

THE POWER OF CHOICE



HEADMATCH



HEADMATCH

CONNECTING PEOPLE, DEVELOPING TALENTS.

Since its **founding in 2010**, we have grown to more than **60 employees** and a global network of **80,000 qualified professionals and executives**.

For us recruiting means a „**people business**“, meeting our clients and candidates personally and being active on all channels. **Headhunting**, a direct approach and a strong digital presence, coupled with a close network of **10,000 contacts** on the corporate side guarantee you the right candidate as well as **the right job** on the **German market**. Take advantage of our local expertise and international network for the recruitment of specialists and managers in **permanent positions** as well as for the recruitment of **freelancers** on a project basis in order to concentrate on your core business.



OVERVIEW: OUR DIVISIONS

An important part of the successful concept of Headmatch is the **functional orientation** of our team in different divisions.

Our recruitment consultants support companies with valuable specialist and industry knowledge, an **international network and local market knowledge**, thereby offering real added value in terms of quality and number of candidates in each segment.

Dividing Headmatch into divisions allows us to respond individually and accurately to the complex requirements of a wide variety of industries. In addition to recruiting for specific positions, we evaluate all the characteristics of suitable candidates according to the desired overall profiles of our clients.

Headmatch therefore acquires a **personal impression** of all applicants: We make sure that we understand what defines each applicant and what his or her goals are, and in part complement these results with a computer-aided potential analysis. Only then will it be decided which position the candidate is eligible for. This guarantees a **high level of satisfaction and sustainability** of employment relationships on both the applicant and customer side.

FINANCE & ACCOUNTING

HR & ASSISTANCE

LEGAL

SALES

MARKETING

IT

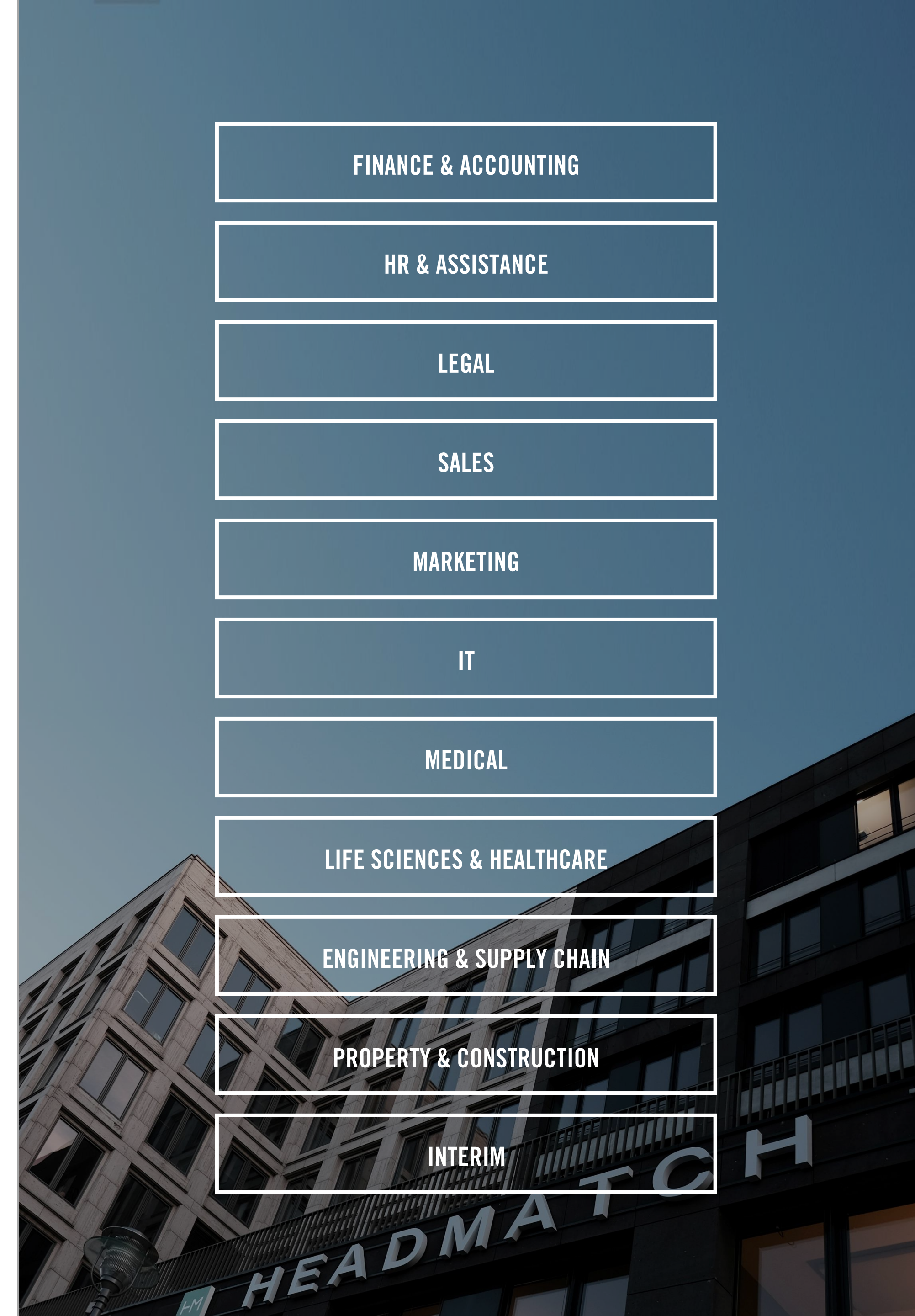
MEDICAL

LIFE SCIENCES & HEALTHCARE

ENGINEERING & SUPPLY CHAIN

PROPERTY & CONSTRUCTION

INTERIM



DIVISION

FINANCE & ACCOUNTING

Qualified experts and managers in the field of finance are more in demand than ever. Know-how in **financial planning, risk management, accounting** and **strategic controlling** is becoming a decisive success factor for companies today. In times of growing demands and increasing competition, financial expertise is indispensable in order to remain economically stable and fit for the future.

Where everything is focused on numbers, you need people who understand them - and manage them strategically. Regardless of whether you are looking for expertise in **accounting, tax consulting, treasury, internal audit** or **financial reporting**: We bring start-ups, medium-sized companies and large corporations together with the right specialists and managers in the field of finance & accounting.



TRISTAN TENNIUS
MANAGER

Division - Finance & Accounting

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OUR NETWORK

INTERNAL AUDIT	ACCOUNTANT	INVESTMENT BANKER
IT AUDIT	CONTROLLER	TREASURY MANAGER
IT GRC	TAX MANAGER	M&A MANAGER
RISK MANAGER	RISK MANAGER	COMPLIANCE
COMPLIANCE	FINANCE DIRECTOR	HEAD OF CONTROLLING
AML	ACTUARY	CHIEF FINANCIAL OFFICER (CFO)
ACTUARY	HEAD OF TAX	HEAD OF ACCOUNTING

DIVISION

HUMAN RESOURCES & ASSISTANCE

Specialists and managers in Human Resources (HR) & Assistance who have comprehensive knowledge of **office management**, **team development**, **employment law** and **HR strategy** are essential for the growth and culture of a company. Their interpersonal skills and ability to make strategic personnel decisions make them indispensable partners throughout the entire employer lifecycle.

Our HR team supports you in finding the best talent for all relevant HR positions: from **HR Director** to **HR Business Partner** to **HR Officer** or **Management Assistant**, regardless of whether the focus is on recruiting, personnel development, employer branding or change management.



ROBERT SCHMARGENDORF MANAGER

Division - Human Resources & Assistance

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OUR NETWORK

HR-MANAGER	RECRUITMENT SPECIALIST	HR BUSINESS PARTNER
TALENT ACQUISITION MANAGER	HR CONTROLLER	HR GENERALIST
HEAD OF TA	HEAD OF PAYROLL	HR ADMINISTRATOR
HR DIRECTOR	PAYROLL SPECIALIST	HEAD OF HR
COMPENSATIONS & BENEFIT MANAGER	HRIS SPECIALIST	LABOR RELATIONS MANAGER
ASSISTANT TO THE MANAGEMENT	OFFICE MANAGER	ONBOARDING SPECIALIST
MANAGEMENT ASSISTANT	ASSISTANCE TO THE EXECUTIVE BOARD	LEARNING & DEVELOPMENT MANAGER

DIVISION

LEGAL

Legal specialists and managers in **law firms**, **associations** and **companies** play a decisive role in minimizing legal risks and are a key factor for success of a company.

Our team fills vacant legal and compliance positions in all areas of law. From employment law to civil law, we cover all levels of hierarchy: From the position of **General Counsel** to **(Senior) Legal Counsel**, from **lawyer** to **paralegal** and/or **notary's assistant**.

Thanks to our many years of experience and our business network, combined with our legal market knowledge, we can already make you one promise: We understand your vacancies and know the legal talent you need.



INGA BÖNING
MANAGING CONSULTANT

Division - Legal

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OUR NETWORK

LABOR LAW	IT LAW	PATENT LAW
BUILDING LAW	IP LAW	PHARMACEUTICAL LAW
COMPLIANCE & REGULATORY	LEGAL TECH	INSURANCE & BANKING LAW
DATA PROTECTION LAW	M&A / TRANSACTION	CONTRACT LAW
ENERGY LAW	MEDICAL LAW	PUBLIC PROCUREMENT & STATE AID LAW
COMPANY LAW	MEDIA LAW	CONSUMER LAW
REAL ESTATE LAW	PUBLIC LAW	COMPETITION LAW

DIVISION

SALES

Sales leaders who have extensive knowledge of **sales strategies**, **customer relations**, **market analysis** and **negotiation techniques** make it possible to optimally exploit sales potential within the company. Their powers of persuasion, coupled with analytical skills and a results-oriented approach, ensure that products and services are sold successfully.

Our sales team recruits highly qualified talent for all positions: From **Chief Sales Officer (CSO)** to **Sales Manager** to **Account Executive** or **Business Development Representative**.

We know the sales specialists - regardless of their focus in **B2B sales**, **key account management**, **sales operations** or **business development** - who will strengthen your team and ensure your long-term success.



VERA SCHOMER &
MANAGER

Division - Sales

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JAN SCHULZE
MANAGING CONSULTANT

Division - Sales

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OUR NETWORK

SALES MANAGER	ACCOUNT EXECUTIVE	BUSINESS DEVELOPMENT MANAGER
INSIDE SALES REPRESENTATIVE	SALES ENGINEER	KEY ACCOUNT MANAGER
SALES DIRECTOR	FIELD SALES REPRESENTATIVE	SALES OPERATIONS MANAGER
SALES CONSULTANT	RETAIL SALES ASSOCIATE	TELEMARKETER
SALES ANALYST	CUSTOMER SUCCESS MANAGER	REGIONAL SALES MANAGER
PRE-SALES CONSULTANT	CHANNEL SALES MANAGER	ENTERPRISE SALES MANAGER
E-COMMERCE SALES MANAGER	TERRITORY MANAGER	TECHNICAL SALES REPRESENTATIVE

DIVISION

MARKETING

Marketing leaders who have extensive knowledge of **product marketing**, **content creation** or **campaign management**, and who have both a **creative approach** and **analytical skills**, are crucial for the dynamic integration of trends & technologies.

Regardless of whether you specialize in **performance marketing**, **social media management** or **public relations**, our marketing team can provide you with qualified specialists for all positions: From **Chief Marketing Officer (CMO)** to **Affiliate Marketing Manager** to **Brand Strategist** or **SEO/SEA Specialist**.

We know the marketing talents who will successfully position your products, services or brands on the market.



DANIEL HÖLSBECK
MANAGER

Division - Marketing

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OUR NETWORK

MARKETING MANAGER	CONTENT STRATEGIST	SEO SPECIALIST
SOCIAL MEDIA MANAGER	BRAND MANAGER	DIGITAL MARKETING SPECIALIST
PRODUCT MARKETING MANAGER	MARKETING ANALYST	ADVERTISING MANAGER
E-MAIL-MARKETING SPECIALIST	PUBLIC RELATIONS MANAGER	EVENT COORDINATOR
MARKETING COORDINATOR	CREATIVE DIRECTOR	COPYWRITER
MEDIA BUYER	AFFILIATE MARKETING MANAGER	MARKETING AUTOMATION SPECIALIST
MARKET RESEARCH ANALYST	TRADE MARKETING MANAGER	COMMUNITY MANAGER

DIVISION

INFORMATION TECHNOLOGY

Our IT team has extensive experience and in-depth market knowledge when it comes to recruiting IT talent. Whether software development, IT infrastructure, cyber security or project management - we know the requirements of the industry and know what is important when selecting talent for your vacancies.

Thanks to our specialization, we find the right candidates for positions along the entire IT value chain: from **Chief Information Officer (CIO)** and **IT project managers** to **DevOps engineers** and **IT security specialists**.

With our support, companies gain exactly the IT expertise they need for a successful digital transformation - and thus provide the right boost for their technological transformation and competitiveness.



LEVAN CHKHIKVISHVILI
MANAGER

Division - IT

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OUR NETWORK

SOFTWARE ENGINEER	DATA SCIENTIST	CLOUD ARCHITECT
FULL-STACK DEVELOPER	MACHINE LEARNING ENGINEER	DEVOPS ENGINEER
UX/UI DESIGNER	DATA ENGINEER	SITE RELIABILITY ENGINEER (SRE)
CYBERSECURITY ANALYST	AI ENGINEER	KUBERNETES ENGINEER
NETWORK ENGINEER	BUSINESS INTELLIGENCE ANALYST	CLOUD SECURITY ENGINEER
DYNAMICS 365 DEVELOPER	SAP CONSULTANT	IT CONSULTANT
DYNAMICS 365 FUNCTIONAL CONSULTANT	ERP MANAGER	IT PROJECT MANAGER

DIVISION

MEDICAL

Medical experts with in-depth knowledge of **clinical processes, medical project management and research and development** are essential for the **healthcare industry**. They bear great ethical responsibility for the well-being of society and set medical standards for the future in clinics, research institutions and regulatory authorities.

Our team provides you with highly qualified specialists in all positions in the medical field, regardless of their focus in **internal medicine, surgery, radiology** or **gynecology**.

We know the medical professionals who will strengthen your organization.



GABY PRESSMAR
MANAGING CONSULTANT

Division - Medical

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OUR NETWORK

HEAD OF CARDIOLOGY	HEAD OF NEUROSURGERY	SECTION MANAGER ENDOCRINOLOGY
TRANSFUSION MEDICINE SPECIALIST	HEAD OF PEDIATRICS & ADOLESCENT MEDICINE	HEAD OF GASTROENTEROLOGY
HEAD OF THORACIC SURGERY	SPECIALIST IN NEURORADIOLOGY	SECTION MANAGER PALLIATIVE MEDICINE
SENIOR PHYSICIAN NEONATOLOGY	SECTION MANAGER RHEUMATOLOGY	HEAD OF TRAUMA SURGERY
HEAD OF EPILEPTOLOGY	HEAD OF HEMATOLOGY	SECTION MANAGER CHILD & ADOLESCENT PSYCHIATRY
HEAD OF NEPHROLOGY	SPECIALIST PLASTIC SURGERY	HEAD OF NEUROREHABILITATION
SECTION MANAGER RADIOTHERAPY	HEAD OF PEDIATRIC ONCOLOGY	HEAD OF PEDIATRIC CARDIOLOGY

DIVISION

LIFE SCIENCES & HEALTHCARE

Life Sciences & Healthcare professionals and leaders with extensive knowledge of **clinical research**, **biotechnology**, **pharmaceuticals** and **healthcare management** are critical to the advancement of the **healthcare industry**. Their skills in scientific analysis and strategic problem solving make them indispensable partners for companies operating in this dynamic sector.

Whether the focus is on **research and development**, **regulatory affairs**, **medical technology** or **patient care** - our Life Sciences & Healthcare team will provide you with highly qualified talent: from **Chief Scientific Officer (CSO)** and **Healthcare Manager** to **Clinical Operations Leader** or **Biotech Specialist**.

We know which personalities your team needs to turn your visions into reality.



VERA SCHOMER
MANAGER

Division - Life Sciences & Healthcare

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OUR NETWORK

CLINICAL RESEARCH SCIENTIST	BIostatistician	CLINIC MANAGEMENT
REGULATORY AFFAIRS MANAGER	MEDICAL SCIENCE LIAISON	NURSING DIRECTOR
BIOMEDICAL ENGINEER	BIOTECH RESEARCHER	SURGERY MANAGEMENT
MICROBIOLOGIST	NUTRITIONIST	RESIDENTIAL AREA MANAGEMENT
PHARMACOVIGILANCE SPECIALIST	BIOCHEMIST	RESIDENCE MANAGEMENT
TOXICOLOGIST	HEALTHCARE CONSULTANT	WARD MANAGEMENT
HEALTHCARE PROJECT MANAGER	CLINICAL DATA MANAGER	CLINICAL TRIAL MANAGER

DIVISION

ENGINEERING & SUPPLY CHAIN

Today more than ever, specialists and managers in the field of Engineering & Supply Chain with technical expertise, analytical know-how and organizational skills are an essential prerequisite for the implementation of complex large-scale projects and innovative future technologies.

Whether in production, logistics, procurement, quality assurance or project management, our engineering team fills all relevant positions for you: From Head of Engineering to Supply Chain Manager, from Production Manager to Process Engineer. Our team has particular expertise in energy infrastructure, taking into account both technical and sustainable development.

Our engineering team knows the right specialists you need to improve processes, ensure quality and implement efficient technologies.



PHILIPP KÜMPEL
MANAGER

Division - Engineering & Supply Chain

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OUR NETWORK

PRODUCTION MANAGER	MAINTENANCE MANAGER	ELECTRICAL ENGINEER
PROJECT MANAGER INFRASTRUCTURE	HEAD OF QUALITY	TECHNICAL PROJECT MANAGEMENT
PURCHASING MANAGER	PROGRAM MANAGER	PROJECT MANAGER WIND ENERGY
STRATEGIC BUYER	HSE MANAGER	DEVELOPMENT ENGINEER
OPERATIONAL BUYER	KVP MANAGER	SUPPLY CHAIN MANAGER
PLANT MANAGER	PROCESS ENGINEER	ENERGY MANAGER
MANAGING DIRECTOR	PROJECT ENGINEER HIGH VOLTAGE	ENVIRONMENTAL MANAGER

DIVISION

PROPERTY & CONSTRUCTION

Managers in Property & Construction work in a very complex professional environment that combines technology, business and law. At the interface between planning, construction, operation and marketing of real estate, they use their precise planning skills to ensure that projects are completed on time, on budget and to the highest quality standards.

Our Property & Construction team will find the best talent for you: **from project management** and **civil engineering** to **real estate management** or **architecture**. As a recruitment consultancy, we place people in **building construction**, **civil engineers**, **facility managers** and **real estate managers** across all sectors and know the specialists and managers who will successfully drive your construction and real estate projects forward.



ROBERT HABERSACK
MANAGING CONSULTANT

Division - Property

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OUR NETWORK

TECHNICAL & COMMERCIAL PROPERTY MANAGER	PROPERTY MANAGER	ARCHITECT
TECHNICAL & COMMERCIAL ASSET MANAGER	TEAM LEAD PROPERTY ACCOUNTING	CIVIL ENGINEER
PORTFOLIO MANAGER	BUILDING ADMINISTRATOR	TECHNICAL & COMMERCIAL PROJECT LEAD
FACILITY MANAGER	HEAD OF PROPERTY MANAGEMENT	QUALITY MANAGER CONSTRUCTION
TEAM LEAD REAL ESTATE MANAGEMENT	CALCULATOR	EXPANSION MANAGER
LETTING MANAGER	LEAN CONSTRUCTION MANAGER	BUILDING TECHNICIAN
RENTAL ACCOUNTANT	BIM COORDINATOR	SITE MANAGER

DIVISION

INTERIM MANAGEMENT

Interim managers and specialized freelancers who can step in at short notice and contribute their experience and expertise in various areas are a flexible and effective solution. Whether bridging management vacancies, implementing strategic projects or in crisis situations - these experts offer immediate support with a lasting impact in your company.

Regardless of whether you are looking for **project management**, **finance**, **IT**, **HR**, **supply chain** or **sales projects** - as a recruitment consultancy, we can find the right interim specialists for your temporary requirements: From **interim financial management (CFO)** and **project managers** to **change managers** or **interim HR managers**.

We know the interim professionals who are available when needed and will make the difference for your organization.



MICHAEL KLEEBANK
MANAGING DIRECTOR

Division - Interim Management

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OUR NETWORK

INTERIM CEO	INTERIM CFO	INTERIM HR MANAGER
INTERIM PROJECT MANAGER	INTERIM IT MANAGER	INTERIM OPERATIONS MANAGER
INTERIM SALES DIRECTOR	INTERIM MARKETING MANAGER	INTERIM LEGAL COUNSEL
INTERIM FINANCIAL CONTROLLER	INTERIM PROCUREMENT MANAGER	INTERIM SUPPLY CHAIN MANAGER
INTERIM QUALITY MANAGER	INTERIM FACILITY MANAGER	INTERIM ENGINEERING MANAGER
INTERIM PRODUCT MANAGER	INTERIM LOGISTICS MANAGER	INTERIM COMPLIANCE MANAGER
INTERIM PRODUCTION MANAGER	INTERIM RISK MANAGER	INTERIM CHANGE MANAGER

OUR CONSULTING PROCESS



1. IDENTIFICATION

Direct approach, headhunting based on a target company list, database search & networking, targeted social media campaigns.



4. PRESENTATION

Presentation of top candidates, followed by prioritization by the client and interview invitation.



2. PRESELECTION

Initial contact, telephone interview, followed by an invitation to a personal interview.



5. INTERVIEWS

Support during the interviews on request. Consulting and coordination throughout the entire application process. Optional "second opinion" by our aptitude diagnostics.



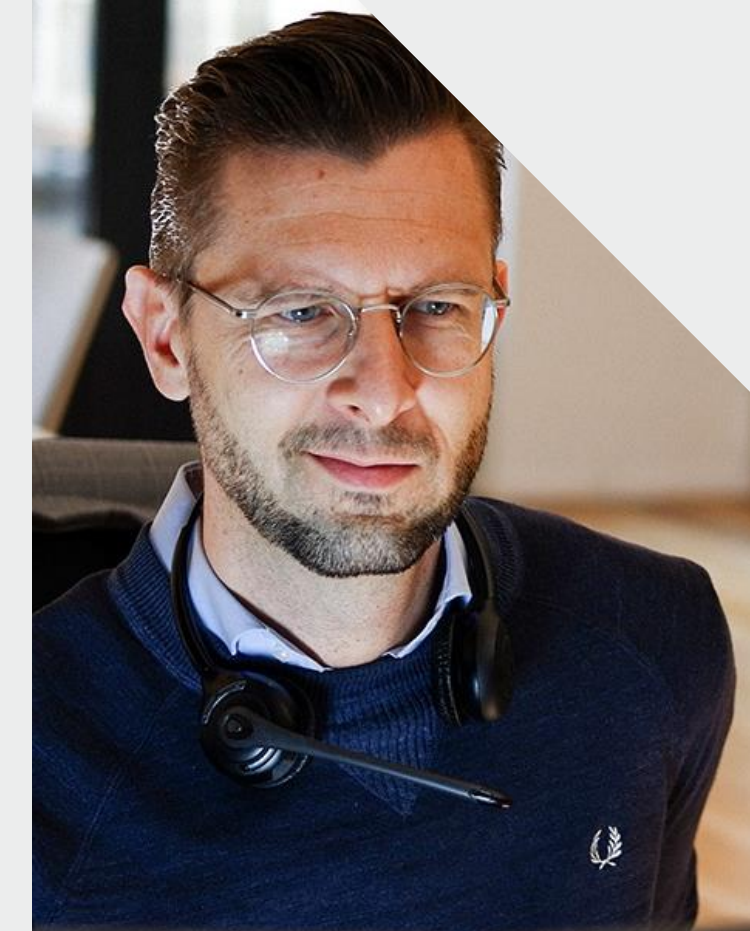
3. FINAL SELECTION

Professional and personal aptitude test, analysis of willingness to change jobs, assessment of references, overall assessment.



6. HIRING

Support during the offer and hiring phase.



OUR FEE

Our fee is **33 % of a gross annual salary**.

Depending on the effort, the level of difficulty and the size of the search order, this percentage may vary depending on the order. The gross annual salary also includes bonuses and commitments under a company pension plan or the granting of a pension company vehicle.

There are optional additional costs for the **placement of an online / social media campaign** or the use of our aptitude diagnostics, which are raised at the beginning of a search. Therefore, these are already charged at commissioning. The resulting costs may vary depending on the selected medium.



THANK YOU FOR YOUR TRUST

In recent years, Headmatch has repeatedly been voted one of **FOCUS'** **top personnel service providers** nationwide in various disciplines.

This is the result of several studies conducted by the market research company Statista for the news magazine FOCUS.

FOCUS

TOP

PERSONAL
DIENSTLEISTER

2022

EXECUTIVE
SEARCH

FOCUSBUSINESS.DE
IN KOOPERATION MIT

statista

FOCUS

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PERSONAL
DIENSTLEISTER

2022

PROFESSIONAL
&
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FOCUS

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IN KOOPERATION MIT

statista

SZ Institut

Top
Recruiting
2025

Im Vergleich: 1.818 Arbeitgeber

In Kooperation mit:

kununu

Süddeutsche Zeitung, Januar 2025

Headmatch has also been named one of the best recruitment consultancies in Germany by the employer platform **Kununu** for several years in a row.

Top Recruiting 2025		
Arbeitgeber	Kategorie	Score*
Headmatch	Personalwesen & -beschaffung	4,17
<small>* Hinweis: Ergebnisse wurden auf die zweite Nachkommastelle gekürzt, wobei der ursprüngliche Score die Rangfolge im Ranking bestimmt. Tabelle: SZ Medienwerkstatt • Quelle: kununu • Erstellt mit Datawrapper</small>		

OUR
REFERENCES



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HEADMATCH

