

Needle not haystack



- ▶ Expertise of more than 30 years in Executive Search
- ▶ Established reputation among executives
- ▶ High hit ratio in search and selection
- ▶ Placement and quality guarantee

VON BONIN
Search & Selection



You want superior staff than your competitions? We will arrange it. Guaranteed!

Your organization is searching for a competent partner in search and selection of executives and specialists? Then you have addressed the right company. The VON BONIN Personalberatung has been specialized for over 30 years on the staffing of key positions. We are following an holistic approach to get an overview of your company's needs.

Proven methods- individual solutions

Our cooperation is based on your decision to mandate us exclusively for a retained search. By doing that, you will benefit from our placement guarantee. After your briefing and our common determination of the search strategy, we start to work on the project.

- ▶ Media based search in print and online job markets
- ▶ The direct approach of potential candidates (Executive Search)
- ▶ Or a combination of both methods

When choosing the direct search strategy, you have our competent in-house search team at your disposal.

Proven and successful selection methods like the analysis of CVs, structured telephone interviews, extensive personal interviews and authorized reference checks safeguard your final personnel decision.

The focus of our consultancy: finding the best candidate and integrating him or her into your company structures.

Three steps to success

We will only accept your mandate if we can assure you a successful placement. You confront us with the task, and we will solve it – guaranteed. Every search mandate will be effected in a proactive way and on a three-staged method.

Stage 1 - Preselection

Working out the job profile, Selection of accurately fitting applicants for face-to-face-interviews

Stage 2 - Selection by the consultant

Personal Interviews with pre-selected candidates, Reference checks, written dossiers on the qualification of the short-list candidates

Stage 3 - Decision making and integration

Consultant presents the selected candidates, supports the decision making process, helps negotiate the contract and coaches the selected candidate for a better integration into the new company

Your advantage:

- ▶ “Your“ consultant disposes of longtime management experience and many years of practice as Executive Search Consultant
- ▶ You define whether you want to delegate the entire recruiting process to us, or complete parts of it with your own resources - according to your needs and budget
- ▶ Our fixed remuneration depends on how difficult the search will expectedly be. The fee will be charged on basis of the search progress
- ▶ By receiving current market information, you will have transparency during the whole project
- ▶ Our high hit ratio guarantees sustainable staffing of your position

Integration Coaching

VON BONIN understands the integration support of placed candidates as a fixed component in the recruitment process. Both sides, the successful candidate as well as the company, will receive the best possible support in the initial phase. They will benefit from getting that support in the long run.

“Play it safe”

You expect from our consultancy the highest possible degree of certainty in making important personnel decisions. You are right. Therefore we underwrite the quality of our work by issuing extended guarantees:

Placement guarantee

For the agreed fee our consultants work on the project for as long as you need to come to the best personnel decision.

Quality guarantee

The search continues without a renewed fee if the selected candidate has to leave the company during the probation period.

Off-Limits-Codex

VON BONIN commits itself, for the duration of the consultancy project and also for two years after agreed completion of the contract, not to proactively approach any employees of the client to entice them away.

Our consultancy services at a glance

- ▶ Search & Selection
- ▶ Coaching for Executives (in-house and external)
- ▶ HR-Services / outsourced HR Department
- ▶ Online job market xl-jobs.de



Search & Selection
✓ HR-Services
Hospitality Interim Management

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