

## InterSearch | Recruiting abroad – „Global Reach. Local Impact.“

Selecting candidates with international know-how and specialists on site.

### Starting situation

- First project discussion about roles and the job profile of the position to be filled using the know-how of our international partners
- Determination of the course of action, including a decision about whether the project will be managed by the German consultant (A) or the partner on site abroad (B)

### A. Project management by German consultant

- Project management: intensive integration into all phases of the search process
- Representative project implementation by international InterSearch partner

### B. Project management by international partner

- Complete project management and implementation by international InterSearch partner

### Essential project components

- Candidate market approach according to regional factors (Direct Search, E-Search, Database, Advertisement)
- Candidate management
- Personal interviews
- Confidential reports
- Candidate presentation (on site or in Germany)

### Success factors in worldwide recruitment

- Consultants with international experience and a high level of intercultural competence
- Qualified access to local business sector expertise and the candidate market on site
- Internationally coordinated processes and standards