

Initial Situation:

You seek to fill a specialist position. Because of the current shortage of specialist staff, this can cause considerable difficulties with your company work flow if it persists. Depending on the job in question, development may be neglected, sales untapped, or orders delayed.

Direct Search for Specialists



Step 1:

- Situation and requirement assessment
- In-depth briefing with the relevant department
- Compilation of a job profile and wording of a neutral job advertisement that hides your company's identity
- Identification of target companies
- Identification of suitable candidates via telephone research and databases
- Initial contact to the candidates by phone and presentation of the position
- If the hard facts check out, there will be an in-depth face-to-face interview with the candidate
- Presentation of the best candidates' resumé, along with a short assessment from us

Step 2:

- Support while clearing remaining questions and the negotiations with the candidate
- If desired, we will continue our assistance through the contracting phase

Since the research and contacting of potential candidates are an ongoing process, the success-based fee is distributed across the timeframe of the project. The fee for successful filling of your position is 16.000 EUR*. That sum is due in three parts: 40% at the time of commission, 30% after the first candidate has been invited to either a face-to-face interview at your company or a telephone interview, and 30% after the chosen candidate has signed the contract.

Optionally, we can do face-to-face interviews with selected candidates. In this case, we will charge a one-off fee of EUR* per candidate, excluding any travel expenses incurred by the candidate, which we would then clear with you in advance.

* The prices are net prices, the value added tax will be added.
The fee includes all administrative cost as well as covers all hours put into the project.

Founded in 1981, **top-jobs-europe Consulting GmbH** benefits from 35 years of consulting experience. We assist companies and corporations worldwide in their targeted search for specialist personnel and managers. For that, we offer the full range of HR-Services, including personnel recruiting, HR-development and marketing – always individually tailored to the specific needs of the client and the position in question.

Did we catch your interest?

Mrs. **Gitta Svoboda**, **Executive Managing Partner**, is looking forward to getting to know you and discuss your questions, requirements or suggestions, and will be happy to visit your company:

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