



RUF HR

Management Consulting & Solutions

HR Search

Fact Sheet

Product description

For various reasons, it makes sense to call in external support in the search for personnel. We are at your disposal as proven professionals for the job definition, the active, focused search and the well-founded selection.

Goal

We will fill your position with the right person within a reasonable period of time.

Procedure

01 Briefing

Before we start our search, we meet with you for a detailed briefing. We get a picture of your company, of the organisation and the relevant contexts, but also of decisive factors such as values and leadership culture. We discuss the requirements of the position and the necessary qualifications, the ability to act and make decisions. A comprehensive understanding of the position is the solid starting point for a successful search.

02 Success factors

We go a step further in our analysis by elaborating the success factors of the position. We also discuss points such as the expected work result of the position, the contribution to success and the expected impact in the strategic context of your company. The cultural fit is a decisive criterion for us. We discuss with you the desired effect of the new appointment in terms of diversity, innovative strength and ability to integrate.

03 Search & Approach

We conduct a targeted search and professional approach. In doing so, we use our active network of contacts as well as modern ways of identifying potential candidates. We are discreet in our approach and know how to deal with demanding personalities. Nevertheless, we remain critical and form a realistic picture of the qualifications.



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04 Decision

Our goal is to present you with an attractive selection of applicants so that you can ideally fill your position. You will receive meaningful documentation from us with clear statements and assessments that get to the point. This allows you to concentrate on the decision-making process.

Costs & Billing

A search mandate is settled at a reasonable fee in line with the market, which is based on the annual gross salary of the function. We will be happy to send you our general terms and conditions for the search.