

TALENTS DON'T SEARCH ...

... they want to be found!



Pape

create for recruiting

Innovative Search for more than 30 Years – and counting:

We offer professional recruitment and target-oriented solutions for any budget
Executive Search • Headhunting • Creativity • Industry Know-how • Strong Network
95 % Completion Rate plus Guarantee • Positive References from more than 1000 Clients





SEARCHING FOR THE BEST?

Welcome to the PAPE Consulting Group AG

“Never before has it been so complex to motivate top-class candidates for a career change. Virtually full employment in Germany, the shortage of qualified specialists and managerial staff and low career change motivation. That is not for newcomer, but precisely these people promise everything for little money and also want a piece of the pie. More and more companies are unable to fill their vacancies by their own efforts and thus lose momentum. Employees are the most important asset of a company, so one should not make any mistakes.

We do what we are doing for more than 30 years, have gone through all market phases and storms. That we do successfully perform for our clients today and keep doing so, is the best reference, even if awards like “Headhunter of the Year“ or the annual awards of the business magazine “FOCUS“ and the newspaper “DIE WELT“ are flattering.

We are proud of our virtual 100% placement rate, in which we have continuously ranked among the industry leaders. And we are doing things differently and always looking for new ways, because our slogan: “create for recruiting“ is both guiding principle and commitment.

Try us out, because the success of a company is primarily measured by the quality of its employees. Do not make any experiments or compromises here:

“First time right“ – we look forward to your challenges!



Christian Pape, Dipl.-Ing.,
Founder, CEO,
Author and C-Level Consultant



REWARDING WORK

Pole Position as HR Service Provider and Headhunter

Pape Consulting Group AG has received various awards as one of the leading top Executive Search companies in Germany:

- ❖ 5x in a row from the business magazine Focus
- ❖ 3x in a row from the "WELT"
- ❖ HIPE AWARD 2021 (High Performance Award in Service Industry)
- ❖ Experteer and XING: Headhunter of The Year
- ❖ Candidate Experience: 6 Stars from Experteer
- ❖ „TOP Berater“ from „Die Welt“
- ❖ „TOP Mittelstandsdienstleister“ from „Wirtschaftswoche“
- ❖ TOP Personalberatung 2022 from „Handelsblatt“

„We are delighted with these awards from such competent and objective jurors, who evaluated our performance and the quality of our work so positively. This motivates us to be future innovators and to remain pioneers in our field!“





WE DON'T MAKE PROMISES

... we exceed expectations

- ❖ **Over 1000 satisfied clients** ♦ Recommendations are the best confirmation.
- ❖ **Never give up** ♦ 95% completion rate in 2019 is the top rating in the industry.
- ❖ **Longstanding experience** ♦ Excellent knowledge of the industry, a network that has grown over many years and valuable insider-knowledge are an indispensable added value for our work.
- ❖ **First choice in Executive Search** ♦ for many companies.
- ❖ **Diverse search methods** ♦ We have coined the term “solution provider“ in our industry. We don't talk, we listen first and then apply the right methods and approach.
- ❖ **Being different and having a different point of view** ♦ Our proprietary, candidate-centered approach is time-consuming, however, it allows us to build trust with even the most demanding personalities.
- ❖ **Our aspiration** ♦ We consider ourselves in all fields as pragmatic, committed and creative solution provider alongside our clients.



„With both my network and passion I support each client individually and in the best possible way.“

Eva Heppel, Senior Partner



ONLY WHO KNOWS

Our Industry Focus and Expertise:

C-Level • Advisory Board • Sales • Marketing • Personell • Finance • Quality Management • Supply Chain • Purchasing • Technic • Development • Production • Project Management

Automotive • Chemistry • Consulting & Management Consulting • Consumer Goods • Industry • Energy & Utility • Fashion & Lifestyle

Semiconductor/ Microelectronics • IT & Technology • Infrastructure • Electronics • Life Science & Healthcare • Mechanical Engineering • Media & Entertainment • Retail & E- Commerce

Telecom & Network • Internet and Applications • Packaging Service • Hotel Industry • Gastronomy • Brewing

Each consultant has his or her specialization.
For interdisciplinary topics we bundle our expertise and act as a team.

... can achieve goals



“A secret to our high success rate is our industry focus. Only those with specific industry knowledge are credible recruiters and can win clients and convince candidates!”

Günter Reinhold, Board member, Consultant



STRONG CONNECTIONS

... in good company

- | | | | | |
|---|-------------------|-------------------------------|---------------------------|---------------------|
| 1&1 Internet AG | Cideon | HIMA | Messe München | Siemens AG |
| Aareon Wodis | Cirquent | Hitachi | MKS Instruments | Sixt |
| Abercrombie & Fitch | Citrix | Huber + Suhner | Neopost | Software AG |
| Actemium Cegelec GmbH | Comline | Hugo Boss AG | Network Associates/McAfee | Solarworld |
| Akademie für Führungskräfte
der Wirtschaft | ContiTemic | IDEO | Nexinto | Solreco |
| Adaptec | NXP | LDMedia | HILTI | STMicroelectronics |
| ADT | D & B Deutschland | Infostex | NXP Semiconductors | STMicroelectronics |
| AEG Power Solutions | Dornier | Infinion Technologies AG | schufa | ESPRIT collection |
| Agilent Technologies | BOSS | Infor | Open Text | ESPRIT collection |
| Ahold | DVAG | Infogeräte | Pack 2000 | ESPRIT collection |
| Allianz | EBEHA KO/Cegelec | IPT Institut für Prüftechnik | PACT | ESPRIT collection |
| Allysca | Ecclesia | Ingelheim Mosburg AG | HAUFE. | ESPRIT collection |
| Altera | ESPRIT | Kingfisher/STMicroelectronics | LEXWARE | DMT |
| Analog Devices | Esso/ROC | Konradhof | Planatol Gruppe | Dorner MacTeich |
| Antalis Verpackungen | K'ÄRCHER | Logica CMG | Planon | Takko |
| AON Hewitt | Fujitsu | LSG Sky Ch | amadeus | Toshiba |
| Cognos/Apple | GAH Gruppe | LSI Logic | Porsche | Total Walther |
| Atotech | ATOSS | Magna Automotive | Prodinge Verpackung | DUNGHEINRICH |
| BAE Systems | GFT Technologies | Mars | PLIMA | trovicor |
| Baxter Pharma | GMX | Matinrea | NTT data | TRW |
| Biolink | Haufe Gruppe | MatrixOne | SAP | Veritas |
| BMW | Heyne Verlag | Media Saturn GFI | Schneider Electric | Vescon |
| Bosch Sensortec | Hilti | Meiller Kipper | Schreiner Group | Vinci Energies |
| Carlsberg/Holsten | | Mentor Graphics | Scout 24 | Von Roll |
| Centrosolar | | Messe Frankfurt | Sensitec | Web.de |
| Ciber Novasoft | | | | |



THE SUPREME DISCIPLINE: EXECUTIVE SEARCH

All can search. Many can find. Only few can convince.

Successful staff recruitment and human resources management distinguishes average companies from the real champions. We are one of the leading executive search companies in Germany who specializes in this supreme discipline. We undertake searches at all levels, whether it be executives, management successors, executive directors, advisory councils, CEOs, COOs, CFOs, CTOs or managers. Our know-how is based on 30 years of knowledge in executive searches and the innovative further development of methods and approaches.

Our clients consist of large corporations, as well as mid-size businesses. In the supreme discipline of executive search, dependability, personal contacts, seniority, experience and convincing skills all count. Additionally, despite a shortage of qualified personnel, we are able to successfully fill lower-level positions via our direct search approach.

The art of what we do involves being able to motivate qualified candidates, who are not initially looking to change their jobs, by impressing them with an authentic and captivating story which ultimately leads them to want to make a change. This can only be accomplished when one creates a deeper relationship with a person and presents oneself as an honest and credible career coach.



“We guarantee to search until
your vacancy is filled!”

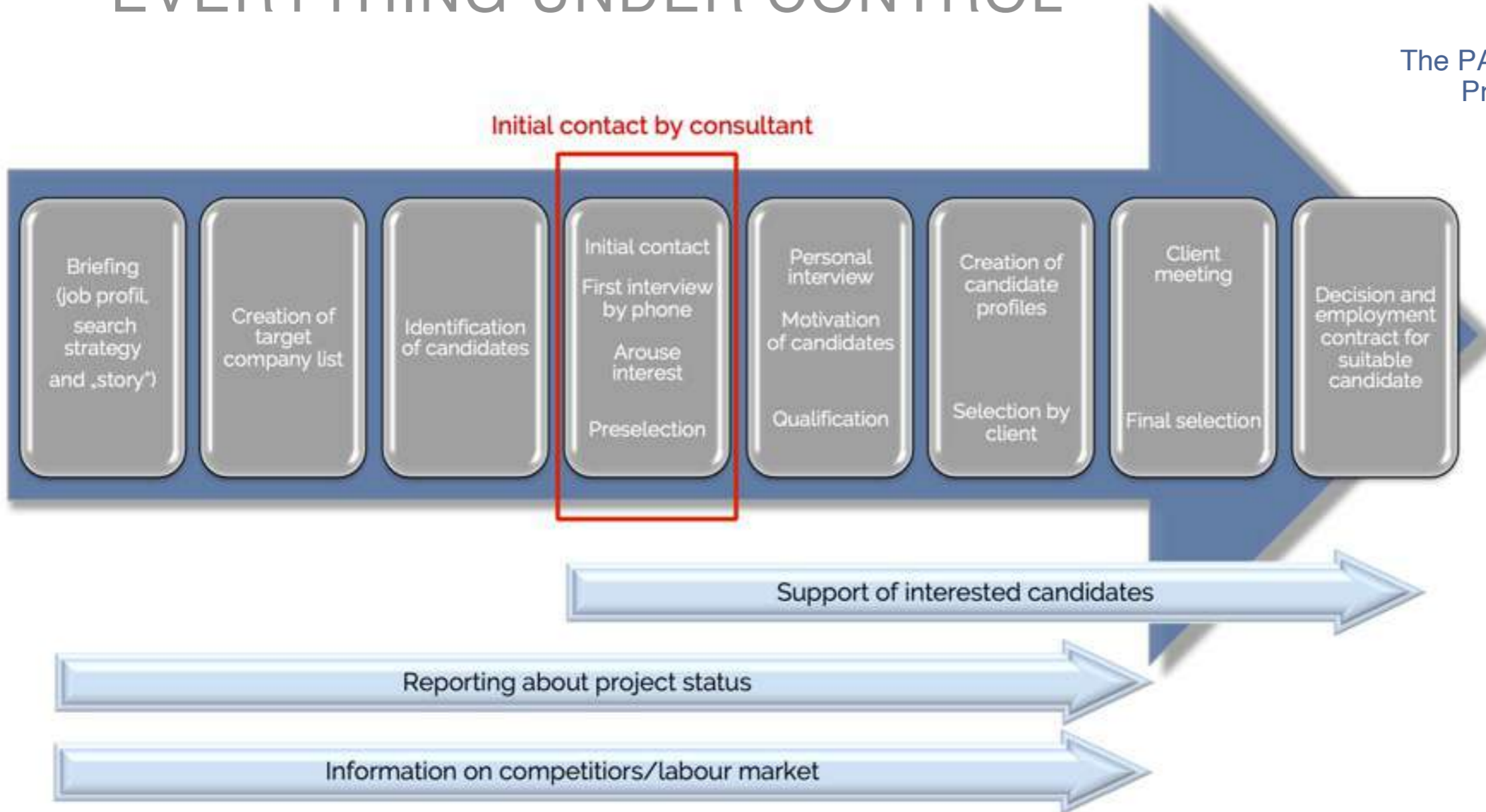
Christoph Lehmkuhler
Member of the extended Management Board



EVERYTHING UNDER CONTROL

The PAPE Search Process Flow

Initial contact by consultant

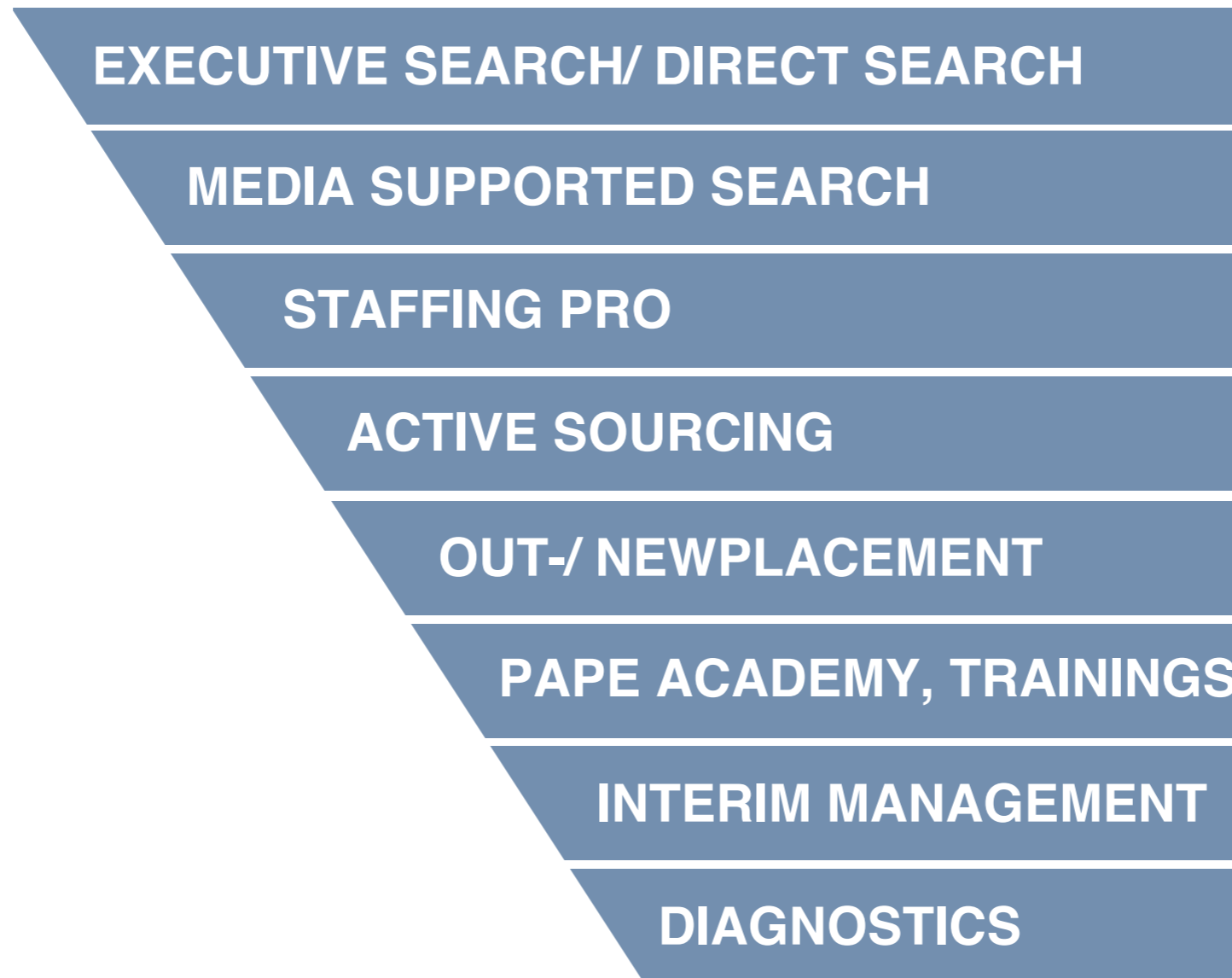


“The consultant is always the central contact for all stakeholders.“

Michael Kuchenbuch,
Managing Partner



THIS IS WHAT WE MEAN BY SOLUTION PROVIDER



“If your only tool is a hammer,
every problem looks like a nail!”
(Paul Watzlawick)

To us, having a variety of
solutions was always important,
so that we could offer our clients
the best possible options
available.

Dr. Jürgen Rohrmeier, Chairman
of the Supervisory Board and
Consultant

DOES A RECRUITER HAVE A VISION?

We do!

Searching, finding and convincing are not the only essential components for doing a good job. It is of paramount importance to us that both candidates and clients are a long-term match.

We call this the “**perfect fit**“ when both the clients and the candidates are in synergy with each other.



We have chosen a symbol to represent our vision:

A control centre. This stands between

- ❖ growing, employee-seeking companies and
- ❖ highly qualified personalities, who want to design a career for themselves.

Instead of acting merely as headhunters, we operate from the start as “solution hunters“, who consistently hold this vision, and emerge as progressive thinkers and market leaders within the recruitment industry.



PAPE · YOUR PERSONNEL CONSULTANT

... for any situation

- ❖ **For more than 25 years in the market:** Documented dependability, quality, maturity and experience in a volatile field
 - ❖ **Never give up:** Executive Search with nearly 100% success rate and guarantee
 - ❖ **Industry Specialization:** “The consultant is a specialist rather than a generalist“= the secret to our success
 - ❖ **Careful Candidate Approach:** We gain trust through our very personal approach when speaking to candidates. Career discussions take the place of random phone calls
 - ❖ **100% PAPE:** Each consultant is always a project manager and personally attends to all project phases
 - ❖ **Solution Provider:** Aside from direct search, we offer holistic recruitment solutions – in doing so, we have revolutionized our industry
 - ❖ **Certified Selection Methods:** We ensure the filling of vacancies by applying specific aptitude diagnostics methods
 - ❖ **Practiced Values:** Passion, Respect, Integrity, Confidence, Competence, Credibility, Excellence, Loyalty, Dedication
 - ❖ **Excellence in our Work:** FOCUS and XING Top Recruiters 2014-2018 · Named one of the top ten in our field in Germany by BDU in 2000
 - ❖ **Google also recommends PAPE:** Among 2.5 million search results in the field of personnel consultancy, we consistently rank in the top 5
-

OUR TEAM



CHRISTIAN PAPE
Chairman, CEO and Consultant



GÜNTER REINHOLD
Management Board member
and Consultant



MICHAEL KUCHENBUCH
Management Board member,
Consultant



DR. JÜRGEN ROHRMEIER
Chairman of the Supervisory Board
and Consultant



ULRIKE ZIMMERMANN
Member of the Supervisory
Board and Coach



CHRISTOPH LEHMKÜHLER
Member of the extended
Management Board, Consultant



ANDREAS SCHÖNEMANN
Managing Partner, Consultant



EVA HEPPEL
Senior Partner, Consultant

OUR TEAM



REINHARD POTZNER
Senior Partner, Consultant



ISABEL-CHRISTIN ENNENBACH
Senior Partner, Consultant



SARAH BEUMER
Senior Partner, Consultant



BRIGITTE LANG
Managing Partner, Consultant



MICHAEL WEYER
Senior Partner, Consultant



DANIEL SCHRÖDER
Senior Partner,
Consultant



DIMITRI VAN DEN OEVER
Senior Partner, Consultant



MARCO HAINZ
Senior Partner, Consultant

OUR TEAM



MONIKA HUBER
Assistant to the Management,



THOMAS PRASCHAK
Project Consultant



JENNIFER EDER
Project Consultant



STEPHAN SCHÖNEMANN
Project Consultant



ADRIAN GANDER
Junior Project Consultant



JENNIFER SAAM
Junior Project Consultant



LUCA GRÜTZNER
Junior Project Consultant

About Christian Pape

CEO · Consultant · Chairman · Top Headhunter · Book Author



Christian Pape, holds a Master's Degree in Electrical Engineering, is chairman of the board of directors at Pape Consulting Group AG, a very distinguished representative of his profession, a highly sought-after commentator in the media (such as Bild, Focus, Süddeutsche Zeitung, die Zeit, Spiegel, Manager Magazin, RTL, N-TV, VOX, MDR) and book author. He runs the company, acts as top-management headhunter, offers career coaching to people going through career changes and is a coach for new personnel consultants and company partners.

Furthermore, Mr. Pape is the author of various books, including the entertaining best-selling book and career guide "Traum! Job! Now!" from Heyne publishing house and "Lust auf den Traumjob".

In 1992, he started his own business and fulfilled his greatest dream. He discovered a gap in the market for specialized and industry-oriented personnel consultants and thus started his first company. And in 2000, he proudly led the company as one of Germany's top 10 in the recruiting industry.

Today the company ranks amongst the best-known and leading Executive Search Consultancies in Germany and has received various industry awards.



THE FIRST STEP IS DONE.

Are you taking the next one?

Thanks for your interest in the PAPE Consulting Group AG! On the previous pages we presented our philosophy.

Now we hope we could raise interest, we now invite you to experience with us how many opportunities a change can bring.

We invite you to have a further look on our different services - and look forward to a successful corporation.

“First time right“ – we look forward to your challenges!

Pape Consulting Group AG Personalberatung

Herzog-Heinrich-Straße 18 • 80336 München • TEL: +49 (0) 89 9545 997 0



www.pape.de



info@pape.de



Pape

create for recruiting