



EXECUTIVE SEARCH · IT · ENGINEERING



TECHNOLOGY RECRUITING · EXECUTIVE SEARCH · CAREER SERVICES · ACADEMY · OUTPLACEMENT



We **move** the ones
that move your business forward.

Martin Vesterling, M. Sc. (Computer Science)
Chairman of the Executive Board

Your partner for technology executives

Vesterling is one of the leading international technology recruiting and HR consulting firms. Our business area Executive Search deals with filling roles for our clients on CIO / CTO level up to technologically oriented Managing Directors and Board Members.

We differentiate ourselves from our competitors through excellent contacts and relationships of mutual trust to executives in the technology segments IT and engineering and through our long-standing expertise in successfully filling positions at executive level.

This enabled us to establish and cultivate long-term partnership with more than 2,500 companies of varying sizes - from mid-sized family businesses up to large international corporations.

A photograph of two business professionals, a man and a woman, sitting at a white conference table. The man, on the left, is wearing a grey suit and tie, and is smiling while holding a yellow pen. The woman, on the right, is wearing a white blouse and is looking towards the man. There are two laptops on the table, one in the foreground and one in the background. A glass of water is also visible on the table. The background is a bright, out-of-focus office setting.

We **know** the market.

A stable network at every level

Based on a portfolio of more than **300,000 candidates** for technological specialist positions we have accompanied thousands of careers over the years. Many of the experts we know have grown into remarkable executive roles in top management.

For them we continue to be the preferred contact concerning questions about their professional development.



The economic developments of the last **25 years** both challenged and shaped top-decision-makers in the technology sector. We advised and assisted many of them closely with the human resources management for their company. This helped us become one of the most experienced and consistent partners for these executives. We were able to establish an unrivaled relationship based on mutual trust.

Our network extends to many corporations, hundreds of SMEs and includes excellent connections to professional associations and chambers of commerce and industry.


„We speak IT and Engineering“

Vesterling specializes in the technology segments IT and engineering and has in-depth know-how and valuable insider knowledge in this area. Our consultants have the corresponding specialized university degrees as well as many years professional and managerial experience in these segments.



Christof Wirtz, M. Sc. (Industrial Engineering)
Head of Engineer Division:

„Due to our expertise in the relevant industrial branches like mechanical engineering, plant construction, process engineering or electrical engineering and our excellent connections and network, we are able to find managers in the engineering sector. Furthermore, we make a sound judgement on their suitability and skills and offer quickly and accurately custom-fit proposals.“



„We speak IT.

This enables us on the one hand to have a profound understanding of our clients' requirements and on the other hand it means we are able to assess the professional interests and strengths of executives in this segment.“

Georg Ruëff, M. Sc. (Computer Science)
Member of the Executive Board

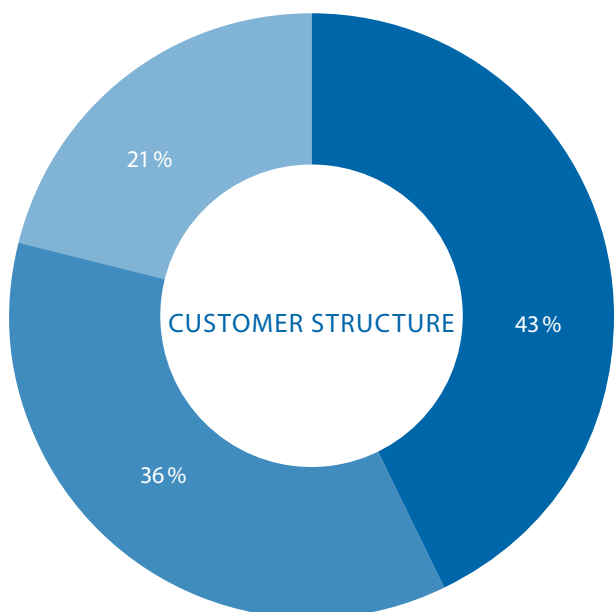
Substantiated **consulting** has
its own language.



We are **large enough**
for multinational corporations and
individual enough for start-ups.

Our customer structure

We understand the needs of companies of varying sizes as the structure of our customers is exceptionally diverse. We know how to take the complexity of corporations into consideration and are at the same time able to carefully deal with family business governance. Therefore, we are often consulted for the choice of interim managers or for succession planning.



- 21% companies with up to 50 employees
- 36% companies with up to 500 employees
- 43% companies with more than 500 employees



Our sector structure

Our clients come from almost all economic sectors. When it comes to finding candidates with technological know-how and specific knowledge of a sector, we have the necessary overview.

Our clients are distributed among the following sectors:

- 38% Technology service provider (consulting)
- 62% Technology Applicants
 - Automotive | Mechanical | Engineering
 - Chemical | Pharmaceutical | Medical
 - Finance | Insurance
 - Software Development
 - Retail
 - Telecommunication
 - Media
 - Public Sector
 - Others

We don't search candidates.
We convince them.



PREPARATION

RESEARCH

CONTACT

PRESENTATION



Client
Position
Target Company
Individual Requirements
Organizational Questions

Briefing of the Internal Research Team
Ways of Searching
Identifying the Candidates

Canvassing
Telephone Interviews
Long List
Personal Interviews

Short List
Interviews of Client
Decision
Signing of the Contract



Unerringly: The Vesterling®-Method

Vesterling carries out Executive Search mandates using an established method with several phases. The Vesterling®-Method is a comprehensive approach consisting of 16 predefined sub-processes which were developed on Best Practices in recruiting and HR consulting.

Four steps to success: the Vesterling®-Method

1. Preparation

Through an intensive preparation phase we gain an understanding of the **client's** specifics before we tackle the special requirements of the **position**. This information is incorporated in our search pattern to find **target companies** that we believe employ future candidates. The Vesterling®-Method will then be customized to your **individual requirements** and all **organizational questions** concerning the process will be clarified.



Lars Brömstrup, M. Sc. (Computer Science)
Branch Manager Hamburg

„The Vesterling -Method guarantees
the high quality of our Executive
Search results.“

2. Research

Our in-house research team receives a detailed **briefing** of the results accumulated during the preparation phase. Suitable candidates are **identified** via direct calls, personal networking, our own extensive database as well as social media and further **search methods**. The outstanding quality of our research results is achieved by the fact that this entire process is carried out independently. No subcontractor or third parties are hired, thus ensuring the confidential handling of all sensitive data.

3. Contact

Via **direct search**, our research specialists approach the identified candidates in order to clarify their individual career plan and readiness to change jobs, arouse interest in the position and agree on the further proceedings with the required confidentiality.

Initial **telephone interviews** take place with the candidates. Our consultants then carry out intensive **personal interviews** with all suitable and interested candidates (**long list**) in order to evaluate both their professional and personal suitability. They create a detailed and comparable personnel profile for each candidate as a basis for decision-making.

4. Presentation

The results of the contact phase are presented to our business partners in the form of a **short list**. Candidates who satisfy our clients' requirements will be invited to a **personal interview**. Throughout the entire process and up to the **decision** to employ a candidate, Vesterling provides their clients with help and advice and, if required, supports them during the **contract negotiations**. Thanks to the Vesterling®-Method we are able to fill your management position with the right candidate.



Georg Ruëff,
M. Sc. (Computer Science)
Member of the Executive Board



Lars Brömstrup,
M. Sc. (Computer Science)
Branch Manager
Berlin and Hamburg



Christof Wirtz,
M. Sc. (Industrial Engineering)
Branch Manager Cologne



Bernd Neudert,
M. Sc. (Computer Science)
Branch Manager Austria



Stephanie Kaiser,
M. Sc. (Computer Science)
Country Manager USA



Christoph Brands,
M. A.
Senior Consultant



Stefan Schiffert,
M. Sc. (Computer Science)
Senior Consultant



Christof Wiegand,
M. Sc. (Engineering)
Senior Consultant



Georg J. Wolf, Ph.D.,
Senior Consultant



Martin Vesterling,
M. Sc. (Computer Sciences)
Chairman of the Executive Board



Eva Vesterling, Ph.D.
Chairwoman of the
Supervisory Board

Contact

Get to know us in an initial non-binding conversation!
We will be glad to quote you relevant references upon request.

Vesterling AG

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