



DOMINIQUE RAFFRAY

INTERNATIONAL EXECUTIVE SEARCH CONSULTANCY

## Same face to the client and the candidate.

Since 2004 Dominique Raffray GmbH is specialised in recruiting international Executives and Specialists in their home countries. For our clients we attract Specialists for whom the domestic labour market is exhausted, we find Executives abroad for local positions, which should not be filled with expats for cost reasons and successfully approach international Specialists and Executives for our clients who work on their home markets in the same cultural context.

Management knowledge has developed to a high standard globally in recent years. Regional influences have led to creative solutions providing an edge over other markets. International recruitment renders this creativity effective for organisations, thereby increasing their 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 without involving a partner consultancy to whom you did not set out your requirements yourself.



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## **We act globally with competency and experience**

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 schemes and in evaluating and assessing individuals. We are carrying out mandates worldwide in consideration of the particular country specifics and intercultural differences.

Our clients are large companies as well as family owned companies in Retail, FMCG, Luxury and Industry that act globally or are building-up their international business. We recruit specialists and executive staff for positions in headquarters and Holdings as well as local operative positions.

In several countries we successfully interviewed and recruited a large number of executives and specialists for the local head offices as well as for branch offices and subsidiaries of international companies.



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## We worked in and placed candidates from:

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



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## We transferred people from:

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



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

We aim at presenting adequate candidates following the search process as described hereafter.

- 1 | In cooperation with the client development of a detailed job description
- 2 | Intensive market research  
Elaboration of a list of target companies
- 3 | Identification of potential candidates  
Contacting potential sources

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



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

- 4 | First contact with direct searched candidates
- 5 | Detailed telephone interview with appropriate candidates, obtaining their curriculum vitae  
Verification of complete application documents
- 6 | Personal interviews
- 7 | Request for references



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

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

9 | Presentation of the best candidates

10 | Recruiting of the top candidate



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# About Dominique Raffray

## Background

- Raised bi-culturally (German & French)
- Studies of International Business Economics, specialization 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 graduation has been working in sales in the Energy & Utility industry
- Since 2000 in International Executive Search
- 2004: Establishment of Dominique Raffray GmbH
- Attending mandates worldwide in consideration of the particular country specifics and intercultural differences
- Branches: Retail, FMCG, Luxury and Industry

## Languages

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



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## About Gerd Woriescheck

### 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
- Since 2003 operating as Personnel Consultant
- Attending mandates worldwide in consideration of the particular country specifics and intercultural differences
- Branch: Retail and Industry

### Languages

- German (native) and English (Business fluent)



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## Contact:

Dominique Raffray GmbH

Hinterdorf 6  
6390 Engelberg  
Switzerland

[www.raffray-consulting.com](http://www.raffray-consulting.com)



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