

Direct Search / Professional and Executive Search



The fastest way to the best candidates

Finding high potentials or executives on the open market can become a major challenge under today's labour market conditions. The general shortage of skilled professionals has led to increasing competition for the „best minds“ in recent years.

With our direct search for professionals and executives (Professional and Executive Search) we offer the solution for identifying suitable candidates quickly and sparking their enthusiasm for the new role and position.

If your company needs to fill a vacancy you can take the traditional route via social media, the company's own job portal, or a newspaper advertisement. What often follows is a flood of applications that only partially match your requirement profile, if at all, or you get no applications.

And remember, open vacancies that remain unfilled for a longer period of time can be expensive for your company. Tasks are temporarily spread among other employees or are left undone. Your organisation falls victim to stress, and even more

absences may follow due to overwork or frustration.

Most of the applicant market remains closed to you as a company

The core problem: About 70% of the applicants you are looking for are neither on the open market nor actively searching. Therefore, they do not respond to your job advertisements. Nevertheless, they are often prepared to consider a change if you address them directly and can offer them an interesting position that suits them.

In this case, a direct search by us is the method of choice. All our consultants are at home in their industries and have the necessary expertise. By focusing on specific industries, our large, active network enables you to address suitable candidates directly.

High potentials do not search – they want to be found

In order to achieve a good result quickly, we proceed pragmatically, methodically and systematically. First, we will hold a detailed briefing with you about your vacancy to create a requirement profile. Our expertise enables us to understand your requirements in the best possible way, and consequently to evaluate the candidates accordingly at the interviews. We use our own experienced Talent Acquisition Team for a direct approach.

Pre-selection presentation

We will present you with detailed candidate profiles from the applicants we deem suitable for the vacant position following in-depth interviews. If you wish, we will compare the candidates' personalities with the requirement profile for the final selection by means of a personality analysis.

We will be happy to support you in the decision-making process and coordinate your interviews and negotiations until you have concluded the employment contract with the suitable candidate. If the employee leaves your company for non-operational reasons during the probationary period the guarantee will come into force and we will fill the position anew as originally agreed.

Our invoicing method

Once we have successfully filled your vacancy we generally charge a fee of approximately 30% of the annual target income of the filled position, depending on the function, the requirements of the vacancy to be filled, and the hierarchical level.

We invoice our fee in three instalments depending on the progress of the vacancy-filling process.

Convincing advantages

- **Your certainty:** We know the industry in which you are searching and your requirements for this position so well that the risk of a wrong appointment is minimised.
- **Your time:** Our knowledge of the industry and our network help us to identify suitable candidates in a targeted manner and to fill your vacancy quickly. Usually within three months.
- **Your added value:** As we understand the processes in your company, we can thus identify and address the best possible professional and executive for you.
- **Our quality assurance:** We guarantee that if the new employee leaves your company during the probationary period, we will fill the position again without any fee.
- **Your applicant protection:** Your applicant protection: During the time of our active cooperation and for a defined period beyond that, we guarantee that we will not approach any of your employees for the purpose of headhunting them.

Let's have a talk about how we can support you.

About us:

BGH-Consulting has been advising and supporting German and European companies in matters of personnel management and strategic orientation since 1999. Our consulting portfolio includes HR consulting, management consulting and interim management.



BGH-CONSULTING

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