



Edelweiss
management consulting

possibilities

*«It doesn't matter if all chairs are full –
it matters that you have the right people
in them»*

DUSSELDORF · TALLINN · PRAHA · KIEV

Talented
People Are
The Most Valuable
Resource
In Any organization



ABOUT US

Edelweiss Management Consulting GmbH

Founded in Germany and based in Prague (Czech Republic), Kiev (Ukraine) and Tallinn (Estonia), EDELWEISS Management Consulting GmbH since 1997 specializes in recruiting and executive search.

Besides Germany, Austria and Scandinavia, we are focused on the emerging markets: Czech Republic, Slovakia, Poland, Hungary, Ukraine, Russia, Georgia, Latvia, Lithuania and Estonia.

Our clients are companies from almost all business sectors: from small companies to large international corporations. We strive to work with clients on the basis of long-term cooperation.

We differ from our competitors in profound market knowledge of our consultants and the unique opportunity of access to professionals.



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experience



OUR SERVICES

EXECUTIVE SEARCH

What if you need a professional who is not looking for a job and does not place his resume on job sites? We will accomplish this task.

CLASSICAL RECRUITING

The old, good and proven way of recruitment.

An effective way of recruiting qualified professionals or middle level managers, allowing optimization of the price/quality relationship. This service allows our customers to find the best personnel solution, defining the best professionals available on the labor market.

HR-CONSULTING

In addition to the Executive Search, we offer professional services of innovative and effective HR consulting what allows our clients to focus on the market of qualified professionals, to carry out planning and management of their HR policy.

OUTSOURCING

Do you want to outsource your whole recruitment process or only a part of it - we are your experienced partner: we offer a full portfolio of outsourcing services in the field of human resources. HR-outsourcing offers a good opportunity to use your resources more efficiently.

OUTPLACEMENT

The method of socially acceptable and constructive dismissal of an employee.





individuality

OUR BENEFITS

PROMPTNESS

We work as quickly as possible: the time of closing a vacancy is from 1 week to 1 month, and in most cases we can provide candidates within 2-7 days. If professionals who meet your criteria are in our candidates' database, we will present them within 24 hours of placing your order.

CAREFUL SELECTION

The selection of candidates is based not only on their experience, but on their abilities, attitude to life and ambitions. Thus, using the proven technology of personnel's search and selection, we can offer candidates who fully meet the client's requirements.

CONFIDENTIALITY

Your vacancies and your search remain strictly confidential.

COMPETENCE

Our professionals have the appropriate education and experience, allowing carrying out a qualitative selection of candidates. Consultants do know the business, labor market trends, and the newest information.

EFFICIENCY

Direct contacts to candidates allow us respond quickly to requests, what brings significant time savings in searching professionals for our customers. We have an extensive candidate's database of middle and senior levels from almost all business areas.



success

WORK STANDARDS

Interaction with the client begins with the receipt of the order and the signing of the contract. For each client of EDELWEISS Management Consulting will be assigned a personal manager, who works with this client from the very beginning until the vacancy's closing.

We provide the first candidates within 3-7 days after signing the contract (the application form); the maximum time of the position's closing is 1-2 months, depending on the complexity of the vacancy.

Types of candidate's search that we use: company database, direct search, personal contacts and recommendations, Executive Search, headhunting, advertising in the media (selected newspapers, magazines and websites). Preference is given to the direct search and recommendations.

Reporting. On agreement with the customer the personal manager prepares a weekly/ monthly report or a report on request, regarding candidates considered for the position.

The ethical principles of EDELWEISS Management Consulting GmbH comply with generally accepted ethical standards of recruitment and consulting companies, approved by EU directives and other documents. According to the standard contract, the agency agrees not to offer vacancies to employees of the customer during the validity of the contract, as well within one year after its expiration.

Each consultant manages from 5 to 15 clients/positions; to improve the efficiency of work there is a separation of the consultants by areas of activity.



trust

SUMMARY

- + 15 years on the European recruiting market, 9 years in Ukraine, Russia and CIS.
- + Experience in almost all business areas.
- + The company specializes in middle and top level professionals.
- + 90% of the customers are large international companies.
- + Own database of highly qualified professionals: 75 000 candidates.
- + Direct access to candidates: personal contacts, recommendations.
- + First resumes will be delivered within 24-72 hours; time of closing -7-30 days.
- + Personal manager.
- + No restrictions on the number of candidates for one vacancy.
- + No pre-payment for our services.
- + Additional services for clients: outplacement, outstaffing, outsourcing and staff leasing, outsourcing of payroll and compensation, outsourcing of record-keeping.

They have already trust us their personnel:



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SEEMINGLY SIMPLE PUZZLES...

When hiring staff, you face with two sides of one coin.

On the one hand, you look at the past of the candidate to understand whether he/she is productive or not. On the other hand, you have to manage to "predict the future," to try to understand if the candidate manages to fit the work after you hire him or her.

How long will the candidate work? Will he/she be able to manage different issues in this position? And how will the newcomer communicate with other colleagues? Can we trust him/her material assets? And this ...? And that? There are many questions.

Foresee the future is not a simple task. Without a reliable tool to solve this problem is not easy. We offer you three simple tests, which, at least, will check the level of logical thinking of candidates.

1. Snail needs to climb the ten-meter pillar.

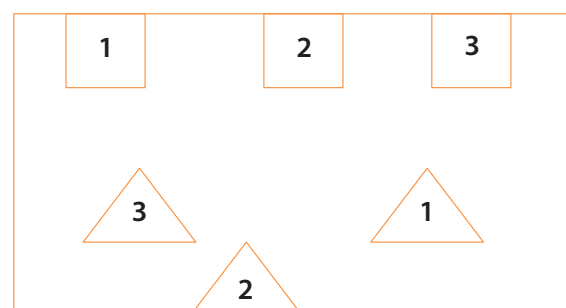
How long will it take, if in one day it climbs to six meters up, and during the night it slips five meters down?



2. How much does a brick weigh, if it weighs 1 kilogram plus half of the weight of the brick?



3. Connect the same numbers with the lines so that they do not intersect.



P.S.: It is prohibited to go beyond.



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EDELWEISS Management Consulting GmbH

4-A, Verkhniy Val Str., 2nd floor, office 216, UA-04071, Kiev, Ukraine

Tel.: + 380 44 495 30 11

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