



WELCOME TO THE REAL WORLD OF HEADHUNTING



hunting heads worldwide executive search Group



We are one of the leading headhunter groups globally and your specialist in executive search

We are different to traditional recruitment agencies and executive search companies

We find the ELITE; namely your custom tailored candidate for the position you have to fill

Today we are trusted advisor to many of the world's most respected organizations and a leading Executive Search firm, with more than 220 Headhunters and 35 offices in 23 countries spanning Europe, the Americas, Asia Pacific and Middle East.



You strongly benefit from our proven business success of more than 21 years headhunting !

Exceptional candidates are seldom found through ads in newspapers or the internet.

It is proven that the highest qualified candidates will be found in direct search.

Our clear opinion: „The competition for the Best of the Best – the ELITE – is only won by the experienced headhunter! Many call themselves executive search companies, true headhunters are only a few!“

Our mission statement therefore:

The hunt for the best qualified employees – the ELITE – can only be done by experienced headhunters.



hunting heads direct search assignments

- Our assignments are
 - 10% positions at Executive Board level for stock exchange listed corporations
 - 50% positions at CEO, CFO, COO, CIO level for large / mid sized companies and direct reports to board members of corporations
 - 40% for specialists and other critical managerial roles
- We cover all industries and disciplines; we search for the ELITE!
- You may see some of the references on our UAE homepage or at <http://www.hunting-heads.com/portfolio.html>



hunting heads - A story of Success



The start of hunting heads:

- 1997 established by Mister Uwe Zirbes after starting the web platform Monster.de in the years before in Germany
- 2002 The Executive Search Company are No. 1 in Germany :
Aschaffenburg, Augsburg, Berlin, Bremen, Dortmund, Essen, Frankfurt, Freiburg, Hamburg, Hannover, Karlsruhe, Kassel, Köln, Leipzig, Mainz, Munich, Nuremberg, Paderborn, Lüdenscheid, Pirmasens, Speyer, Regensburg, Stuttgart, Ulm, Würzburg, Wetter
- A solid base with 40 headhunter colleagues could be established
- Establishing the brand “hunting heads” in international scale
- 2003 established Manager Liga
To date, about 3,756 Top Managers and 13,057 Team Leaders and High Level Candidates in our Network
- 2006 Appointed as Senator for Economic Affairs in the EUROPEAN ECONOMIC SENATE
- Selection was made from 1,800 companies in Germany and another 3,000 from abroad in the area of Human Resources
- 2008 The hunting heads worldwide Executive Search Group No. 3 in Europe: **220 Headhunter in 35 Offices in 23 Countries:**
Belgium | China | England | France Finland | Germany | Japan | Netherlands | Norway | Austria Poland | Switzerland | Sweden | Spain | Czech Republic India | Brazil | Italy | Japan | Letland | Lichtenstein Louxemburg | Portugal | South Africa | Russia | USA
- 2014 The Brand and the Network of hunting heads gets a new owner. The partner network will be joined by other headhunters from UAE, Singapore, Malaysia, Thailand, Iran, Iraq. In Germany the Headquarter is exchanged and improved with new partners. The hunting heads worldwide Executive search Group is today one of the worldwide top headhunter group in the Executive Search Business.





hunting heads – Ranking in 2015

According to headhunterindeutschland.de hunting heads has the following international Ranking:

No. 1 in Germany

No. 5 in Europe

No. 13 World Wide



Representing the Industry in EU advisory board

EUROPÄISCHER WIRTSCHAFTSSENAT e.V.
Wirtschaftskompetenz für Europa



URKUNDE

Herr

Uwe Zirbes

wird hiermit
zum

Wirtschaftssenator

in den

EUROPÄISCHEN WIRTSCHAFTSSENAT e.V.

berufen.

München, den 01. Mai 2006

Prof. Dr. Bernhard Friedmann
Präsident

Wolfgang Franken
Generalsekretär



Appointed as Senator for Economic Affairs in
the

EUROPEAN ECONOMIC SENATE eV

Selection was made from 1,800 companies in
Germany and another 3,000 from abroad in
the area of Human Resources

Why is hunting heads so successful

- We are able to attract high caliber candidates (the ELITE)
- We operate with speed
- Our headhunters are all above 50 years old with significant life experience
 - practically minded personalities with proven track records in managing and leading businesses
 - able to speak on the level of their customers and potential candidates
- We integrate dedicated research specialists; researchers are detectives and need different skill sets to recruiters
- Significant web presence with up to 1 million visitors / month
- A vetted internal database with > 40'000 high quality potential candidates
- Focused and specialized on senior management and specialist roles
- Professional in our approach; integrity, confidential, trustworthy

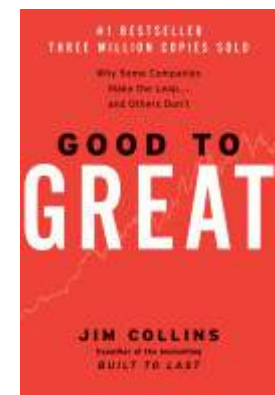
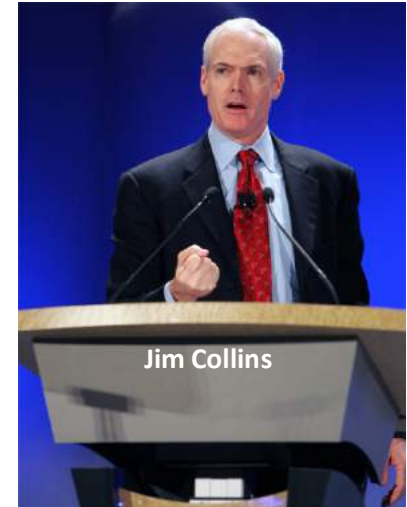


Good to Great – key finding

How do you find the right people?

“Good is the enemy of great.”

“The successful companies first got the right people on the bus, the wrong people off the bus, and the right people in the right seats. And then they figured out where to drive it.”



The challenges for successful hiring

- Where can I find excellent (great) people – the ELITE
- Cultural fit: Will the candidate fit into the company & the team
- Transferable skills: How quickly will the new person deliver results
- Motivation:
 - How sustainable is the motivation of the candidate
 - What demotivates the candidate
- Adapting to a new business environment
 - How flexible is the candidate to adjust to the ever changing business environment



The costs if you don't get it right

„Time is money“

Benjamin Franklin



- Lost time: 12 – 24 months
- Total cost: up to 3 x annual remuneration
 - Remuneration & compensation
 - Training
 - New interview process
- Other negative indirect impacts:
 - Loss of know how and market share
 - Motivation impact with existing employees
 - Potentially: image and customer confidence

We help you to minimise your total costs and your risks!



Disappointing statistics – employers' challenge

- Only 27% of employees are engaged in their work
 - High Performers
 - Work and leadership satisfaction
 - They do not look for a new job
- 17% of employees are actively disengaged
 - They apply for jobs
- 56% of employees are not engaged
 - They might apply for a job

Source:

- Gallup Management Journal
- Harvard Business Review



Some other key findings

- Only 35% of all talent (passive & active) update their LinkedIn Profiles
 - Passive talents are
 - open to talk to a headhunter
 - completely satisfied and don't want to change jobs easily
 - Cost effective recruitment
 - Getting the right candidate is key to minimising costs
 - Cost of candidate acquisition is minimal to total cost of employment
- ➔ Experienced headhunters such as from hunting heads help you find the ideal candidate and save you money



How hunting heads can help you

- We work for you; customer satisfaction is our top priority
- We search the total pool of candidates – active or passive – which allows us to find the ideal candidate for your job opening
- We talk confidentially with potential candidates; your job opening / company name will not be disclosed
- We are the independent interviewer in the case you *'have to'* interview a specific person
- We sell your organisation and your open position to the candidate
- We attract the best people from the market; they may come from one of your direct competitors which brings additional benefits



Quality



= success

Speed



Confidentiality

Why you should choose hunting heads – 1

- You can concentrate on your top business issues
 - Hunting heads deals with all pre-selection & correspondence matters
 - You significantly reduce your indirect costs of recruitment
- Experience and quality of partners at hunting heads
 - Experienced former senior managers (CEO, MD, VP), all over 40 years old
 - We understand what you need to run a successful business
 - We can reach candidates that do not look for a new job
 - You get the ideal candidate rather than the candidate by chance!
- Speed
 - First candidates presented within 4 – 6 weeks in 90% of all projects due to team approach: headhunter & internal researchers (33)



Why you should choose hunting heads – 2

- Brand awareness & reliability
 - No. 1 on Google search with around 1M visitors & 4'000 applicants/month
 - Reliable partner who grew significantly (even during 2 economic crisis) to become a leading player in headhunting services
- Trust of European Government
 - We are in business delegations working closely with the government who trust us for our international expertise and our direct communication
- Value for money
 - More cost effective than our direct competitors
 - Filling your critical job openings quickly to limit your financial exposure
 - No hidden or additional costs for advertising platforms



Why you should choose hunting heads – 3

- The hunting heads worldwide executive search group is a worldwide business group of independent leading executive search consulting firms that meet the high requirements of the hunting heads group. Each of our independently owned and managed member firms are leaders in their local and national market.
- All our Partner firms and Members across the world are selected and verified to ensure our clients benefit from the highest quality professional standards in executive search.
- Global collaboration ensures hunting heads executive search Group Members and Partners deliver bespoke executive search services and solutions to clients on a global scale.



Efficient and effective

First candidates normally presented in 4 weeks.
The hunt for the best qualified candidate – the ELITE – can only be done by experienced headhunters!

Direct and clear

We say directly and clearly what you should expect.
We only work with the direct search approach.
We consult you on market, salary and entrepreneur matters.



Reputable and trustworthy

Absolutely confidential, strictly no disclosure of any confidential information about the company or candidate without prior approval.
We guarantee the successful placement for each position.

Renown

Market leader in Europe (No. 1 on Google search for ,headhunters').
Up to 1 Mill. clicks and over 4000 direct inquiries per month.
www.huntingheads-me.com

Quality instead of quantity

qualified and efficient
Executive Search
We stick to our agreements!



Internal quality standards

All our partners are experienced managers over the age of 50 with a proven and successful executive business career.
To safeguard a quality standard hunting heads International makes an applicant choice with compliance of DIN 33430.

Top-Class headhunters are a key to success

hunting heads has only senior professionals as headhunters!

All our headhunters are coming out of the professional life. They are practical people who managed large businesses, developed high performing teams and increased market share in a variety of industries.

Their vast experience and knowledge of the market place allows them to understand your needs and find the right candidates.

Individual maturity and professional competency offer you more than simply the placement of candidates.

The headhunters of hunting heads are the assets and the backbone of the hunting heads Group and they are valued as such.



Top-Class support is equally important

- Researchers & research teams
 - 33 fulltime in-house researchers
 - Additional agreements with 30 freelance researchers
 - Research teams are selected based on your project requirements
 - They are the best researcher available in the market
 - They work in the background and in close cooperation with the headhunter
- Traditional e-tools
 - Cooperation with more than 40 job boards
 - Collaboration with more than 50 search engines
 - Represented in ALL meta – search engines



hunting heads search process

	Client	Headhunter	Researcher	Targeted Company or Candidate
1/3 Agreement		Client and hunting heads sign agreement for one or more direct search projects		
Profiling		Client and HH define search profile, target companies & individuals		HH conveys search profile & targets, white / black lists to researchers who do not know client
Research				Researcher targets companies, individuals with matching profiles directly
Verification				Researcher gives HH the search results, HH verifies candidates and selects 'best-fit' to profile, client company and skills needed
1/3 Introduction & Interviews			HH interviews candidates in person, selects a subset of candidates for interview by client and joins client interview	
1/3 Contract		Successful project conclusion		

Professional fee structure



- 25% - 35% of total annual compensation (TCOMP)
 - TCOMP = fixed + variable + allowances
 - Fees depend on difficulty of assignment
 - Framework contracts for multiple assignments available
- Payment terms:
 - 1/3 due at signing agreement / start of the search
 - 1/3 due after presenting shortlist of candidates
 - 1/3 due when employment contract has been signed
- Usual expenses (if needed)
- Warranty:
 - free of charge replacement if the candidate is not successful during probation period



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The hunt for the ELITE is on – we look forward to working with you!

Since 1997, hunting heads has set the standard for quality and ethics in executive search and leadership consulting worldwide. Because "hunting heads worldwide executive search Group" members must commit and adhere to the hunting heads industry and economy recognized Code of Professional Practice and Standards of Excellence, client organizations worldwide can be assured that hunting heads worldwide executive search Group members are able to serve as trusted advisors for their most important engagements.



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