastructure, and maritime engineering is internationally recognised. That visibility makes Dutch engineers prime targets for overseas recruiters.

The challenge

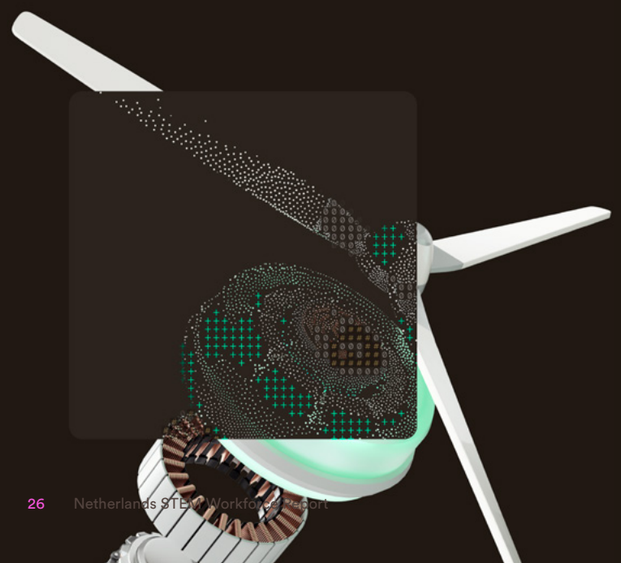
Many Dutch engineers have highly specialised skill sets tied to specific sectors or technologies. When they leave, replacement is difficult because the mix of technical expertise and industry know-how is rare.

Engineering projects also tend to run on longer timelines than in tech, so mid-project departures hit harder. 88% of engineering employers in the Netherlands report project timeline impacts from the loss of technical experts – the highest rate across all STEM sectors.

The opportunity: Engineering is less geographically flexible than technology. Many roles require on-site work with equipment and close collaboration with manufacturing or construction teams. This creates natural retention advantages for employers who offer compelling local opportunities.

What engineering employers in the Netherlands should do:

- **Emphasise project prestige:** Put landmark infrastructure, innovative renewable energy installations, and advanced manufacturing at the heart of your offer. Engineers want visible, meaningful work.
- **Offer technical depth and breadth:** Give specialists a path to deepen domain expertise while gaining exposure to adjacent technologies and methods.
- **Capture critical knowledge:** Reduce key-person risk with mentoring, structured handovers, robust documentation, and regular knowledge-sharing practices.
- **Invest in green technology and sustainability:** Demonstrate real commitment to green tech, circular economy initiatives, and sustainability engineering practices. This is a strong motivator, especially for early-career professionals.
- **Compete for portable skills:** Even if roles are less remote, skills travel. Ensure competitive pay, clear development paths, and high-quality projects to keep specialists in the Netherlands.



Life sciences sector implications

The Netherlands has built a world-class life sciences ecosystem across pharmaceuticals, biotechnology, medical devices, and health technology. This excellence also makes Dutch life sciences professionals highly attractive to international competitors.

The challenge

Life sciences faces a distinctive mobility risk for three reasons:

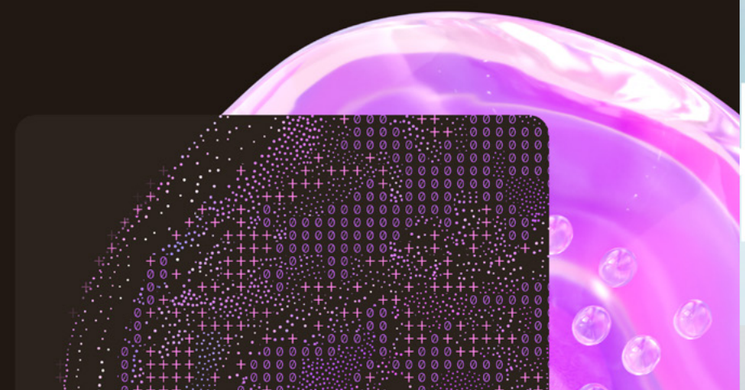
- **Regulatory expertise is location-specific:** Deep knowledge of European regulatory frameworks is valuable, yet not always directly transferable elsewhere, which can push specialists to move when opportunities align better with their skills.
- **Project timelines are long:** Drug development, clinical trials, and device certification can take years or decades. Losing key people mid-stream can derail milestones and raise costs.
- **Specialisation is extreme:** Many life sciences roles often require rare combinations of scientific, therapeutic, and regulatory expertise that only a few professionals possess globally.

81% of life sciences employers in the Netherlands report that projects have been directly impacted by losing key professionals abroad, including delayed research, disrupted clinical trials, and postponed regulatory submissions.

The opportunity: Many life sciences professionals are driven by the patient impact of their work. The Netherlands' strong pharmaceutical base, innovative biotech startups, and leading academic medical centres create meaningful work on significant health challenges.

What life sciences employers in the Netherlands should do:

- **Emphasise patient and societal impact:** Make clear how day-to-day work improves patient outcomes.
- **Build therapeutic-area depth:** Create recognised expertise pathways in priority disease areas and therapeutic modalities to enhance career value and retention benefits.
- **Balance research and commercial exposure:** Offer routes that span lab, clinical, regulatory, and go-to-market experience.
- **Protect work-life balance:** Plan resourcing and timelines to reduce burn and avoid avoidable weekend or evening spikes.
- **Invest in emerging modalities:** Provide hands-on opportunities in cell and gene therapy, personalised medicine, and digital health.
- **Partner across academia and industry:** Strengthen pipelines and keep teams connected to cutting-edge research through universities, research institutes, and consortia.
- **Safeguard knowledge:** Use structured handovers, documentation, and mentoring to reduce single-point dependency on critical experts.

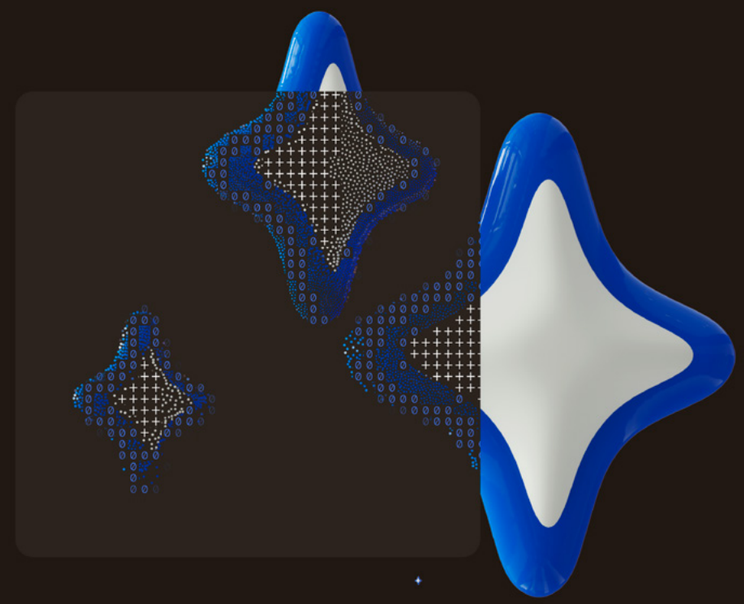


Life sciences insight

Life sciences professionals in the Netherlands are more likely to cite "access to cutting-edge research" as a reason for considering international moves than any other sector (34% vs 22% average). Scientific advancement matters enormously to this cohort.

Actions for leaders: Turning challenge into competitive advantage

The data in this report paints a tough picture, but it also shows where to act. Employers in the Netherlands that move now can turn mobility pressure into a competitive edge and build more resilient, attractive, and effective teams.



Understand your specialist risk

Not all departures carry the same impact. For this reason, you should:

- **Identify critical roles and people:** Assess both likelihood of departure and impact if they leave.
- **Conduct stay interviews:** Ask high-impact specialists what would make them stay and what must change in the organisation.
- **Map dependencies:** Pinpoint projects, capabilities, and clients tied to single experts, then build knowledge-sharing practices and prioritise retention efforts.

1

Compete on more than salary

Pay matters, but it is not the whole proposition. In addition to compensation:

- **Create technical career pathways:** Let specialists advance and increase their earnings without needing to move into management.
- **Offer flexible work arrangements:** Align working patterns with real-life needs, not legacy office rules.
- **Invest visibly in learning and development:** Ring-fence budget, time, and clear pathways for specialists to develop emerging skills.

2

Build your specialist pipeline proactively

With 61% of employers in the Netherlands struggling to replace leavers, reactive hiring is not enough. To get ahead of demand:

- **Cultivate early:** Partner with universities and technical schools to offer internships, sponsor research projects, provide guest lectures, and create pathways from education to employment.
- **Nurture alumni:** Stay connected to leavers who might return or refer other professionals.
- **Recruit internationally:** Develop capabilities to find, attract, and integrate specialists from abroad.

3

Address shadow AI strategically

With 62% of Netherlands STEM professionals using unauthorised AI tools, strict enforcement policies alone will not solve the issue. Instead, organisations should focus on enablement and governance:

- **Set clear enabling policies:** State which AI tools are approved, what data can be used, and how governance works.
- **Enhance AI literacy:** Train teams to use AI tools effectively and understand limitations and risks.
- **Formalise what already works:** Where shadow AI saves 10 hours or more a week, deploy sanctioned equivalents that could benefit the entire organisation.

4

Emphasise your advantage in the Netherlands

The Netherlands has genuine strengths that employers should leverage, including:

- **Quality of life:** The Netherlands consistently ranks highly for work-life balance, healthcare, education, and overall quality of life. Make this explicit in your employer value proposition.
- **Location:** Highlight central European access, excellent transport links, and proximity to major markets for professionals who value international exposure without relocating to another continent.
- **Multilingual environment:** Use your English-language proficiency and inclusive teams as a genuine competitive advantage.
- **Innovation ecosystem:** From Brainport Eindhoven to Amsterdam's tech scene to Rotterdam's maritime innovation, the Netherlands has vibrant innovation clusters. Connect your organisation to these broader ecosystems.

5

Partner with specialised consultants

The complexity of STEM workforce challenges – such as international mobility, skills shortages, and rapid technological change – means that employers benefit from partnering with specialists who understand these markets deeply.

Specialist workforce consultants can:

- **Access hidden pools of specialists** who are not actively job-seeking but could be interested in the right opportunity.
- **Provide market intelligence** on salary benchmarks, competitive offerings, and emerging trends.
- **Navigate international recruitment** when local candidate pools lack needed specialists.
- **Offer contingent and project-based solutions** when permanent hiring is not feasible.
- **Support strategic workforce planning** to help organisations anticipate and prepare for future needs.

6

Partner with SThree

As the global STEM workforce consultancy, SThree combines deep sector expertise across Technology, Engineering, and Life sciences with local market knowledge in the Netherlands and internationally. Whether you need to retain critical specialists, build teams for strategic projects, or access technical skills globally, our expert workforce consultants can help.

Contact us to discuss your workforce challenges

Conclusion

The Netherlands stands at a crossroads. The data in this report reveals a STEM workforce under significant pressure, with specialist mobility among the highest globally and replacement challenges the most severe of any market surveyed.

But this challenge is not insurmountable. Indeed, it is an opportunity for forward-thinking employers in the Netherlands to differentiate themselves, build workforce strategies that withstand international competition, and create organisations where the best STEM specialists choose to build their careers.

The organisations that will succeed are those that:

- Treat retention as a function of career development, project quality, and culture, not pay alone.
- Build proactive recruitment pipelines instead of relying on reactive hiring.
- Embrace technological change, including AI, as a chance to improve how work gets done.
- Leverage the Netherlands' strengths in quality of life, location, and innovation ecosystems.
- Partner with specialists who can help them navigate complex STEM recruitment markets.

The cost of inaction is clear:

Continued brain drain, harder replacement of departed specialists, delayed projects, and a weakening competitive position.

The reward for decisive action is equally clear:

World-class STEM teams that drive innovation, create competitive advantage, and position organisations in the Netherlands for long-term success. The time to act is now.

The Netherlands must prepare for this growing movement of STEM specialists. Skilled professionals now have the freedom to choose where they live and work, and they are using that freedom. Countries that understand this and create attractive, open and supportive environments will not only keep their brightest people but also attract professionals from other regions. For the Netherlands, this means investing in the right conditions for innovation and career growth, so we remain a destination of choice for STEM expertise.

Margot van Soest,
Managing Director Netherlands and Spain, SThree

About this research

The Netherlands STEM Workforce Report 2025 is based on research conducted by SThree in collaboration with YouGov, one of the world's leading polling agencies.

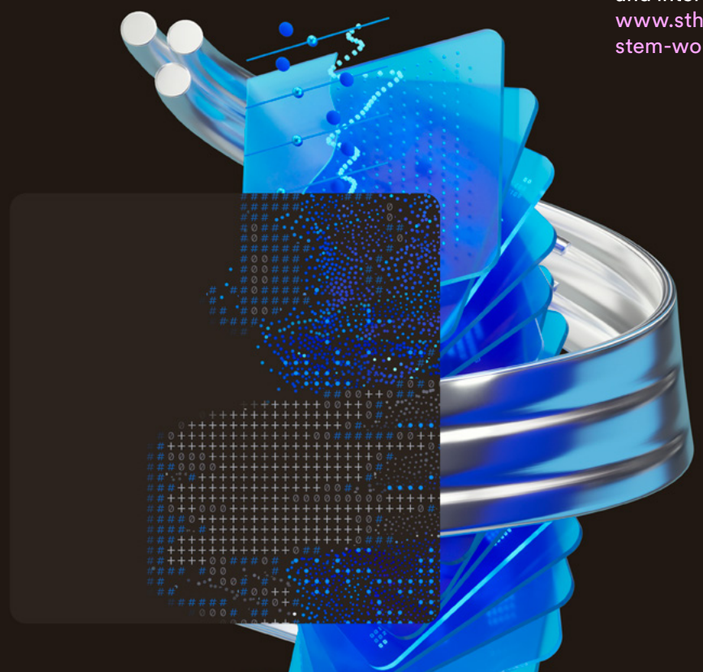
Methodology:

- Total sample size: 5,391 STEM professionals across six countries
- Netherlands sample: Representative sample of STEM professionals across Technology, Engineering, and Life Sciences (911)
- Fieldwork period: 11 July–31 August 2025
- Survey method: Online questionnaire
- Geographic coverage: UK, US, the Netherlands, Germany, UAE, and Japan

The six countries surveyed account for about half of global R&D expenditure. This is based on PPP data for 2022 from the NSF and OECD, with UAE figures estimated from GII and the World Bank. They also account for roughly half of international patent filings, based on WIPO PCT data for 2023, underscoring their role in the global STEM landscape.

All figures are from YouGov Plc unless otherwise stated.

This report presents Netherlands-specific findings from the STEM Workforce Report 2025. For comprehensive global insights, including detailed analysis across all six surveyed countries and international workforce trends, visit https://www.sthree.com/en-gb/insights-and-research/stem-workforce-report/



About SThree

SThree is the global STEM workforce consultancy.

We partner with companies to shape strategy, build expert teams, and deliver end-to-end project solutions through our seven specialist brands:

progressive part of SThree

Progressive is STEM specialist with expertise in energy, maritime and offshore, high tech, construction, manufacturing, life sciences and IT.

real part of SThree

Real is a Life sciences specialist with expertise in biotechnology, pharmaceutical, medical technology and food and nutrition.

huxley part of SThree

Huxley is a Technology and Engineering specialist with expertise in fintech, banking and finance, business services and software, retail, transportation, energy, construction and manufacturing.

computer futures part of SThree

For workforce consultancy in Technology, connecting IT specialists with opportunities across software development, information technology, information management, Cloud/DevOps and data and agile.

global enterprise partners part of SThree

Our Enterprise Technology specialist with expertise in SAP, Oracle, Microsoft Dynamics and Salesforce projects, delivering experts globally.

jp gray part of SThree

JP Gray is a Business Operations specialist, specialised in finance and HR, customer services, supply chain, business and sales support.

madison black part of SThree

Digital and Creative Technology specialist with expertise in data and analytics, design and marketing, engineering and agile and digital product.

Whether you need to build expert teams, deliver projects, or access specialist workforce advice, our consultants combine deep sector expertise with local market knowledge to help you outpace tomorrow, together.

SThree Netherlands
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SThree brings skilled people together to build the future. We are the global STEM workforce consultancy, placing highly skilled, STEM specialist workers in the industries where they are needed most. We advise businesses, build expert teams, and deliver project solutions for our clients. With more than 38 years of experience in pure-play STEM and a global team with local expertise across 11 countries, we cover high-demand skills across Engineering, Life sciences and Technology roles.

We provide permanent and flexible contract professionals to a diverse base of around 6,000 clients. By combining advanced technology with expertise, we push beyond traditional boundaries to deliver tailored solutions, leveraging data and insight from our world-class operating platform.

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