

KRÜGER – PERSONAL HEADHUNTING

Company presentation
Kulmbach/Germany

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

30 years of management consulting and headhunting

For the success of our clients we bring **three decades of experience** as well as our **joined professional expertise**.

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

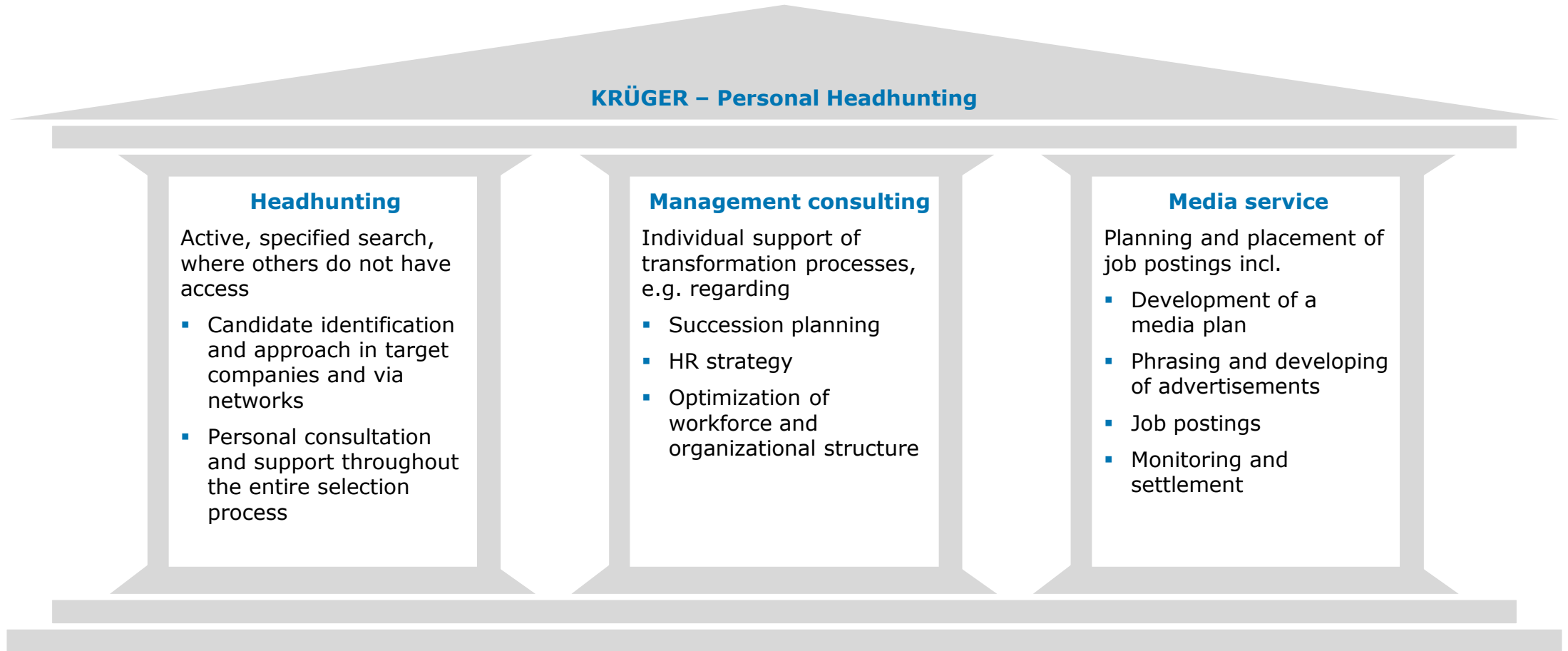


2020

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.



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

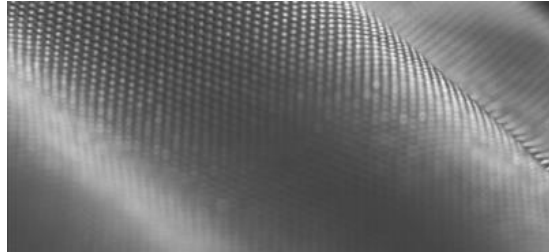
Our roots lie in the textile, furniture and object industry. However, over the decades we have acquired substantial knowledge and have won clients in many branches **within our region as well as the entire German-speaking area.**



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

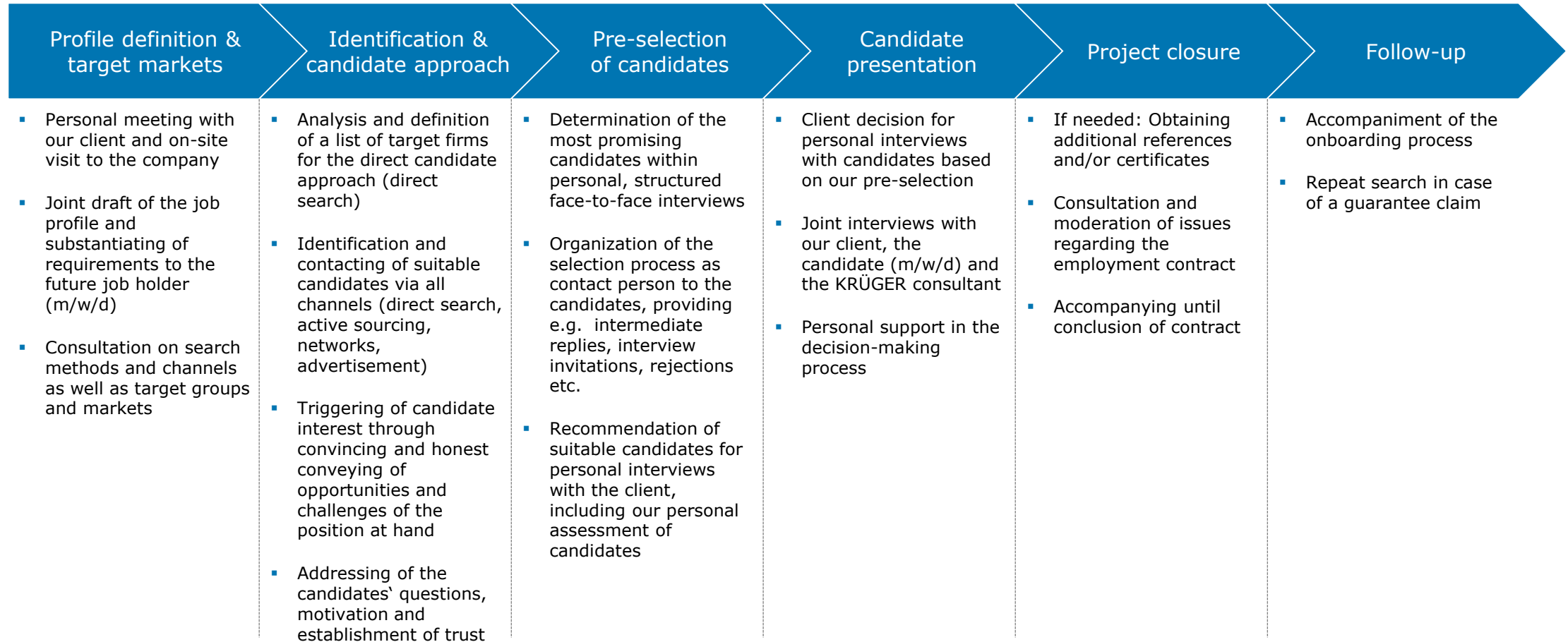
- Born in 1985
- Diplom-Betriebswirtin and Bachelor of Arts in European Business
- 10+ years of experience in strategy and management consulting as well as headhunting
- Since 2017 KRÜGER – Personal Headhunting



HEADHUNTING SEARCH PROCESS



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



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/>).

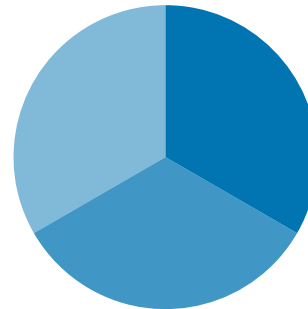
GENERAL INFORMATION ON FEES

TOTAL FEE

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

SETTLEMENT

Due in **3 installments**



- 1st installment: Project start
- 2nd installment: Candidate presentation
- 3rd installment: Conclusion of contract

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!



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