

## Leading executive search firm specialising in permanent placements.

Quick and efficient placement of  
well-suited professionals



## Focused on Germany's top performers. And on your success.

You deserve more: More service

PERM4 | is a leading executive search firm specialising in permanent placements. We support you in successfully filling open positions. Quickly and effectively.

Our consultants, all specialised in specific sectors, ensure your ability to efficiently fill vacancies requiring high-calibre professionals with the right candidates despite the current shortage of available executive and leadership talent. This is because we provide access to a unique, continuously expanding network of, at present, over 220,000 executives and

senior managers.

More than 8,000 companies, ranging from medium-sized hidden champions all the way to DAX-listed corporations, work with us when needed, in eight functional areas relevant to corporate success. Because they know: We don't just start searching for suitable candidates when they commission us. We've already found them. And, in this way, we're able to significantly contribute to their corporate success. And to yours!

### Your benefits

- **Specialised in permanent placements**  
You have access to the expertise and experience gained through 4,000 successful placements since 2009.
- **Highly specialised consultants**  
Each consultant specialises in a particular sector, meaning that you have an experienced expert at your side throughout the process.
- **Exclusive candidate network**  
With currently over 220,000 executive and senior management professionals, which enables a quick and efficient hiring process.
- **Performance-dependent remuneration model**  
Peace of mind for you.



# Specialised in permanent placements in eight success-relevant functional areas.

You deserve more: More expertise

Our aim: Your success. That's why we have developed a focused and specialised approach here at PERM4 | Permanent Recruiting.

Focused on the quick and efficient placement of executive-level and leadership professionals in permanent positions.

Specialised in eight functional areas that are relevant to success in all industries:

- Sales
- HR
- Finance
- Engineering
- Marketing
- IT/TK
- Supply Chain Management
- Construction/Property

This makes us the right partner for you. For every functional area there is a PERM4 | Business-Unit to support you in the hiring process.

## Your benefits

- **Long-term employment solutions**  
Experience gathered from 4,000 successful placements since 2009, enables PERM4 | to create lasting personnel solutions where company and candidate both enjoy a successful long-term working relationship.
- **Expertise in eight relevant functional areas**  
We specifically support you in areas where executive-level and leadership vacancies can quickly have a lasting, negative impact on the success of your company.



**PERM4** | SALES



**PERM4** | MARKETING



**PERM4** | HR



**PERM4** | IT/TK



**PERM4** | FINANCE



**PERM4** | SUPPLY CHAIN MANAGEMENT



**PERM4** | ENGINEERING



**PERM4** | CONSTRUCTION/PROPERTY

# Our work strategy is comprehensive. And successful.

You deserve more: More process reliability

finding the right person for a key vacant position is far too important to leave to chance or a trial and error approach.

This is why we always follow a structured recruitment process comprising eight steps:



## Cooperation agreement and project meeting

Confirmation of our working basis is followed by a meeting with key questions regarding the vacant position. This allows us to ensure that all relevant aspects of the job profile are taken into account. And that all expectations of the candidate are defined.



## Search for and pre-selection of suitable candidates

Via the PERM4 | database and the personal network of your consultant. Our innovative matching software guarantees that all suitable candidates are identified and double-checked against your job profile criteria.



## Structured selection

Initial interviews with the identified candidates take place by telephone to further filter pre-selected candidates and highlight those with profiles that precisely match the defined job requirements and with personalities that are a good fit for your company. A further interview then focuses specifically on you and your vacant position.



## CV handover

Quality not quantity. Through the structured pre-selection process, you will only receive CVs from genuinely suitable candidates who have expressed interest in the vacant position. All CVs are complete and come with a judgement from your consultant. You have all the information you need to hand and can use this to make an informed decision.



## Management of the interview process

Following your feedback, which is respectfully passed on to those candidates leaving the process, we coordinate further interviews as well as the feedback process for you. Your consultant is at your side throughout this to guide and advise and ensures that you are able to form a comprehensive impression of each candidate. So that you can ultimately offer the position to the right executive professional.



## Support during contract creation

Your consultant is there to support you right until the contract has been signed, providing their market, industry and process-based expertise and moderating expectations on both sides. This ensures that you won't lose the chosen candidate after selection.



## Signing of the contract

To avoid a waiting period, which can be unsettling and may jeopardise the hiring process, your consultant manages deadlines after the agreed upon employment contract is despatched and ensures a smooth process. On both sides.



## Supporting the candidate

After the contract has been signed, your consultant supports your new employee in resigning from their previous position and continues to be available to answer any further questions. This ensures that the candidate doesn't withdraw and that your newly employed executive talent starts work as agreed..

## Highly specialised 360° consultant.

You deserve more: More professionalism

At PERM4 | you are supported by a consultant who specialises in your field. Because we are not a generalist service. We are the sum of almost 200 experts.

That means: For each assignment, you work with an established professional in that particular career field. In partnership. Because they have a precise knowledge of the professional requirements, developments and standards within "their" field.

Consequently, they are able to provide specialist support through the entire process and manage the placement process for you. Instead of slowing you down, it enables you to find a suitable executive-level or leadership professional within a short time period. Genuine added value. For the department in question as well as for HR.

### Your benefits

- **Specialist advise and support. In partnership.**  
You have an expert at your side.
- **Specialist knowledge plus consultancy and process expertise**  
ensure a quick and efficient hiring process.



# We don't need to search. We've already found them.

You deserve more: More productivity

In contrast to usual market practice, we take a proactive approach: We don't just start searching for suitable candidates when you commission us. We've already found them.

Because each of our consultants is in daily conversation with professionals in their specialist field for several hours each day. Therefore, they know which top performers are looking for a new challenge with a permanent contract. And which candidate is the best fit for your company in terms of skills and expertise.

## Your benefits

- **Fast processing**  
We are able to suggest suitable candidates to you within a just a few days.
- **Quick recruitment**  
On average, successful PERM4 | recruitment only takes 28 working days - from commissioning to signing of the contract.
- **Minimised cost of vacancy**  
Every unfilled position reduces productivity and jeopardises customer relationships, has an impact on turnover and on motivation. Day after day. Quick recruitment minimises this cost of vacancy.



## Exclusive candidate network

### You deserve more: More choice

In the German-speaking region, there is near to full employment in the field of executive-level and leadership positions. As sought-after high-calibre professionals are therefore in permanent positions and only rarely use job sites or portals, they are difficult to reach by the usual means. Top performers don't search. They want to be found.

Every PERM4 | consultant has access to an exclusive, daily updated network with currently over 220,000 executive-level and senior management professionals, which enables them to approach suitable candidates on your behalf.

This means they are also able to reach candidates that aren't searching for employment and can therefore ensure that, despite the current shortage of available executive professionals, you are able to efficiently hire the employees you require.

## Your benefits

- **Access to over 220,000 executive-level and leadership professionals**

Candidates with the desired skills and expertise can be specifically targeted.

- **An extensive selection**

You are not limited to the (few) candidates who apply for themselves when looking to fill a position.

- **No compromises**

You are able to select the candidate who best meets the requirements of the vacant position.

- **High standards**

The data/information of candidates who are part of the PERM4 | network has been substantiated through a multi-stage process. This provides assurance during the selection process.



## Our invoice: Only on placement success.

You deserve more: More security

We see ourselves as a partner. For this reason, we work exclusively on the basis of a successful outcome. That means: You will only receive an invoice from us when we have provided a successful placement.

This performance-based payment approach provides you with full financial security: If you don't find the candidates convincing, you don't have any costs.

### Your benefits

- **No risk involved**  
You only pay upon a successful placement.
- **Fixed costs**  
You don't pay for any "partial successes".



## Facts and Figures

You deserve more: More transparency



### Location

Berlin, Frankfurt am Main, Nürnberg



### over 100\*

Employees



### 9.092\*

Clients



### 223.519\*

Candidates



### 28 Tage

Average placement period



### 2009

Founded

\* As of: 9.24.2020



## When can we introduce you to suitable candidates?

You deserve more: More collaboration

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We look forward to working with you.

