

We are your partner in management consulting and headhunting – with passion and more than 30 years of expertise in our métier.

consulting and headhunting expertise.

30 years of management For the success of our clients we bring three decades of experience as well as our joined professional

Wide industry expertise Our network of decision makers and economic players as well as our own professional experience in core sectors make us a successful partner in our region and the overall German-speaking area.

Targeted approach From day one we aim specifically at our target: to ensure our clients' satisfaction by finding, interesting and **convincing** those potential employees that your business needs to increase company success via a targeted, active approach.

Responsibility in consulting

We are and we stay authentic, because we know about our responsibility towards our clients but also towards the candidates. That is why we honestly voice our opinion and stay **comprehensible and transparent** in our actions.

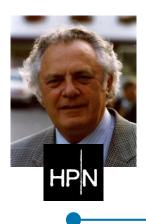
Passion for headhunting Only the people who know their calling, can inspire others – and that's what it comes down to in headhunting. With **passion and diligence** we find and convince executives and specialists for new tasks.

Family focus The focal point of our thinking and acting is family. As a **family enterprise**, we define ourselves by values such as sincerity, appreciation and mutual encouragement. This applies while interacting with clients and customers.

ABOUT KRÜGER



Since the 1980ies, we are your partner in headhunting – today in the third generation with Matthias, Elisabeth and Mientje Krüger.



1981

Benno M. Krüger enters management consulting as a partner at Hanns Peter Neuhaus



1989

As KRÜGER + KRÜGER Matthias and Benno M. Krüger specialize in headhunting



2000

With sister Elisabeth the company enters the new century under the flag of KRÜGER / VÄTH



2020

Following the motto "back to the roots – and toward new shores!" and with the third generation in place, all focus is once again on the family and the name KRÜGER We support our clients in questions regarding headhunting and recruiting as well as underlying organizational structures.

KRÜGER – Personal Headhunting

Headhunting

Active, specified search, where others do not have access

- Candidate identification and approach in target companies and via networks
- Personal consultation and support throughout the entire selection process

Management consulting

Individual support of transformation processes, e.g. regarding

- Succession planning
- HR strategy
- Optimization of workforce and organizational structure

Media service

Planning and placement of job postings incl.

- Development of a media plan
- Phrasing and developing of advertisements
- Job postings
- Monitoring and settlement



We have a substantiated network in core sectors of the medium-scale industry within the DACH region that has been nurtured for decades.

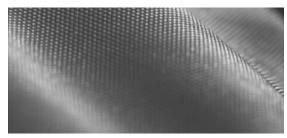
Our roots lie in the textile, furniture and object industry. However, over the decades we have acquired substantial knowledge and have won clients in many branches within our region as well as the entire German-speaking area.



PLASTICS / SYNTHETICS



CONSTRUCTION



TEXTILE



CHEMICALS



MOBILITY & TRANSPORTATION



FURNITURE / OBJECT



MACHINE & PLANT ENGINEERING



OTHER (E.G. FOOD & BEVERAGES)

We take responsibility for our clients and candidates – as trusted advisor and partner throughout the entire recruiting process.



Elisabeth Krüger

- Born in 1962, married
- Trained book seller and Magister Artium in German philology, history and Scandinavian studies
- 30 years of experience in management consulting and headhunting
- Since 1997 KRÜGER Personal Headhunting



Matthias Krüger

- Born in 1958, married, 6 children
- Trained bank clerk and management trainee within the object furniture industry and the object furniture trade
- 35+ years of experience as a management consultant and headhunter
- Since 1989 KRÜGER Personal Headhunting



Mientje Krüger

- Born in 1985
- Diplom-Betriebswirtin and Bachelor of Arts in European Business
- 10+ years of experience in strategy and management consulting as well as headhunting
- Since 2017 KRÜGER Personal Headhunting

HEADHUNTING SEARCH PROCESS

Our headhunting process grants a high quality, targeted search as basis for a successful candidate placement.

Profile definition & target markets	Identification & Pre-selection candidate approach of candidates	Candidate presentation Project closure	Follow-up
 Personal meeting with our client and on-site visit to the company Joint draft of the job profile and substantiating of requirements to the future job holder (m/w/d) Consultation on search methods and channels as well as target groups and markets 	 Analysis and definition of a list of target firms for the direct candidate approach (direct search) Identification and contacting of suitable candidates via all channels (direct search, active sourcing, networks, advertisement) Triggering of candidate interest through convincing and honest conveying of opportunities and challenges of the position at hand Addressing of the candidates' questions, motivation and establishment of trust Determination of the most promising candidates within personal, structured face-to-face interviews Organization of the selection process as contact person to the candidates, providing e.g. intermediate replies, interview invitations, rejections etc. Recommendation of suitable candidates for personal interviews with the client, including our personal assessment of candidates 	 Client decision for personal interviews with candidates based on our pre-selection Joint interviews with our client, the candidate (m/w/d) and the KRÜGER consultant Personal support in the decision-making process If needed: Obtaining additional references and/or certificates Consultation and moderation of issues regarding the employment contract Accompanying until conclusion of contract 	 Accompaniment of the onboarding process Repeat search in case of a guarantee claim

For our clients, we search where others do not have access – directly within target companies and sectors.

DIRECT SEARCH IN TARGET COMPANIES



- Definition of target companies and groups within the direct, respectively relevant, market environment
- Identification of potential candidates that to some extent cannot be found via generally accessible channels
- Triggering interest and possibly the wish to change jobs via a targeted, discrete and direct candidate approach via phone

ACTIVE SOURCING



- Use of our digital expertise for expedient online research
- Candidate identification and approach via digital channels by means of professional tools
- Targeted search in professional and social networks

NETWORKS



Application of our personal contacts of 30+ years

- As a channel for direct contact to known candidates and triggering interest
- For mouth-to-mouth propaganda and candidate recommendations
- As a general means of information for background data and context information

MEDIA SERVICE



- Compilation of a project specific media plan including sector specific media, dailies or online media
- Development, wording, realization, organization and monitoring of job advertisements

It is our aspiration to win exactly those candidates for your company that help you shape your future success.



Client centered, job specific search with guaranteed candidate exclusivity



Targeted approach of candidates via all available channels – directly in target companies, via our network of 30+ years, via active sourcing or through advertisements and publications



High assumption of responsibility throughout the entire process - from profile definition through hiring and beyond



Profound, constant and targeted search



Thorough professional and individual assessment of candidates in an independent process of personal, confidential face-to-face interviews



High interest in sustainable placements by accepting responsibility for "guarantee" claims

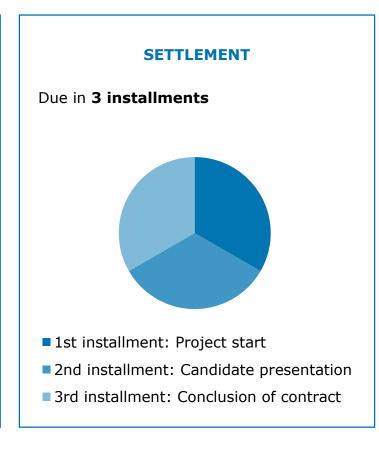
FEE

We charge a performance-related fee that follows the directives of the Federal association of German consulting firms (BDU; https://www.bdu.de/).

GENERAL INFORMATION ON FEES

TOTAL FEE

In **relation to** the candidate's **first gross** annual income



SEPARATELY BILLED EXPENSES

- Costs for job advertisements
- Candidates' travel expenses (capped at tax rates)
- Consultants' travel expenses
- Additional services according to time and effort

In reference to the quality principle, we take over responsibility for the recruitment of a candidate and therefore also for associated risks.

GUARANTEE FOR THE CONTRACTUALLY DEFINED PROBATION PERIOD

SCOPE OF APPLICATION

If the contract is terminated within the contractually defined probationary period (usually 6 months) based on bad-conduct or personal capabilities

GUARANTEE CLAIM

Repeat search without fee (against compensation of expenses) for the existing job profile

EXCEPTIONS

In case of change, modification or amendment of the job profile

True treasures are hidden. We help you find them!



KRÜGER – Personal Headhunting

Gummistraße 6 95326 Kulmbach Germany

P +49 9221 95730

F +49 9221 957320

E info@krueger-headhunting.de



www.xing.com/companies/krüger-personalheadhunting

in https://www.linkedin.com/company/17920794



