

Executive Search

For higher management levels and generally for more complex challenges and searches we recommend our classic Executive Search Process.

Head of department/division, general managers, board of directors

Succession management, new business models and markets, internationalisation

Our Executive Search Process

1. Creation of the search profile including all relevant requirements and additional information as kind of contract, probation period, salary, company car, yearly vacation, The profile has to be approved by the client.
2. Research and selection of qualified candidates matching the requirements.
3. Confidential direct approach of selected candidates. First presentation of the position and reconciliation of interests.
4. Selection of the most qualified and interested candidates through further interviews (Taplow + candidates, without the client).
5. Individual report per candidate summarizing all major information.
6. First interviews with selected candidates and the client. We offer to participate in the first meeting with the candidates.
7. Reference calls for 2-3 (4) final candidates
8. Second interviews with final candidates and and the client.
9. After the second meeting we support the further process until a decision for cooperation or against it.
10. Optional: We offer to guide the onboarding process before and 6-12 month after starting in the new position – developing a detailed strategy, goals, tasks and milestones.

Planed schedule (after approval of our proposal)

Week 1-4, steps 1-3

Week 4-5, steps 4-5

Week 6-7, steps 6-7

Week 8 onwards, steps 8-9

Note: The above mentioned schedule should be seen as a guideline. It will depend on the candidate's and client's availability and the number of interviews until a final decision. We expect experienced candidates to have a notice period of 3-6 month.

Our Conditions

We are offering retained Executive Search.

Payment (non-refundable instalments)

1st instalment with approval of this proposal

2nd instalment after successful presentation of candidates

3rd instalment after signing a contract of employment

Your personal contact person

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