

CONFIDENTIAL

## Dominique Raffray GmbH



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**Dominique Raffray GmbH**  
Fellenrüti 104, CH-6390 Engelberg

## In times of globalisation...

...companies increasingly have to work with partners from other cultures. It is no longer sufficient to merely brief their employees on foreign culture at seminars. To ensure a harmonious and therefore effective collaboration it is much more preferable to actually recruit staff from the target markets and to work with them in their cultural context. The same applies to expansion into foreign markets. Conducting business with expatriates is largely a thing of the past. It is not only cost reasons that make in situ recruitment preferable however. Conducting business within the same cultural context avoids misunderstandings and the associated demotivation of local employees.

Management knowledge has developed to a high standard globally in recent years. In so doing, regional influences have led to creative solutions providing an edge over other markets. International recruitment renders this creativity effective for internal organisation, thereby increasing its competitiveness.

We recruit directly within all target markets to find the right staff for our clients. Any candidate that we put forward has been personally interviewed by us in situ without involving a contact partner to whom you have not relayed your requirements directly. Our credo is: Same face to the client and the candidate.



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## Scope of services

Dominique Raffray GmbH is offering international executive search and helps clients in all steps of the recruitment process as well as in drafting employment agreements and bonus and benefits regulations and in evaluating and assessing individuals.

Our clients are mainly mid-sized or family owned companies of different industry and service sectors that have successfully built-up their international business, as well as large companies that act globally. We have recruited specialists and executive staff for positions in headquarters and Holdings as well as local operative positions. We have worked in several countries for the local head offices as well as for branch offices and subsidiaries of international companies and successfully interviewed and recruited executives and specialists for them.



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## Executive Search

Our Search Process - "10 steps for your successful recruitment"

We aim at the presentation of adequate candidates within approximately six weeks following the search process as described hereafter.



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## Search Process - "10 steps for your successful recruitment"

### Week 1

- 1 | • In cooperation with the client development of a detailed job description
- 2 | • Intensive market research  
• Elaboration of a list of target companies

### Week 2

- 3 | • Identification of potential candidates  
• Contacting potential sources

Regular feed-back with the client regarding the status of the direct search.



## Search Process - "10 steps for your successful recruitment"

### Week 3

4

- First contact with direct searched candidates

5

- Detailed telephone interview with appropriate candidates, obtaining their curriculum vitae
- Verification of complete application documents

### Week 4

6

- Personal interviews

7

- Request for references



## Search Process - "10 steps for your successful recruitment"

### Week 5

- 8 | • Presentation of detailed Confidential Reports and selection of the best candidates

### Week 6

- 9 | • Presentation of the best candidates
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- 10 | • Recruiting of the top candidate



## Industries & Markets

### Industries:

- Retail
- FMCG
- Other selected industries

### Markets mainly:

- Central, South and Eastern Europe (in particular France, Germany, The Netherlands, Spain, Switzerland)
- The Americas
- Asia



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## We worked in and placed candidates from:

- › Austria
- › Brazil
- › Czech Republic
- › Canada
- › Croatia
- › France
- › Germany
- › Great Britain
- › Hungary
- › Italy
- › The Netherlands
- › Poland
- › Portugal
- › Romania
- › Russia
- › Spain
- › Switzerland
- › Turkey
- › Ukraine



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## We transferred people from:

- › Canada to Germany
- › Czech Republic to Russia
- › France to Germany
- › Germany to Austria, Switzerland
- › The Netherlands to Switzerland
- › Poland to China
- › Spain to Ukraine



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## About Dominique Raffray

### Main Focus

- International Direct Search

### Background

- Raised bi-culturally (German & French)
- Studies of international business economics, specialisation marketing and foreign trade at the Munich Business School
- Overseas studies at the European-Business-School (ebs) Dublin and European-Business-School (ebs) Paris

### Career

- After the Diploma has been working in sales in the Energy & Utility industry
- Over the past 10 years operating as Personnel Consultant
- In particular search and selection of specialists and executive staff worldwide

### Expertise

- Attending mandates worldwide in consideration of the particular country specifics and intercultural differences
- Branch: Retail and FMCG

### Languages

- German & French (native speaker), English and Spanish





## About Gerd Woriescheck

### Main Focus

- International Direct Search

### Background

- Lawyer by education, specialized in labour law
- 30 years of service in Industry, mainly Automotive and Plant Construction

### Career

- 20 Years with Daimler-Benz, lastly Senior Vice President , Head of Personnel for the entire Daimler-Benz Group
- 6 years Director Personnel, Member of the Board of Babcock Borsig AG
- Over the past years operating as Personnel Consultant

### Expertise

- Attending mandates worldwide in consideration of the particular country specifics and intercultural differences
- Branch: Retail and Industry

### Languages

- German (native) and English

## Contact

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