

**WE BRING  
TOGETHER  
WHAT FITS.**

**addexpert**  
human recruiting

**PROFESSIONAL & EXECUTIVE SEARCH**  
SWISS SEARCH POWER-HOUSE  
addexpert Job assessment





## Our focus

C-level & management positions  
Team-leader and managers  
Experts and specialists

## Industries

Information technology  
Telecommunication  
Banking  
Insurance  
Manufacturing/Production  
Construction & environment  
Life-Science/Bio-Tech  
Medical/Med-Tech  
Consulting  
Retail & Services  
Corporate

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**E-Mail** [info@addexpert.ch](mailto:info@addexpert.ch)

**Editorial staff** Harald Rubin

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Timon Studler, Claudio Schwarz, Alexandre  
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# THE METHODS MAKE THE DIFFERENCE

To define multi-layered or complex job profiles, our analyses and tools offer additional certainty for your recruiting.

## Services

### **Job assessment**

Methodical job analysis and evaluation  
Candidate and market analysis  
Simulation of candidate potential  
Calculation of the degree of difficulty and chances

### **Multi-Posting**

Regionally and nationally on over 100 job platforms  
On the 3 largest international job platforms such as indeed, LinkedIn, talent.com  
360° application measurement with 4 KPI's for external job platforms

### **Research & Active-Sourcing**

With direct access to 160 million talents in Europe  
Up to several hundred inquiries per job, depending on interaction rate  
Headhunting for sensitive, confidential or difficult positions

### **Candidate assessment**

Behavioral profile analysis (VPA)  
Job and team analysis  
Competency matching for specific functions such as management or sales etc.

### **Candidate support & coaching**

Application consulting and coaching  
Long-term support plus career planning  
Competence and potential analyses

### **IntroPers**

Culture fit analysis before/during the recruitment process  
Introduction coaching during the probationary period  
Empowerment for motivation and performance



## The evolution to Predictive Recruitment

addexpert has been operational since 2011 and has developed its own e-recruiting platform from the beginning. Thanks to the enormous efficiency, we were early on able to invest in consulting and analysis methods that help all parties involved to make recruiting more predictable.

Our strategy led to the “recipe” of being able to determine the degree of difficulty, the candidate potential as well as the chances of filling a position with a high probability.

**A prediction in search mandates is thus finally feasible!**

### Prioritization for efficient recruiting

- Recruiting consultants
- Job assessment
- Search power
- Engagement
- Digitalization

# MORE CERTAINTY AND EFFICIENCY FOR YOUR RECRUITMENT

## **1. Recruiting consultants**

Our recruiting consultants have a high level of specialist expertise plus management experience. They are also capable to perform sophisticated analyses and consulting methods themselves. In addition, our collaboration model allows the assigned consultant to involve other colleagues in order to cover a broader or deeper knowledge.

## **2. Job assessment**

Initially, we use analysis tools that enable us to assess if and how a vacancy can be filled with the appropriate candidate(s). To calculate the degree of difficulty, a market potential analysis is used. So, the candidate potential can be modeled in real time. Finally, we calculate the ratio between the candidates willingness to change and all similar positions in the specified region with the definitive filter settings. If the "ratio" falls below a certain value, the parameters must be adjusted.

## **3. Search power**

The use of LinkedIn, XING, Experteer and others, is standard for almost all search assignments. Solely in Switzerland, we have access to 3.8 million, or 75% of all

employees. We invest a lot of time in the preparation and quality of our requests, including job descriptions. With our customized requests, directly from our consultants, addexpert achieves one of the industry's highest response rates (interaction rate or official LRI) of 42%.

## **4. Engagement**

In many cases the project or requirement parameters are adjusted in a targeted manner as a result of the dialogue between the customer and our consultants. The information from the job assessment helps to design the requirement profile right from the start in such a way that the probability of a placement is improved or made possible in the first place. The commitment of our customers gives us the necessary flexibility and ultimately leads to the right conditions in recruitment.

## **5. Digitalization**

Our multilingual platform covers the entire functional spectrum and offers the highest level of automation in the industry.

A platform that is constantly thinking and working along with you!



## Partner models

### Network partner

This partnership model is aimed at people who have complex or large networks. Network partners have the opportunity to recommend selected people to addexpert, such as friends, employees or colleagues who are looking to make a career change either immediately or in the near future.

### Recruitment partner

This partnership model is for people who work in HR or recruiting and want to make better use of their resources or application documents. The recruiting partners have the opportunity to use synergies together with addexpert and benefit from modern recruiting methods.

### Business partner

This collaboration agreement is aimed at individuals and companies that are already working in HR or recruitment and who want to improve their potential through collaboration and shared services. In addition to taking full advantage of the synergies available in the candidate area, the business partner can select services as needed. This includes the infrastructure from addexpert's headquarters, which is designed to meet the diverse needs of the recruiting business.

# DON'T LOSE FOCUS

## The goal must be to send only CV's with a high match

Our clients do not want to be overwhelmed with CV's, but to review few, high quality candidate profiles. To achieve this, we analyze the job, as well as the environment in a precise and methodical way. Overall, our clients save a lot of time because they can rely on our services.

## What our clients say

### **COO of a Swiss high-tech company**

Thanks to the job assessment, the decisive parameters could be determined, which made the search of this very demanding profile possible at all. With the systematic search and the direct approach in a broad international network, a very large number of high-quality profiles could be identified in a very short time. In addition, we as well as the candidates were intensively supported through the recruiting process. Our time savings are great, and at the same time the quality of the placement is impressive.

### **Managing director of a well-known trade and service company**

The responsible consultant from addexpert has advised us on various search mandates and carried them out successfully. It was about members of the management as well as specialists. I would particularly like to mention addexpert's structured approach to evaluating the desired profile skills using the Job assessment Instrument. We will continue to rely on addexpert as a recruiting partner in the future.

### **CEO of the Swiss branch of an international building materials group**

... We regularly use addexpert's recruitment service for positions in Switzerland that have a high degree of difficulty. The cooperation is always very pleasant, uncomplicated and efficient. With the very good market access of addexpert, we were able to fill most of the positions. Positive to mention is the open and close exchange, which is important for finding the right candidates and in which speed this can happen ...

### **Talent Acquisition Manger for a national utility company:**

... addexpert has been one of our contractual partners for recruiting for years. The focus is on difficult-to-fill positions such as senior architects, senior project managers, cyber security experts, ICT engineers, or unit leaders in various IT fields. The methodology used by addexpert as well as the degree of fulfillment have always been on a very high level. Finally, it is also the pleasant and human cooperation that we appreciate very much ...

Further references with company names at:  
[www.addexpert.ch/reference](http://www.addexpert.ch/reference)

**Main address**  
addexpert GmbH  
Balz-Zimmermannstr. 7  
CH-8058 Zurich  
  
+41 58 521 51 51  
addexpert.ch

**Regions**  
Aarau  
Basel  
Bern  
Lucern  
St. Gallen  
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**addexpert**  
human recruiting

Ready for the next step

