

# **Fischer** | HRM

International Executive Search

**International Team of Consultants,  
providing specialized and quality  
Recruitment and HR services**



## About Fischer HRM

- **Established in 2002** by Maria Fischer, building strong, professional relationships with clients and candidates globally.
- Recruiting from and within Germany but also internationally
- **We find the right people to fill your vacant positions worldwide** – and by 'right' we not only mean in terms of qualifications but also with regards to your corporate culture.
- Using up-to-date communication methods from our base in Düsseldorf, **we can source employees with international experience either for Germany or other subsidiaries around the globe.**
- **Quality is our strength** – and we mean this in every possible way and with every single partner – with companies, candidates and colleagues.

Reliable. Creative. Fast.





**Daniel Skinner**  
**Senior**  
**Consultant**  
**IT & Digital**  
**Desk**

- **Industry experience:** Over 10' years experience and a demonstrated background in B2B Sales, Telecommunications, IT and Technology (both commercial and technical)
- **Areas of expertise:** Human Resources, Sales Executive
- Several years of experience as a Recruitment Consultant at an international recruitment agency based in the UK
- Focus recruiting in the US, EMEA and APAC
- Senior Consultant at Fischer HRM since 2020



**Christoph Pietsch**  
**Senior Consultant**

- **Industry experience:** Service Industry, Machine and Plant Engineering, Automotive, IT
- **Areas of expertise:** Human Resources consulting, Sales consulting
- Apprenticeship in wholesale and foreign trade (focus on B2B sales)
- 20 years of successful work in the personnel consulting environments
- 5 years team leader sales; international personnel service provider
- 15 years experience as Managing Director; HR consulting and staffing for well-known companies
- Senior Consultant at Fischer HRM since 2021



# Our Recruitment Process

- 1. Briefing:** in-depth call to qualify the job to gain a better understanding of your needs, both from a qualification perspective as well as a cultural fit for your company.
- 2. In-house candidate research** through our database, networks, online jobboards, social media, etc.
  - *optional:* direct search, executive search, search according to target companies, etc.
  - *optional:* publishing of job ads where needed.
- 3. Selection process:**
  - First telephone interviews with potential candidates and screenings of application documents.
  - Interviews via teams with the respective consultant.
  - Written candidate reports and needed application documents.
  - Assist in arranging of face-to-face/online interviews directly with candidates and client.
  - Supporting in engaging and attracting candidates throughout the recruitment process.



## Areas of Expertise

- C-Level
  - (Chief) Executive Officer
  - (Chief) Financial Officer
  - (Chief) Technology Officer
  - (Chief) Sales Officer
- Director Level
  - Managing Director
  - Sales Director
  - HR Director
  - Finance Director
  - Technical Director
  - Marketing Director
- Senior Specialist
  - Senior Account Manager
  - Senior Solutions Engineer
  - Cloud Security Specialist
  - Operations Manager
  - Technical Manager



# Opportunities and difficulties in the German Market:

- Candidate rate: Minimum wage for low skilled candidates with no formal education background is €12.50 p/h. For skilled candidates with a form of higher education the rate is €40.50 p/h
- Candidate Market in Germany: Very competitive - due to lack of talent in the market compared to job openings.
- Candidate expectations: Salary packages and benefits generally need to be very attractive to secure talent in the market.
- German Contracts: Having a GmbH set up is more enticing for potential candidates within Germany. Most would not be keen to work with a company in which they do not have a German contract.

