



Joining nlmtd means:

**Entrepreneurs working together
to make impact**



Click here



TOGETHER



ENTREPRENEURSHIP



IMPACT



TOGETHER



ENTREPRENEURSHIP



IMPACT

TOGETHER

to·geth·er (*adverb*)

1. Together with other nlmt'd'ers, you look for opportunities with customers and preferably work on assignments together
2. You learn from other nlmt'd'ers through working together, feedback, coaching training, and you actively share your knowledge and expertise with the group
3. You can work (together) with other nlmt'd'ers at our office, and we organize lunches, drinks and social activities to enjoy together
4. You will work with nlmt'd in our strong ecosystem, which provides you access to customers and additional expertise

BUILDING TOGETHER

At nlmtD, we build our organization together. We are professionalizing nlmtD by investing our time in recruitment, knowledge development, personal growth, marketing, and business development. This enables you, as an entrepreneur, to focus on creating value for the customer.

Additionally, we are collectively strengthening the nlmtD brand. Our reputation, experience, and image help open doors to larger organizations such as Enexis, InvestNL, RIVM, and DuraVermeer.

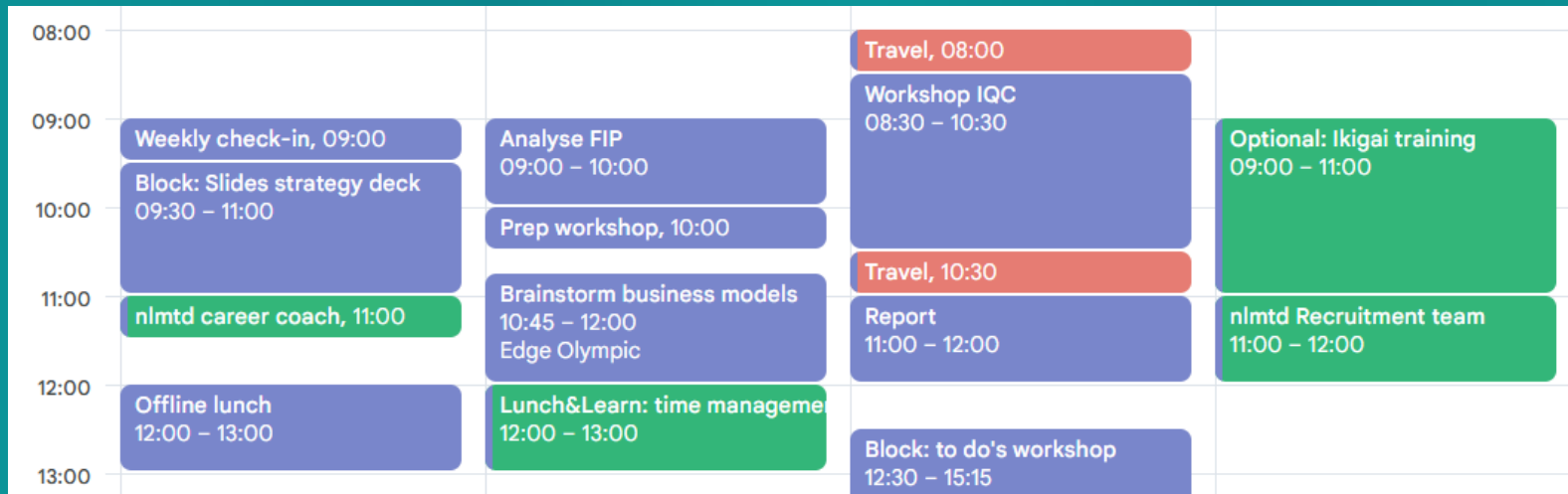
This means that you are also willing to contribute to building nlmtD. Whether by developing new propositions, supporting sales and marketing, or investing in the development of nlmtD'ers – everybody contributes.



LEARNING TOGETHER

One of the biggest advantages of being surrounded by other entrepreneurs is the opportunity to learn from them. Around 70% of this learning happens on the job, during projects for clients. Another 20% comes from engaging with other NLMTD practitioners through coaching, feedback, and mentorship, while the remaining 10% consists of formal training. While some learning may already be structured in collaboration with external trainers and coaches, our experience shows that we can gain valuable insights from each other.

You are also encouraged to share your knowledge, experiences, or even personal passions with the group—whether through a Lunch & Learn session, a formal training, or one-on-one coaching.



ENJOY TOGETHER

A great advantage of being an entrepreneur within nlmtD is being surrounded by inspiring professionals. Whether working together at the office, sharing lunch, organizing social activities, enjoying Friday drinks, or working out as a group—it all contributes to a vibrant and engaging community.

With 100+ like-minded entrepreneurs (including some at our new office in Copenhagen), the energy and motivation are contagious, making every interaction both valuable and enjoyable. Plus, it's a great way to expand your network, opening doors to new clients and opportunities

.As part of nlmtD, you're encouraged to visit our office regularly and take part in social activities to strengthen your connections. And of course, you're always welcome to take the initiative and organize something new!

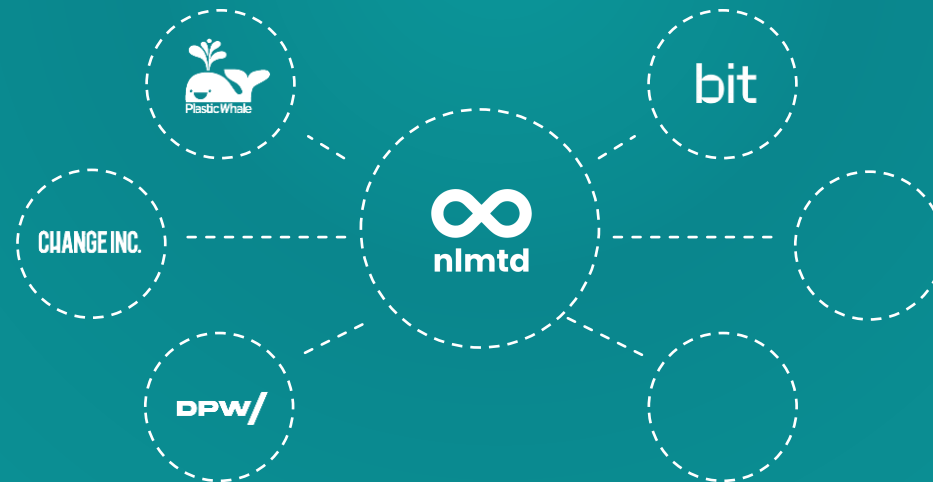


STRONGER TOGETHER

We have built a community of 100+ entrepreneurs, but we also recognize that we can't do everything on our own. That's why we regularly collaborate with partners—organizations that complement us with specific expertise (such as BIT), a valuable network (like DPW), or companies looking to leverage our experience to strengthen their own offerings (such as Change.inc).

These partnerships often lead to exciting new projects with great clients while also increasing our visibility in the communities that matter to us.

All these partners come from the nlmtl network, and we are always open to new collaborations that strengthen our ecosystem, helping us expand and accelerate our impact.



TOGETHER

To get it done

1. Support each other in finding resources for opportunities with customers and suppliers, and in developing new products.
2. Develop new products through working together. Develop, creating, testing, and launching new products and services in the group.
3. Develop new products and services together in and out of the business group.
4. Develop new products and services together. What products and services can we develop together?

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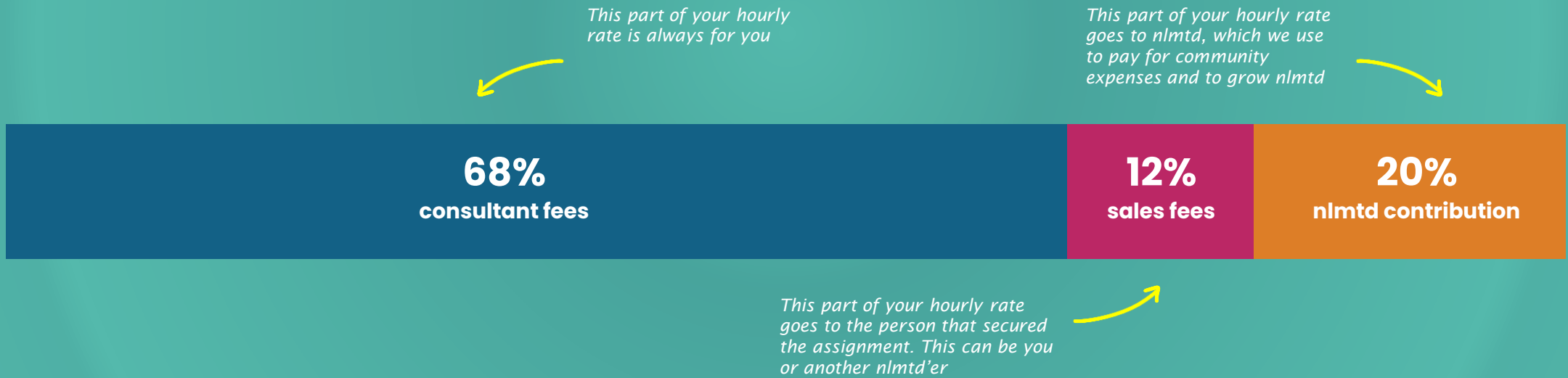
en·tre·pre·neur·ship (*noun*)

1. You are an entrepreneur, this comes with financial opportunities and financial risks
2. You are responsible for your own assignments – fortunately, within our model it is attractive to help each other with finding assignments
3. You take ownership of your growth, whether it is with customers, your own entrepreneurship or your personal development

FINANCES

You are an entrepreneur, which means you're not an employee and don't have a fixed income. The basic model is simple: you contribute 20% of your hourly wage to NLMTD, allowing us to organize everything that makes us a community. If you collaborate on a project that a fellow nlmt d'er has created, you contribute an additional 12% of your hourly wage to that person. Same as the other way around, you receive 12% of the hourly rate of other nlmt d members that work on an assignment that you've created.

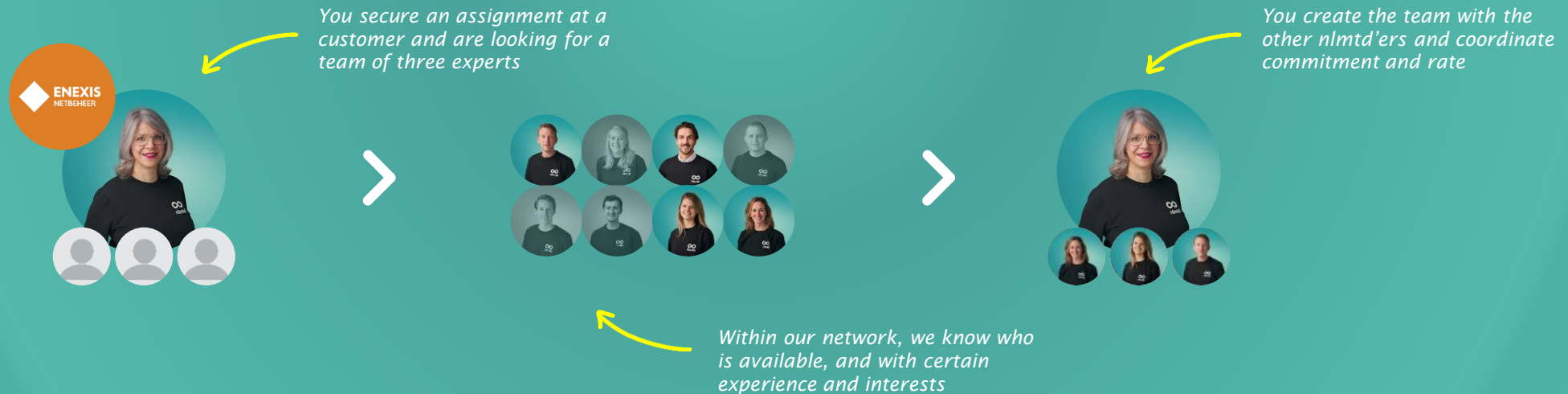
How much you earn depends on which assignments you take on, your hourly rate and the number of days you work each year. Sometimes you'll have a good year and be able to build a financial buffer or even contribute more to your pension fund. Other years, you may have (or choose) a lower income. That, too, is part of being an entrepreneur.



ASSIGNMENTS

At NLMTD, you are always responsible for your own assignments. However, we do complete many assignments as teams since we like working together. When selling assignments, you can rely on the reputation of nlmtD and the direct experience of colleagues—both in preparing proposals and in executing the assignment. When you sell an assignment, you have the freedom to bring people on board based on their fit, rate, and availability. Just as the other way around, others can involve you in assignments they have secured.

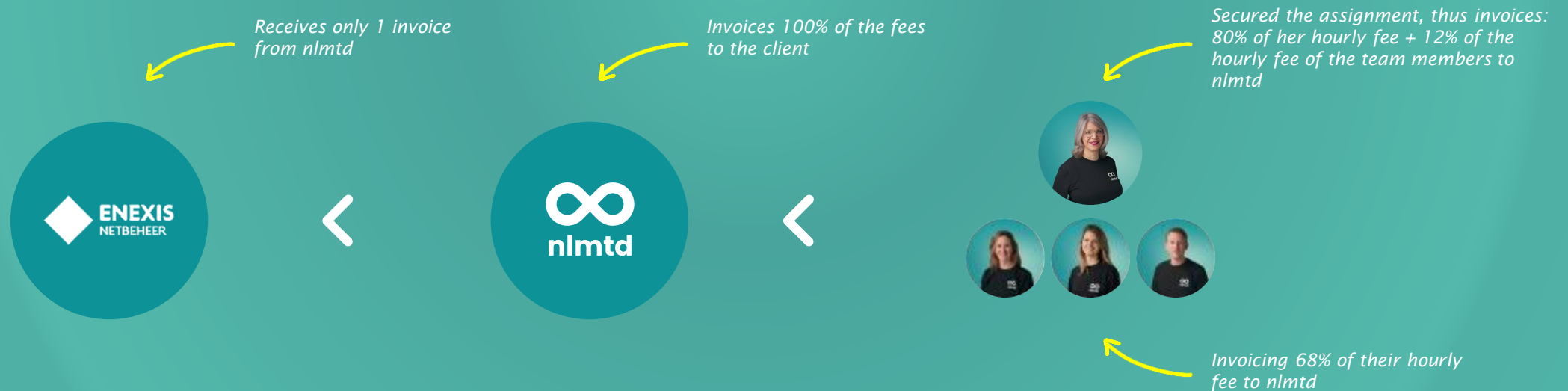
We expect you to contribute to acquiring interesting, challenging, and impactful assignments for yourself and others within nlmtD. In return, they will do the same for you.



INVOICING

To keep things simple for both you and the client, invoicing is handled through nlmtb. This means nlmtb invoices the client, and then you invoice your share (68%) possibly along with the sales fee (12%) to nlmtb. This keeps things clear for both the client and you, as all payments go through a single party.

Since you are hired under the nlmtb brand, business and professional liability insurance are collectively arranged and are part of the 20% nlmtb contribution. Pension, disability, or other insurances remain your personal responsibility. All amounts are, of course, invoiced with an additional 21%/25% VAT. This is added to your hourly rate, and you will pay it to the tax authorities on a quarterly basis.



TOGETHER

to get it done

1. Together with other stakeholders, you seek to opportunities with customers and suppliers to create value and improve together.
2. You work with other stakeholders through working together. Mutual learning, sharing and co-creating value and knowledge are important in this process.
3. You work with suppliers and other stakeholders and other stakeholders together.
4. You work with suppliers and other stakeholders together. What provides value to customers and suppliers together.

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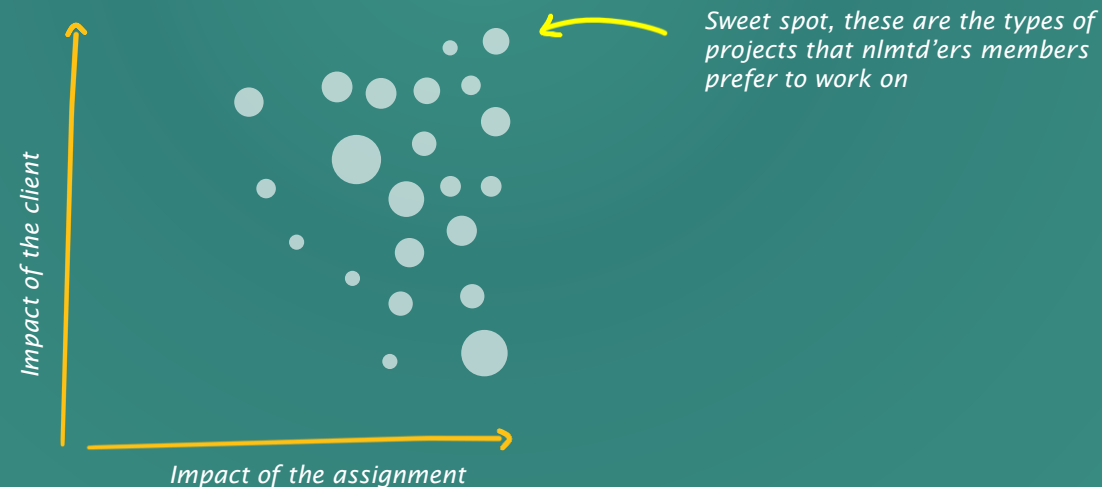
im·pact (noun)

1. You are motivated to accelerate key societal transitions (such as the energy transition).
2. You place the positive impact you create at the core of the work you do, as well as in the process of acquiring and selecting new clients and assignments.
3. You see it as an opportunity to dedicate part of your time, expertise, and/or revenue to impact-driven organizations with limited resources.

MEASURE

A shared driving force within NLMTD is the desire to contribute to the most important societal transitions through our work—creating impact. However, many companies claim this without actually doing it. That's why we actively measure the impact we make with clients and the Sustainable Development Goals (SDGs) we contribute to. We do this by mapping the type of clients we help (do they contribute to a better world?) and the specific impact we create with our assignments (does this project make the world better?).

You are also part of this process. It starts with being mindful of these factors when selecting clients and projects. We ask you to complete the NLMTD impact measurement after each project and to evaluate the quality and impact of the project with the client. This allows us to continue to learn and improve our understanding of the impact we are making as nlmtD and maintain an ongoing conversation about the opportunities and challenges we want to impact.



FUNDLMTD

Since the beginning of 2025, we have established fundlmtD: an initiative to contribute even more. Most NLMTD members voluntarily contribute 1% of their revenue to the NLMTD fund, which is automatically processed in your invoicing. This amount is then doubled by NLMTD BV.

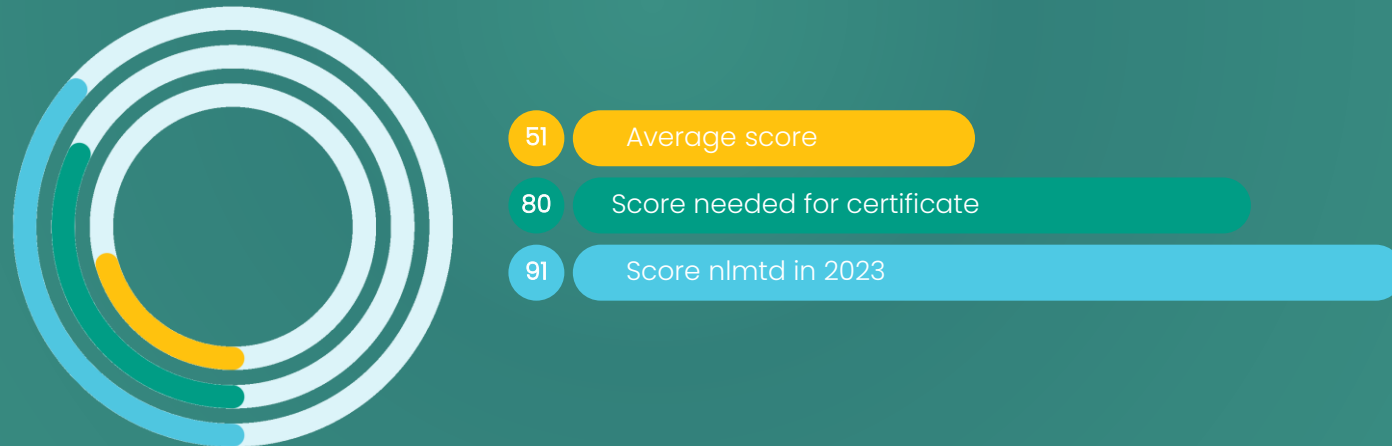
From this fund, we can support impact-driven clients who are unable to afford our regular hourly rates. For these types of projects, we ask clients to pay only 1/3 of your normal rate. The remaining 1/3 of your rate is then covered by the nlmtD fund. In this case, you can invoice 2/3 of your normal rate. This way, we can leverage our greatest strength—our thinking power—to help organizations with a compelling vision to move forward.



BCORP

Since 2023, we have been officially certified as a B Corp—a title awarded to organizations that demonstrate adherence to the highest standards for people and the planet. This is determined by the work we do, the partners we collaborate with, how we interact with one another, how our governance is structured, our own emissions, and how transparent we are in our operations. And we are proud of that.

Therefore, we expect you not only to contribute to strengthening our B Corp position but also to support the values behind B Corp and show this in your behavior at nlmtl and at our clients.



Entrepreneuring together to make an impact

*Questions? Click here for the
Frequent asked questions*



Frequently asked questions

Our business model is innovative, and that often raises questions. From entrepreneurs curious about the value of joining, and from consultants who still find the transition to entrepreneurship a bit daunting. That's why we've gathered the most frequently asked questions from the past five years for you.

Don't see your question listed? Is the answer unclear? Just send us a message, we'll be happy to help.

Assignments

Do you arrange assignments for me?

No, you are responsible for your own assignments. Within our model, we do work with a sales fee, which makes it attractive for others to secure an assignment for you to work on. So, there will probably be opportunities to work on an assignment without having to sell it yourself. However, in the end, this is not guaranteed. It remains dependent on the assignments that we, as nlmttd, manage to sell.

How is a team for an assignment created?

Whether you are included as a candidate for an assignment always depends on the match with your profile and the entrepreneur within nlmttd who sells the assignment. We do have an overview of all entrepreneurs who are looking for a job in a certain period, their experience and interests. This overview is often used by the entrepreneur who sold the assignment to find a suitable match. The other way around as well, you can also match others on assignments that you've secured.

What kind of assignments are you working on?

With 100+ entrepreneurs, the assignments are quite diverse. But our specialisation lies in 5 domains: the energy transition, the sustainability transition, sustainable travel & transport, innovation and the public and social domain. Within these domains, we use our innovation, strategy and transformational capabilities as the skillset to make a difference. You can join a specific domain in which you work and help with building this domain, or you can take on/secure assignments across all domains. Do you want to get an idea of specific assignments that we have carried out; then take a look at our [website](#).

Do I work on an assignment on my own, or with a team?

Both are possible. A large part of nlmttd works together with other nlmttd entrepreneurs at the customer, but carrying out a project alone is also perfectly fine.

Earnings

What will my hourly rate be?

You are an entrepreneur, so you can decide that yourself. In practice, you see that this depends on the level of experience, expertise and the type of assignment. Either you are asked to join an assignment for a certain rate, or you can decide the rate yourself. Usually this is between €600 per day for starters to €2500 per day for experienced experts.

What happens to the 20% contribution?

We use that 20% to cover facilities and support, such as the office, software, tools, trainings, and social events. All of that is paid from the 20%. The remaining amount after these costs goes to the shareholders of nlmta.

How much money do I earn as an entrepreneur?

That depends on your rate, the number of days you want to work and how well you succeed in securing assignments and therefore salesfees. Remember that income as an entrepreneur is not the same as income from employment. For example, you still must pay income tax afterwards, you should build up your own pension, you can take out an AOV yourself (possibly) and the payment may be irregular. So don't count yourself rich by only looking at a high daily rate. Entrepreneurship comes with financial risks and opportunities.

Ok, but how much money will I earn on average with X years of work experience?

It varies from person to person and from year to year. If there are enough assignments, entrepreneurship is in most cases financially more advantageous than being employed by a consulting firm. But for example, during COVID the income of some of the consultants was lower.

Entrepreneurship

How do I become an entrepreneur?

It starts with a registration with the Chamber of Commerce (KVK), for example as a BV or as a 'eenmanszaak'. Also think of (possibly) opening a business account, taking out insurance, choosing an accounting program and talking with a financial advisor or bookkeeper. Of course, we have some tips & tricks for you as almost all of us have been there.

What does nlmttd arrange for me?

Some of the basic necessities come from the 20% that you contribute to nlmttd. Think of: IT Software (including Office365, Thinkcell and Miro), selected training courses, social events, use of the office in Amsterdam, customer invoicing, business liability insurance, professional liability insurance, cyber insurance and office resources such as post-its and flipcharts.

What do I arrange myself?

Everything minus the things mentioned above. Think of travel and representation expenses, telephone (costs), laptop and additional software, your administration and accounting, possibly an accountant or advisor, your AOV, and pension.

What about the DBA Act on false self-employment?

You are not employed by nlmttd, so you do not sign an employment contract, but a cooperation agreement. This is both on paper and in practice in accordance with the principles of the DBA act. For example, you are free to organize your own work and working hours, determine agreements with the customer, negotiate rates, etc. You are also alert to ensure that your customer projects comply with the principles of the DBA Act. You are an entrepreneur and therefore bear the entrepreneurial risk yourself.

What should I take into account during pregnancy?

As a self-employed professional (ZZP-er), you are entitled to the ZEZ benefit (Pregnancy Benefit for the Self-Employed). This allows you to receive payments for up to 16 weeks, up to the amount of the statutory minimum wage. While this benefit can provide some support, it often doesn't cover all your expenses. That's why it's wise to arrange this in time and consider additional measures, such as building your own financial buffer or taking out insurance.

Building nlmttd

Why and how do I help build nlmttd?

Because you believe in doing working together to make an impact, we ask every entrepreneur to spend time on building nlmttd. Everyone chooses their own way to contribute, for this we have several options. You can fulfill various internal roles in which you add value to our business development, development of other entrepreneurs or the further professionalization of nlmttd.

How much effort is expected of me?

The standard is an average of a number of hours per week. But the intensity can differ depending on your client work, and the goals we have aligned internally. We are not going to keep track of hours: we mainly assume that you are intrinsically motivated to contribute to making nlmttd stronger. Sometimes more effort is required, sometimes a little less. As long as we build substantially together on nlmttd. Because we are and build the value of nlmttd together.

Do we do everything ourselves?

No. Because of our growth and wanting to shape the organization sustainably towards the future, we have organized a Central Team with several internal positions. These people focus specifically on office management, people & culture, recruitment, communication, knowledge management, marketing and finance. We see this as the backbone of nlmttd, which is paid for by 20% nlmttd contribution.

How do I communicate my role to the outside world?

Within nlmttd we have three levels to communicate: consultant, manager and director. We only use these levels for customers to indicate differences in experience (and possibly the associated rates). Internally, these roles have no influence whatsoever on how we interact with each other; After all, as entrepreneurs working together in a community there is no hierarchy, and you don't have a boss. Which level you get will be discussed during your application process, it is not comparable to the strict pyramid structure which is common at other consulting firms.

Step by step plan

What should I keep in mind?

We've outlined a few key points to support you in your journey toward entrepreneurship. Of course, we're here to help with any questions you may have, and there are plenty of fellow entrepreneurs at nlmtb who are happy to share their tips and tricks. To help you get started, you'll find a simple step-by-step guide below.

1. Choose your business structure: BV or sole proprietorship. To help you decide, you can use the information provided by the Dutch Chamber of Commerce (KvK): [Eenmanszaak of bv: zo kies je je rechtsvorm | KvK](#). If you're unsure which structure suits you best, feel free to reach out — we're happy to think along with you!
2. Make your business official by registering it with the KvK
3. Open a business bank account
4. Decide whether to handle your own bookkeeping or hire an accountant
5. Set up your administration
6. Take out disability insurance (AOV). Disability insurance is not yet mandatory, but the Dutch government is working on a law to make it compulsory for self-employed professionals in the future. We recommend arranging coverage now, to avoid financial risks.
7. Make a decision about your pension plan

