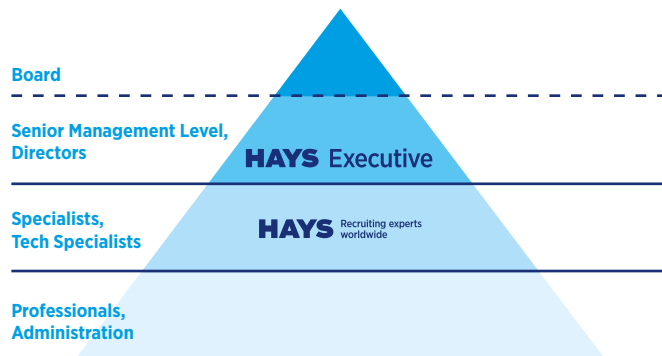


HAYS Executive

SEARCHING THE WORLD FOR EXCEPTIONAL LEADERS

We are experts in recruiting senior managers and business leaders making a real difference to your organisation.

The services we provide for your business



How to get in touch

You can reach us by phone, email or via our contact form.

T: +49 621 1788 0

E: service@hays.de

Click here for our [contact form](#)

Our approach to identify the right leader

BEFORE THE SEARCH	<ul style="list-style-type: none">Personal requirements analysis, including allocation of salaryMarket analysis and selection of an effective sourcing method
DURING THE SEARCH	<ul style="list-style-type: none">Research and pre-selection of suitable candidates from our internal data pool, Hays Executive Network, research centre and personal networksDirect approach of candidates (with discretion)Multi-stage, structured interviews with potential candidatesComprehensive analysis and evaluation of the candidate's strengths based on your requirements
AFTER THE SEARCH	<ul style="list-style-type: none">Support during the interview phaseIf desired, we take care of background and reference checks of the selected candidateSupport during salary and contract negotiations

Our Advantages

Targeted requirements analysis

To successfully fill management level positions, it is crucial that all competencies are defined. We treat our clients with individuality, beginning with a high quality requirements analysis.

Unique network

Our expertise, high market presence and individual contacts, maintained by each of our consultants, offer you direct access to an unique network. Our extraordinary history of success in the DACH region guarantees our extensive pool of candidates. Moreover, regional and content-related specialisations ensure high accuracy in finding the right IT managers.

Flexibility

Based on the individual requirements of your vacancy, we can offer a variety of strategies for approaching candidates:

- Headhunting
- Database search
- Covert search
- Advertisement search

Consulting

We are happy to noncommittally advise you on our various approaches and find the right basis for a collaboration.



We combine the reach of a global company with the flexibility of a boutique operation.

We focus on finding IT executives

IT GENERAL MANAGEMENT

We successfully bring our clients together with their new **IT Director, Head of IT** and **CTO/CIO** across all industries.

IT MIDDLE MANAGEMENT

We are successful partners in recruiting the right leaders for **teams, departments** and **divisions**.

SPECIALIZED IT EXECUTIVES

We recruit specialist in **Software Development, IT Infrastructure, SAP** and **Digital Executives**, who can help direct the future of your company.

hays.de/executive