

Your Specialist for Executive Recruitment

LINDE & RYLL  
PERSONAL CONSULTING

- Quick
- Discrete
- Focused

## Our Main Focus

### **Food:**

- Beverages
- Flavors
- Ingredients
- Spices
- Dairy
- Food processing

### **Other sectors:**

- Pharma
- Chemical Industry
- Agriculture
- Animal Production
- Construction sub-construction
- Industry
- Information and communication technology

## The Specialized Headhunter at Work

An example of recruitment in the food sector:

- Segment of flavors / spices
  - Flavorists (sweet, savory, dairy..)
  - Product developer
  - Technical account manager
  - Channel specialist chicken flavor

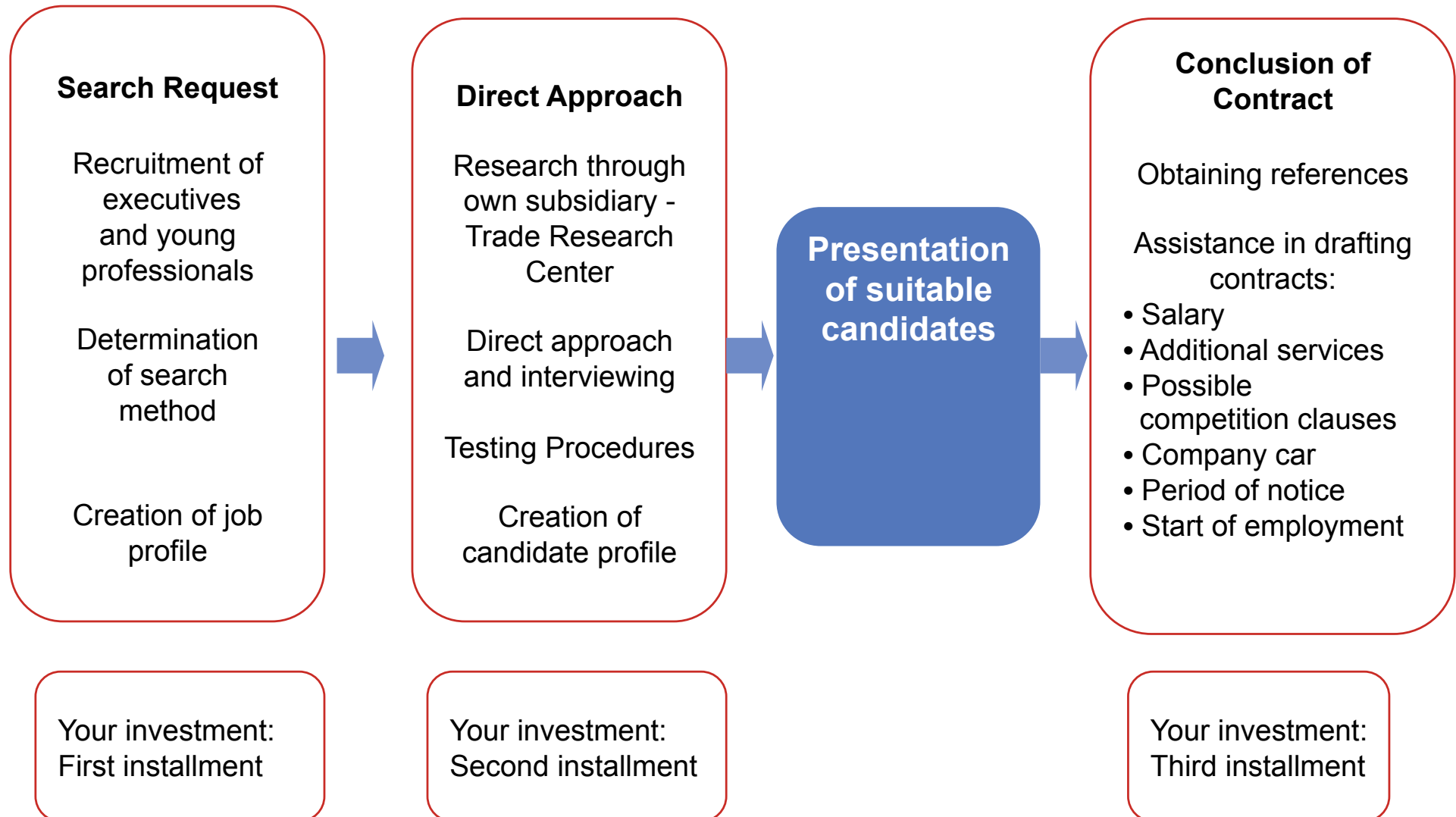
## How you benefit from us

- By means of our network search, you will be able to get in touch with candidates who often do not directly apply to potential companies
- In addition, our extensive and precise research will provide you with market and structure analyses of the competitive environment
- Your own administrative efforts will be reduced due to our pre-selection of suitable candidates, who will be validated through a variety of testing procedures
- As certified personnel consultants who represent your company towards potential candidates, we follow the guidelines and high quality standards of the Association of German Management Consultants (Bundesverband deutscher Unternehmensberater)

## Our Expertise

- 20 years of experience in the direct recruitment of specialists and executives
- Having filled over 2000 positions for clients
- One of the few Certified Executive Recruitment Consultants (CERC) in Germany
- The absolute specialist in your sector
- An up-to-date international network
- Recruitment exclusively via direct approach

## The Process of Direct Recruitment



## The Research

- Professional researchers insure an efficient and unbureaucratic process
- Our internal company database is developed and continually extended to suit your needs
- Key elements of our work are the analysis and constant optimization of recruiting channels and social networks, such as LinkedIn, Xing, Experteer, etc.
- International network for over 20 years

# Compensation

- For the personnel search and pre-selection we charge an advisory fee for each position. Depending on the target income this fee amounts from 25% to 30% of the gross income.
- The advisory fee is payable in three installments: The first installment is due with the search request, the second one with the presentation of suitable candidates, and the third one after the conclusion of the contract with one of the candidates presented by us.
- Customized solutions are possible. Upon request, we can also determine a fixed price.
- The precise arrangements will be discussed in a personal meeting.



# LINDE & RYLL

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