

# FIND THE BEST CANDIDATES WITHIN **A SHORT PERIOD OF TIME**

## Permanent Recruitment by Hays – fast, precise, reliable.

The recruitment of suitable talents and managers is a decisive factor for the sustainable competitiveness of your company. Whether it is a newly created position or succession planning – with us, you will find the right personnel for demanding tasks. Trust in our experience in the placement of specialists and executive managers.

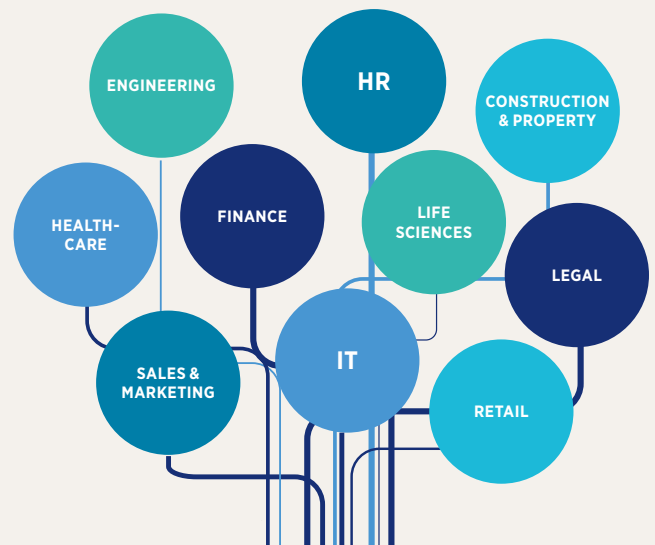
## Our services in permanent employment

 <b>4.500</b> active customers supported across Germany	 <b>29.000</b> candidates presented	 <b>70</b> interviews conducted per day	 A vacancy filled every hour
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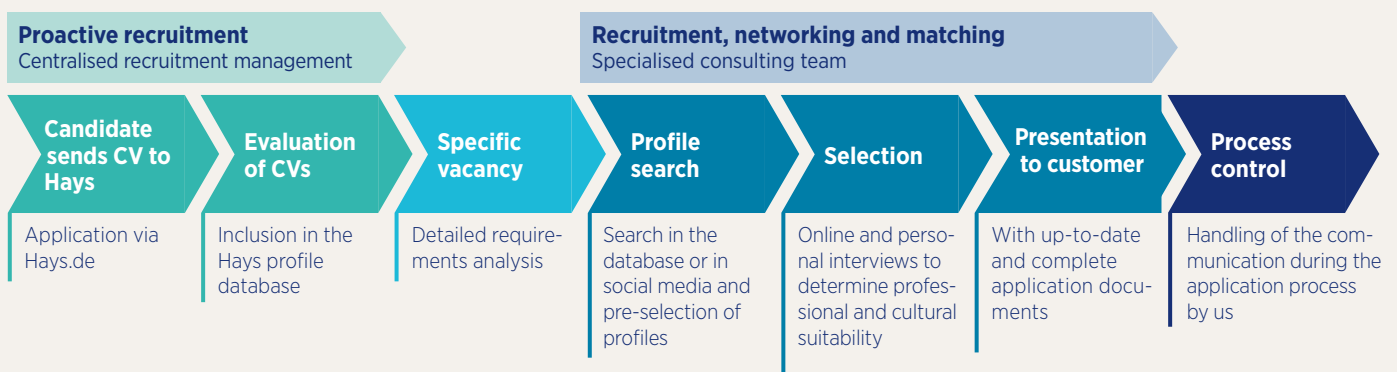
## Your benefits

- ✓ Individual service packages based on your specific personnel requirements (see page 2)
- ✓ A detailed requirements analysis – which is unique in the industry – to identify your professional and personal requirements
- ✓ A high degree of specialisation of our HR consultants and of our recruitment management
- ✓ Fast recruitment processes and short staffing times
- ✓ Targeted talent acquisition for your business
- ✓ Placement of positions, from specialist to management level
- ✓ Sourcing of talents from our profile database
- ✓ Sourcing of candidates via social media
- ✓ Close partnerships with job boards and networks

## Our Specialisation



## Results-oriented process management from requirements analysis to successful staffing



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We use three recruitment models to fill your vacancies.

## **Option 1: Success-based recruiting**




Fee rate – purely success-based. We search our database for potential candidates.

## **Option 2: Retained search**

Fee rate in combination with an expense allowance. We prioritise your vacancy by using the highest capacity and by directly approaching potential talents on various platforms.

## **Option 3: Three-rate model**

Fee rate in combination with an expense allowance and a partial payment in case of an interview invitation. We prioritise your vacancy by using the highest capacity and by directly approaching potential talents on various platforms. You also have the option of obtaining a reference and the option of personal preliminary interviews.

Leistung	 Erfolgsbasiert	 Retained Search	 Drei-Raten-Modell
Detailed requirements analysis	✓	✓	✓
Definition/elaboration of the requirements profile	✓	✓	✓
Qualified profile selection	✓	✓	✓
Detailed CV (professional and private background)	✓	✓	✓
Support of the entire recruitment process	✓	✓	✓
Probability of filling vacancies is more than doubled compared to success-based recruiting	–	✓	✓
Target company list	–	✓	✓
Direct approach	–	✓	✓
Additional internal resources for the profile search	–	✓	✓
Market analysis and selection of an effective sourcing method	–	✓	✓
Regular status reports	–	✓	✓
Profile presentation after approx. 5-10 working days	–	✓	✓
Personal preliminary interviews	–	–	✓
Reference check	–	–	✓



### **Can be combined with any option: Advertisement package**

**We place your job postings on behalf of Hays.**

- Advertising on social media platforms such as XING and LinkedIn – 3 million followers
- Advertising on renown job portals (e.g. Hays, StepStone, Jobware)
- Advertising on more than 100 other job portals (e.g. Experteer, Stellenmarkt, Federal Employment Agency)
- Advertising on established content and functional pages