

FIND TOP-QUALITY EXECUTIVES SHAPE YOUR FUTURE

Board of Directors

HAYS Executive

Management Level, Executives

HAYS Recruiting experts worldwide

Specialists, Skilled Technicians

Blue Collar, Administration

Having the right leadership distinguishes an outstanding company from a good one.

We help companies successfully recruit the right managers & executives for the Construction & Property industry.

We combine the reach of an international company with the excellence and flexibility of a boutique executive search firm.



Needs and Competencies Analysis	Market analysis, creation of search profile and identity	Candidate approaches and interviews	Hiring decision and contract negotiations	Onboarding and integration support
<p>Determining your requirements while taking into account your strategy and corporate culture</p> <p>Structured analysis of requirements for the management position to be filled</p> <p>Creation of the competencies and qualifications profile</p>	<p>Market analysis and definition of the search strategy</p> <p>Creation of the target company list</p> <p>Identification of potential candidates</p> <p>Obtaining informal references</p>	<p>Candidate approaches and interviews by Hays</p> <p>Comparison with requirements and competencies profile and implementation of procedures for assessing aptitude</p> <p>Shortlist and candidate presentation in a confidential report</p> <p>Interviews of candidates shortlisted by the customer</p>	<p>Advice on recruitment decisions</p> <p>Obtaining references and background checks</p> <p>Support for contract and salary negotiations</p>	<p>Support and advice during onboarding</p> <p>Support during the further integration phase (upon request)</p>

Your Advantages

- ✔ Expertise in effectively filling management positions in Construction & Property, e.g. Managing Director, CEO, CFO, CTO, Head of Facility Management, Head of Project Management, Branch Manager
- ✔ Experienced consultants with in-depth industry knowledge, excellent networks and access to the hidden candidate market
- ✔ Ensuring candidate and staffing quality through:
 - Multi-stage interviews
 - Assessment centres
 - Suitability assessment methods
 - Pre-employment screenings and obtaining references
- ✔ Moderation and negotiation support
- ✔ Onboarding and integration support