

Looking for the best?

The best employees, the best job, the best headhunter?



Pape

create for recruiting

Welcome to PAPE!

For 30 years we have been your experts for HR consulting, executive search, interim management, headhunting, outplacement, recruitment, diagnostics, consulting for medium-sized companies, inverse headhunting, coaching and much more.

We see ourselves as a solution provider for clients and candidates. This is how we have revolutionized the personnel consulting industry. Our philosophy is that recruitment today requires a pioneering spirit, imagination and a diversity of solutions.

Talents do not search

They want to be found and convinced!

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Scenario

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Never before has it been so complex to motivate top candidates to change careers. Almost full employment in Germany, a shortage of qualified specialists and managers, and little motivation to change careers. This is no place for newcomers, but it is precisely these companies that promise everything for little money and also want a piece of the cake. More and more companies are unable to fill their vacancies on their own and are losing momentum. Employees are a company's most important asset, so you cannot afford to make any mistakes.

We have been doing what we do for more than 30 years and have been through every market phase and storm. The fact that we are successful for our clients today and will continue to be so in the future is the best reference, even if awards such as "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 near 100% placement rate, which has consistently placed us at the top of the industry. And we do things differently, always looking for new ways to do things, because our slogan 'create for recruiting' is both a guiding principle and a commitment.

„If you want a job done well, hire a professional!“ (Léon der Profi)



„Put us to the test, because a company's success is measured first and foremost by the quality of its people. So don't experiment or compromise.

"Right the first time" - we look forward to your challenges!

Christian Pape, Dipl.-Ing., Gründer,
CEO,
Bestselling author and C-level
consultant

REWARDING WORK

Trust recommendations! Anyone can praise themselves!

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PAPE has received many awards as one of the leading TOP personnel consultancies/executive search in Germany. The opinions of external, competent jurors are of course much more meaningful than self-praise:

- ❖ **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)**
- ❖ **Wirtschaftswoche: TOP Consultant**
- ❖ **„Branchen-Oscar“: XING and Experteer „Headhunter of The Year“**
- ❖ **Candidate Experience: 6 stars from Experteer**
- ❖ **Handelsblatt: TOP Personalberatung 2022**
- ❖ **Wirtschaftswoche: "Die besten Dienstleister für den Mittelstand"**
- ❖ **CEO Excellence Awards: Christian Pape is „most influential Headhunter“**
- ❖ **KUNUNU: TOP Company and TOP Arbeitgeber 2022**



"We are, of course, honoured and delighted by this wealth of awards. We are not aware of any other consultancy that has been voted Top Consultancy so often and so widely by the media.

For us, however, it is first and foremost an obligation not to stand still, but to constantly evolve in order to remain not only competitive, but also THE pioneer and trailblazer in our industry. "

Christian Pape, CEO

We are solution providers

Only methods adapted to the problem lead to the goal

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We see ourselves as a solution provider.

This includes recruiting specialists and executives, executive search at top management, C-level and board level, conducting assessments, coaching, training, diagnostics, active sourcing and outplacement/newplacement. In addition, there are new innovative methods such as perspective consulting, StaffingPro, ImageVideo and inverse headhunting.

EXECUTIVE SEARCH/ DIRECT SEARCH

MEDIA SUPPORTED SEARCH

STAFFING PRO

ACTIVE SOURCING

OUT-/ NEWPLACEMENT

PAPE ACADEMY, TRAININGS

INTERIM MANAGEMENT

DIAGNOSTICS



*"He who knows only the hammer as a tool, for him every problem is a nail!"
(Paul Watzlawick)*

"Diversity of solutions has always been important to us in order to successfully implement the best possible option for our customers."

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

What you can expect:

Recruitment is Champions League

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YOU EXPECT

- ❖ ... **reliable processing**
- ❖ ... **a problem solver**
- ❖ ... **the best candidate**
- ❖ ... **transparency in the project**
- ❖ ... **perseverance**
- ❖ ... accuracy
- ❖ ... **After Sales Support**

WE PERFORM

- ❖ 30 years in the market, over 1,000 satisfied customers, many awards. We guarantee to search until the vacancy is filled.
- ❖ We are guided by your specifications, not by our "preferences". We listen carefully and then develop the right solution from a wide range of options.
- ❖ We are not CV brokers. We find the best from our network plus always also a structured search
- ❖ You will receive a regular status report, feedback from the market and opinions on your position and image.
- ❖ We never give up!
- ❖ We have insider knowledge and, if necessary, form interdisciplinary teams of experts
- ❖ After signing an employment contract, it's not over. Our support continues and we also offer a guarantee of 6 months.



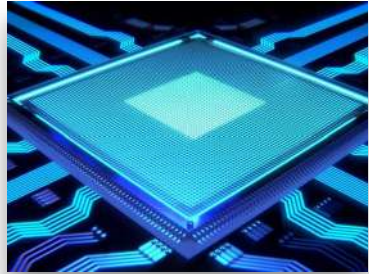
"With my network and a lot of passion, I look after each client individually and in the best possible way."

Eva Heppel, Senior Partner

Our industries

No generalists. Our personnel consultants are industry professionals.

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Semiconductor &
Microelectronics



Automotive &
Suppliers



Chemistry,
electroplating,
Adhesives



Energy and
Power engineering



Electronics,
Electrical engineering



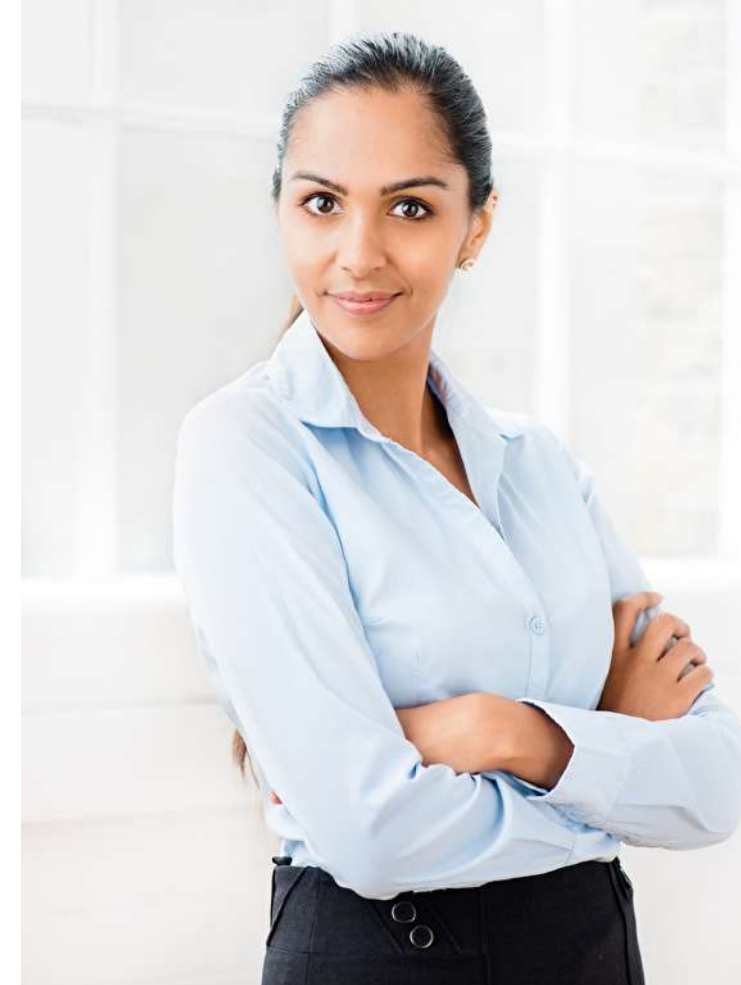
Finance and
Insurance



Construction,
Architecture &
Infrastructure



Machine and
plant engineering/
Automation



Our industries

No generalists. Our personnel consultants are industry professionals.

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Commercial,
Special &
Special vehicles



MINT/High Tech/
IT/Electronics/
New Media



Cosmetics and
Body Care



Food Industry



Market research



Hotel business/
Gastronomy



Medical &
Pharma



Packaging



Experts for experts

We give everything for your success!

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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.



"A key secret to our high success rate is our industry and sector focus.

Only those who have specific industry knowledge as consultants are credible and can win clients and convince candidates!

Günter Reinhold,
Member of the Board of Directors, consultant

Strong connections. Our clients

... in good company

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1&1 Internet AG
Aareon Wodis
Abercrombie & Fitch
Actemium Cegelec GmbH
Akademie für Führungskräfte
der Wirtschaft
Adaptec
ADT
AEG Power Solutions
Agilent Technologies
Ahold
Allianz
Allyscia
Altera
Analog Devices
Antalis Verpackungen
AOH Hewitt
Cognos/Applix
Atotech
BAE Systems
Baxter Pharma
Biolink
BMW
Bosch Sensortec
Carlsberg/Holsten
Centrosolar
Ciber Navasoft

Cideon
Circuit
Citrix
Comline
ContiTermic
Dassault Systèmes
Delmia
D & B Deutschland
Domier
DS-F Constantin Medien
DVAG
EBEHAKO/Cegelec
Ecdesia
ENEA Embedded Technology
Eppstein Foils
ESPRIT
Esso/ROC
Fischerwerke
F&S Elektronik
Fujitsu
GAH-Gruppe
GE-Fanuc
GFT Technologies
GMX
Haufe Gruppe
Heyne Verlag
Hilti

HIMA
Hitachi
Huber + Suhner
Hugo Boss AG
IDEO
I-D Media
Industex
Infineon Technologies AG
Infor
IBM/Informix
Intergraph
IPT Institut für Prüftechnik
Jungheinrich Mossburg AG
Kingfisher/ProMarkt
Konica-Minolta
Konradhof
Logica CMG
LSG Sky Chefs
LSI Logic
Magna Automotive
Mars
Martinrea
MatrixOne
Media Saturn GF
Meiller Kipper
Mentor Graphics
Messe Frankfurt

Messe München
MKS Instruments
Neopost
Network Associates/McAfee
Nexinto
Nexteer
Nokia
NXP Semiconductors
O₁
Omexom
Open-Text
Pack 2000
PACT
Philip Morris
Philips Photonics
Planatol Gruppe
Planon
PHDetector
Porsche
Prodinger Verpackung
PUMA
QNX Software
SAP
Schneider Electric
Schreiner Group
Scout 24
Sensotec

Siemens AG
Sixt
Software AG
Solarworld
Solreco
SONY
Stepstone
STMicroelectronics
SÜSS Microtec
Synergy
Steria Mummert
Strato
Synopiys
PACT
Takko
Toshiba
Total Walther
Transpak
trovicor
TRW
Tyco Security Solutions
Versiko
Veritas
Vescon
Vinci Energies
Von Roll
Web.de



In the meantime, we have worked for more than 1000 well-known companies from selected industries over the past 30 years.

THE SUPREME DISCIPLINE: EXECUTIVE SEARCH

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

Trust is the beginning of everything.

Successful recruitment and human resources management is what separates the average company from the true champions. We are one of the leading executive search firms in Germany specialising in this supreme discipline. We carry out searches at all levels, whether for executives, management successors, managing directors, advisory boards, CEOs, COOs, CFOs, CTOs or managers. Our expertise is based on 30 years of executive search experience and the innovative development of methods and approaches. Our clients include large corporations as well as medium-sized companies. In the supreme discipline of executive search, reliability, personal contacts, seniority, experience and persuasiveness count. In addition, despite the shortage of qualified personnel, we are able to successfully fill lower-level positions through our direct search approach.

The art of our work is to motivate qualified candidates who are not initially looking to change jobs by telling them an authentic and compelling story that ultimately leads them to want to make a change. This can only be achieved by building a deeper relationship with a person and presenting yourself as an honest and credible career coach.



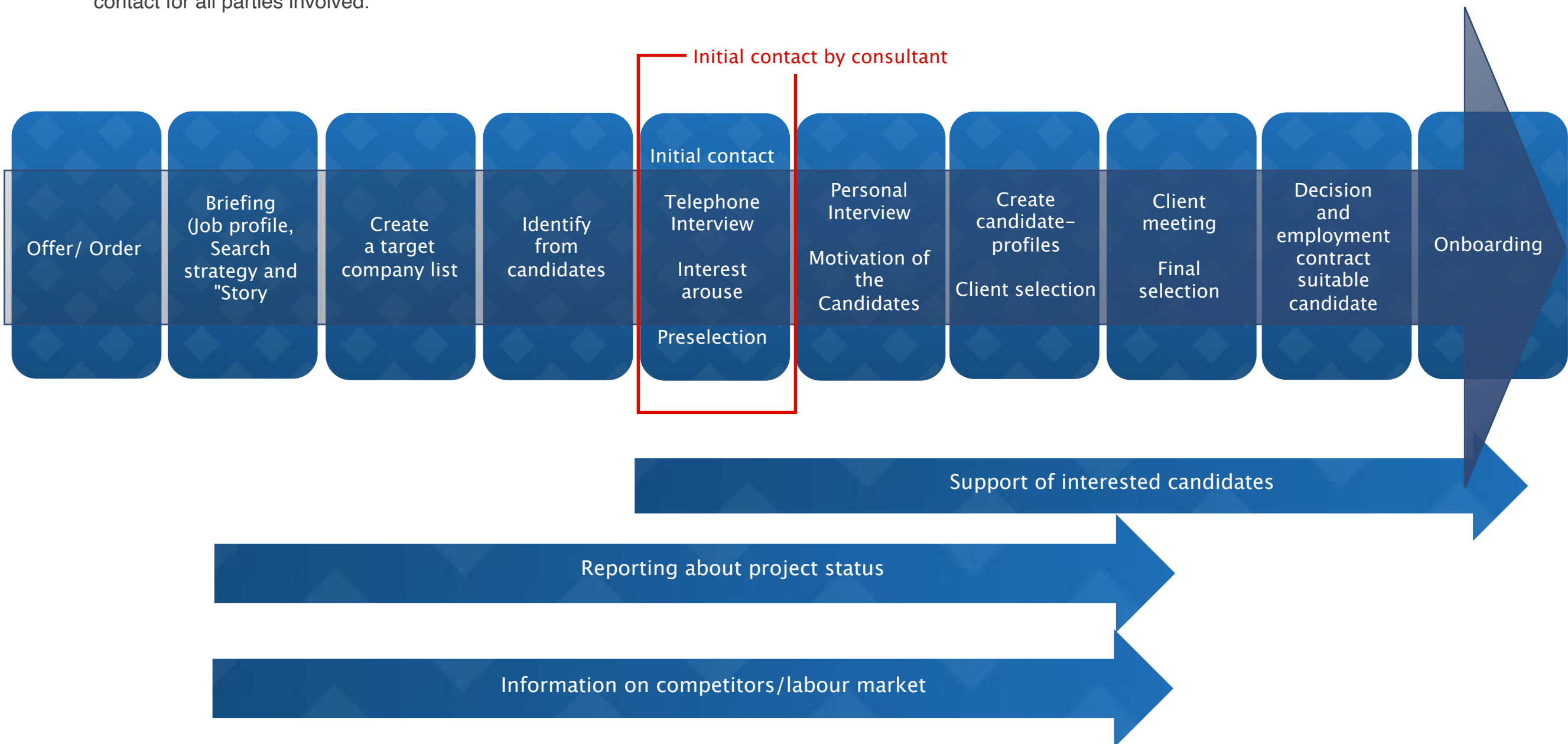
*"We guarantee to
search until
your vacancy is
filled!"*

Daniel Schröder
Senior Partner

Unser Prozessablauf

Ablauf bei einer Personalsuche durch „Direct Search“

"With us, the boss always cooks!
The consultant is ALWAYS the single point of
contact for all parties involved.



Trust is good ...

Control is better!

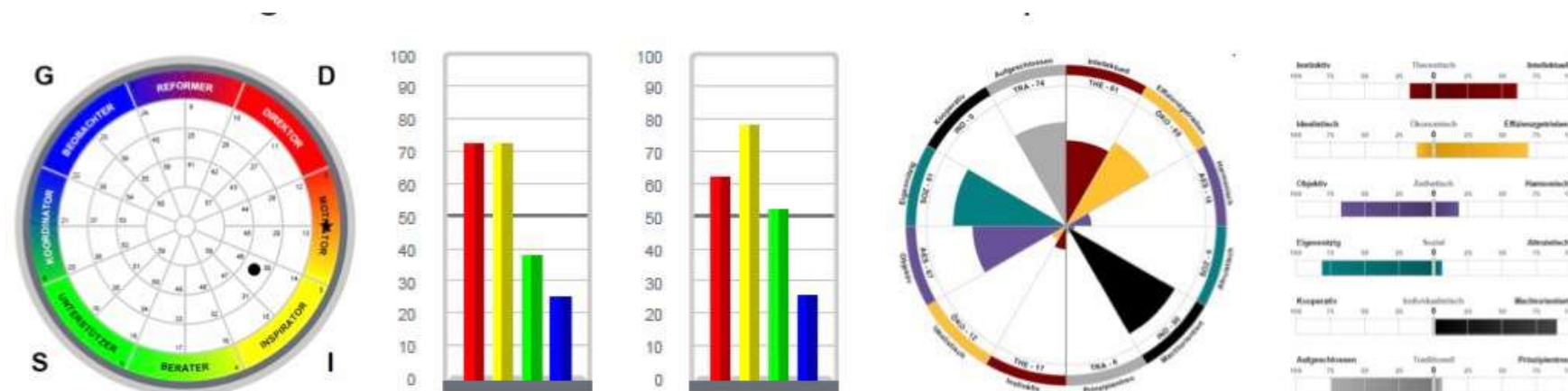
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In addition and at the request of our clients, we also use innovative diagnostic tools as part of the candidate assessment process. In particular, we use the

INSIGHTS MDI® Diagnostic tools

Each person is unique with a profile of values, behaviours, competencies and EQ (emotional intelligence). In addition, we are not fully aware of ourselves, at least in terms of our relationships and motivations. It is therefore time-consuming and error-prone to explore a person's personality structure in detail and compare it with a job profile.

INSIGHTS is a set of 20 Management Development Instruments (MDI) designed to unlock the potential of managers and employees. The different tools provide insight into the value structure, shed light on personal drive systems and explain people's behaviour. The "Talent Insights Report" includes the disclosure of motives and values and the resulting behavioural preferences.



"These tools are used internationally as a leading tool for potential analysis in the areas of people development, team composition, job definition and personnel recruitment."

Michael Kuchenbuch
Member of the Board of
Directors, consultant

Our success factors

Simple. Different. Do.

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The Handelsblatt calls us the "Andersmacher". What do we do that is so different?

- ❖ **Solution providers:** In all areas of human resources, we see ourselves as good listeners, personally committed and creative problem solvers at the side of our clients.
- ❖ **Maturity and experience:** We have been on the market since 1992: this demonstrates reliability and quality in a volatile industry.
- ❖ **Security of tenure:** With an almost 100% placement rate, we are the first choice in executive search.
- ❖ **Mature experience, mature network:** Excellent industry knowledge, our relationships with top candidates and valuable insider knowledge are an irreplaceable added value to our work.
- ❖ **Thorough candidate approach:** As a specialist, the consultant approaches the candidate in his or her market and earns his or her trust.
- ❖ **Consultant team:** Pape consultants pool their expertise and work together on projects to ensure the best results.
- ❖ **100% PAPE:** Every consultant is also a project implementer.
- ❖ **Pioneers and trendsetters:** Multiple awards, top 5 in the national Google ranking.
- ❖ **International:** We work nationwide and worldwide.



"Testing expertise is important, but how do the company and the candidate fit together - that's our ultimate goal!"

Sarah Beumer
Senior Partner

UNSER BERATERTEAM



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
Senior Partner, Consultant



ANDREAS SCHÖNEMANN
Managing Partner, Consultant



EVA HEPPEL
Senior Partner, Consultant

UNSER BERATERTEAM



REINHARD POTZNER
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
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Assistant to the Management



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Senior Project Consultant



MELISSA SCHRÖDER
Senior Project Consultant



FLORIAN ALTMEYER
Senior Project Consultant



DOMINIK FEICHTINGER
Senior Project Consultant



MARIE KEES
Project Consultant



ADRIAN GANDER
Project Consultant

UNSER BERATERTEAM



The founder: Christian Pape

CEO - Consultant - Board of Directors - Top Headhunter - Bestselling Author

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Christian Pape, who holds a Masters Degree in Electrical Engineering, is Chairman of the Board of Directors of Pape Consulting Group AG, a highly respected representative of his profession, a sought-after media commentator (including Bild, Focus, Süddeutsche Zeitung, Die Zeit, Spiegel, Manager Magazin, RTL, N-TV, VOX, MDR) and a book author. He runs the company, acts as a top management headhunter, offers career coaching for people undergoing career changes and is a coach for new recruitment consultants and business partners.

Christian is also the author of several books, including the entertaining bestseller and career guide "Dream! Job! Now!" published by Heyne and "Lust auf den Traumjob".

In 1992, he set up his own business and fulfilled his biggest dream. He spotted a gap in the market for specialised and industry-focused recruitment consultants and set up his first company. And in 2000, he proudly led the company to become one of Germany's top 10 recruiters.

Today, the company is one of the best-known and leading executive search consultancies in Germany and has won several industry awards.



The first step is done!

Are you taking the next one?

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Thank you for your interest in the PAPE Consulting Group AG!

On the previous pages we have introduced you to our philosophy.

If we have awakened your curiosity, we invite you to experience with us the many opportunities that change has to offer.

We look forward to meeting you!

Your PAPE Team



Pape Consulting Group AG Personalberatung

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