

# Find the best IT Managers *in a short time*

We successfully support private and public companies finding in the right IT managers. We provide the network and bring in our experience to successfully support you in filling your management vacancy. Hays is represented at 27 locations in Germany.

## Your strong partner for all management vacancies in IT

### Management /C level

- CIO
- CISO
- CDO
- CTO
- Vice President
- Director

### Middle management

- Divisional management
- Department management
- Team management
- Head of IT
- IT management
- IT manager

### Managers with the following specialisations

- Cybersecurity
- Cloud & infrastructure
- Digital technology & e-commerce
- Software development
- Data & advanced analytics
- IT project & process management
- SAP / ERP

This list is only an excerpt from our portfolio. Feel free to contact us directly regarding your recruitment projects.

## Your benefits – executive recruiting with Hays

### Professional & qualified

From the initial requirements analysis to placement, we guarantee you the best service. A proven and quality-assured way of working for your success!

### Consulting expertise & experience

Our experienced consultants are the right partners at your side. They support you with their experience, know-how and the highest level of consulting expertise!

### Network & excellence

We combine the scope of an international company with the excellence of an executive search boutique. That's what makes us the network champion!

### Flexibility & individuality

Your requirements and expectations determine our approach. Individually and flexibly, we adapt every joint step to your vacancy and organisation.



## Your path to the right IT manager via Hays


You can reach us by phone, e-mail or via our contact form.


T: +49 621 1788  
E: [service@hays.de](mailto:service@hays.de)  
Find our [contact form](#) here

We will be happy to give you an initial, free assessment of the prospects of success for your individual recruitment project before you commission us.

## Your recruitment project – our recruitment models

 **Option 1:**  
 **Success-based recruiting**  
Fee rate – purely success-based.

 **Option 2:**  
**Retained Search**  
Fee rate associated with an expense allowance.

 **Option 3:**  
**Three-rate-model**  
Fee rate associated with an expense allowance and a partial payment in case of an interview invitation..

# Find the best IT Managers in a short time

We fill your vacancies via three recruitment models



## Option 1: Success-based recruiting

**Fee rate – purely success-based.**  
We search our database for potentially suitable candidates.






## Option 2: Retained Search

**Fee rate associated 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 associated 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 on-site preliminary interviews.

| Service   |  Success-based |  Retained Search |  Three-rate-model |
|---|---|---|--|
| Detailed requirements analysis                                | ✓   | ✓   | ✓  |
| Definition/ elaboration of the requirements profile           | ✓   | ✓   | ✓  |
| Qualified profile selection                                   | ✓   | ✓   | ✓  |
| Detailed CV (professional and private background)             | ✓   | ✓   | ✓  |
| Support of the entire recruitment process                     | ✓   | ✓   | ✓  |
| Target company list   | –   | ✓   | ✓  |
| Direct approach   | –   | ✓   | ✓  |
| Additional internal resources for profile search              | –   | ✓   | ✓  |
| Market analysis and selection of an effective sourcing method | –   | ✓   | ✓  |
| Regular status reports  | –   | ✓   | ✓  |
| Personal preliminary interviews                               | –   | –   | ✓  |
| Reference check   | –   | –   | ✓  |

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

We place your job postings on behalf of Hays.

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

