

IN SEARCH FOR PROFESSIONALS



HSH+S

Headhunters & Recruiters

Excellence in Headhunting since 1995

Professional, Effective, Confidential

Headhunting, Recruitment & Executive Search  
in Germany, Austria and Switzerland



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## Who we are and what we stand for

HSH+S is a well established, south of Frankfurt and Düsseldorf based, headhunting and recruitment agency with a focus on executive search and direct search as well as traditional recruitment.



"IN SEARCH FOR PROFESSIONALS" means

that HSH+S Headhunters and Recruiters are searching for the guaranteed best professional currently available for a specific job.

Our key focus is neither branches nor markets – our consultancy and competence is focused on sales or technical oriented companies. Clients have been medium size companies, divisions or departments from € 20 up to € 2.000 billion in sales.

### Professional Recruitment Services

With our proven track record, we are able to save or enhance future businesses through excellent and professional recruitment services.

If you are representing a foreign company, searching for Specialists or Executives in a technical or a sales oriented environment, we are your 1st Choice in Germany, Switzerland and Austria.

In our business, size doesn't matter. An advantage of small teams is sometimes, that they are able to guarantee full confidentiality.

We are using outsourced partners for special requirements. Therefore our clients don't have to pay high overhead costs and we can guarantee the support of only up to three clients of one sector to avoid our conflict of interests.





## Recruiting in Germany - Increase your Doubtlessness

Hiring an incompetent candidate - doesn't matter if it's an Executive, Sales Manager or Engineer - can cost a huge amount of money or the company's very existence. The mid term risk is, that your manager is failing and you invested not only money, but salary, time, initial trainings, infrastructure and trust – trust in your product, your market, your customer, yourself.

More than ever before, talent is a premium and can make or break the fortune of a business.



Every experienced manager knows the risk of putting an employee into the wrong job. Above all, in key positions, especially in Sales, current knowledge of the market and of the competition, in addition to professional competence, is necessary for success. The search for a good candidate, especially in a foreign country, usually entails a great deal of uncertainty. Often, the quality of the chosen candidate suffers due to time pressure and work-related stress placed on him by his superior, due to an unsuitable partner or due to a limited knowledge of the market in question.

"Management consultant, recruiting agency, executive search, headhunter, human resource consulting, executive consultant, recruiter, personnel agency, recruitment agency, human resource service agency or personnel service agency." In German speaking countries, terminology inflation for human resource services sometimes is responsible for a high degree of uncertainty, since the terms are not lawfully defined.

Many agencies are working on a success-related basis and are trying to minimize their efforts using standardized databases, often to fill an unlimited type of positions. Larger recruiters are scanning CVs arriving via e-mail for key words and competencies to get them automatically short-listed. We read through every CV personally because we set our goal to optimally fill the position for your individual business, targets and company.

You have to decide for yourself how high it is, the risk of an unsuitable hire or an unsuitable development. The more important the function and position is for your company, the more you should get competent support by HSH+S.





## Headhunting in Germany

Germany counts among the three largest economies in the world. It is the largest economic power within the European Union. Germany has more universities than any other country in Europe. Its economy is a major source of mechanical engineering and automotive products.

Many leading industries are developing measurements, radio technology, aerospace and combustion engines. The chemical, pharmaceutical and polymer companies are very often worldwide innovation leaders, as is the electromechanical, electrical and electronics sector. Even the packaging, logistics, IT and also the Biotech markets have grown to a strong importance.

### Professional Headhunting Services are required

However, it is not easy to find and motivate the right people in Germany. There are constant shortages in high potentials, well educated engineers or sales talents. Engineers especially for research & development are of highest importance, besides and because of the strong international focus, talented executives and sales managers are essential.

German employees' high standard of education, knowledge and skills is internationally recognized. More than 70 % of all Germans are speaking another language, above 30 % even a third one.

Selection and employment requirements are exacting and professional recruitment and headhunting services are a must to find and motivate good people for a change.

### The Competition for Talent is intense

The industrial manufacturing and distribution sectors have experienced incredible changes in recent years, both culturally, personally and through new technological advancements. In order to remain competitive, businesses have to think strategically about their products and services. The competition for sales talent, technical skills, experience and leadership is high. The decision to hire a candidate is always associated with a degree of uncertainty.

Our experience in recruiting talents combined with our on-the-job experiences and our guarantee increases the certainty of your decision.





## Headhunting of and for Professionals

Starting a search, we usually get and gather all necessary information to get a very good knowledge of our client, the market, competition, products, organization and his targets.



### Advantages and Differences

Our Headhunters and Recruiters are supported by research specialists and capabilities which enable them to identify, attract and motivate high potentials from all sectors.

An important advantage is, that all of our recruiters possess serious work experience on responsible operative jobs in different functions and sectors including sales, engineering and finance.

With our high time investment in getting deep into a new client's company, branch and market - especially in the first projects - the recruitment results are even getting better, as longer and deeper our knowledge of the clients targets and wishes is.

Therefore, we welcome new clients, whose target is to build up a mid- and long-term partnership with a reliable, professional, experienced and trustworthy headhunter.

Our success is the perfectly fitting candidate, in your company, investment, team and market. We have always found highly qualified candidates with innovative ideas, motivation and power that have met our clients' needs.

Let's find out, what we can do for you. Send us a mail to [meet@hshs.net](mailto:meet@hshs.net) or call us via +49 6233 1256 720





The experience of HSH+S Headhunters in recruiting talents combined with their on-the-job experiences and our guarantee increases the certainty of your decision.

We need to

- understand the philosophy and targets of your company,
- assess the mission within the field and the team,
- develop an ideal competency profile and an effective search concept, and
- not only identify a candidate, but also
- motivate him or her for a change!

Create your own advantage through us! We look forward to answering your call in English, German or French. So, please get in contact with us now:



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