



THE BEST EMPLOYEES AT THE RIGHT TIME



About addexpert

Addexpert human resources is a company in the personnel and business consultancy field. We specialize in personnel selection and recruitment for specialist and executive positions. Our recruiting experts are independent contractors who offer both specialist knowledge and business competency in personnel recruitment.

Addexpert also stands for synergy in the field of human resources. For the first time, newly developed partnership models offer efficient access to and utilization of all resources available on the market. Addexpert is the ideal platform for professional recruitment – for candidates, networkers, recruiters and personnel companies alike. The many

advantages of this unique network are made available to our clients. We help you find the right specialist and executive personnel.

What's important to us

Procuring the right resources at the right time has always been among the most important factors for a company's success. Therefore, we concentrate our efforts on the candidates. We strive to develop a long-term relationship between our candidates and addexpert. We want to assist candidates by consistently providing a stable platform for taking their career to the next level. This requires having relevant market access. Focusing on a few industries, we only cooperate with

well-known "select" clients in particular fields. To maintain our extensive portfolio of attractive job opportunities, we strive for long-term partnerships with our clients. A deep understanding of our clients' requirements, organizational structures, and areas of expertise allows us to do our "job" to the benefit of all parties involved.

Our fields of work:

- Information technology
- Telecommunication
- Banking
- Insurance
- Manufacturing
- Building & Environment
- Life-Science
- Med-Tech
- Services & Retail
- Consulting
- Corporate

Ready for the future

To meet constantly growing requirements, we have fundamentally re-defined all of our processes. This includes new partnership concepts for professionals outside of addexpert, in-house development of an e-recruiting/matching platform, as well as methods and automation for the full utilization of existing synergies. Considering

today's limited resources, we have set a limit on the number of partners and clients per industry. In this way, we optimize the ratio of search orders (demand) to the candidate resources available on the market (supply). The profiling of jobs and candidates is carried out solely by our recruitment experts or the various addexpert

partners who have been certified for our processes. The profiling method, which is based on fuzzy logic, allows for unprecedented multilevel filtering and essentially flawless matching of candidates and jobs.

Selection, matching and advancement of potentials

Today, assessments are standard procedure in personnel selection. Thanks to fast implementation and continuously improving methods, the importance of diagnosis and prognosis procedures independent of time and place is steadily

increasing. One or two day individual assessments are carried out by specialized companies, which we select as needed. We concentrate on online assessments, which we use in our own selection procedures, but also want to

make available to our clients and candidates.

For our **clients** we offer:

- Needs assessment and consulting about aptitude testing
- Requirements and competency analyses for each job
- Behavior and profile analyses for candidates
- Employee workplace and team analyses
- Choice of various assessment methods

For our **candidates** we offer:

- Application counseling and coaching
- Long-term assistance incl. career management
- Job-related behavior and profile analyses
- Competency and potential analyses
- Choice of various assessment methods

Partnership models

Addexpert utilizes the latest systems and methods, which enable us to cooperate with professionals or other recruiting companies professionally and efficiently. Depending on the model, different services are available, which allow partners to participate in our recruiting network according to their needs. Whether you are well-

networked or doing business in the field of human resources yourself does not matter. We offer our partners additional business, secure placement of their contacts or dossiers and even the implementation of entire search campaigns.

Our partner models:

- Network Partners
(Recommends candidates)
- Recruiting partners
(Candidate-exchange)
- Business partners
(Substantial cooperation)
- Searching partners
(Our search resources)

What we offer in a nutshell:

For our **candidates** we offer:

- Maintenance of their profile's value through expert profiling
- Ongoing (24-7) matching after system input
- An industry cluster instead of just one recruiter
- Coaching/career management/ long-term assistance
- "Preferred" status with our clients

For our **clients** we offer:

- An industry cluster instead of just one recruiter
- Largest network through partnership models
- Real-time matching after vacancy profiling
- Optimized market and resource access
- Competence center for e-assessments

For our **partners** we offer:

- A next generation candidate database
- Individual services "on demand"
- Hosting, pooling and advertising space
- Competence center for e-assessments
- Choice of business models



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