DOMINIQUE RAFFRAY

FOR COMPANIES

INTERVIEWING · RECRUITMENT STRATEGY · JOB BOARDS

Interviews that *value people.*

Accomplished executives and specialists decide at the first point of contact whether to proceed. I help your company engage with them respectfully and reliably – from the first interview to a recruitment process your team can sustain with confidence – so that the right people choose you out of conviction.

25+ years
Recruitment and executive consultancy

Europe & North Africa
Focus on DACH region and France

up to 80%
say yes to an interview

3 languages
German, French, English

Three services, one attitude

01

Respectful interviewing

Initial approach to your contacts and structured, respectful interviews for leadership, key and specialist positions – with a written assessment. Also available as an external interviewer.

02

Strategic recruitment advisory

Recruitment strategy, employer branding and candidate & stakeholder experience – on request with interim in-house recruitment or a workshop on active sourcing with AI.

03

Developing job boards

Your own careers platform or sector-specific job board – delivered as a complete package with a proven white-label solution.

ADDITIONALLY, ON REQUEST

CEO & board succession

Bespoke succession at executive and board level and the strategic development of leadership teams – discreet, research-led and with the same respectful approach.

"The impression you leave in recruitment is a fundamental part of your employer brand."

Candidates
Reliable timelines and honest feedback – including when declining.

Departments
Involved early, with their time respected.

Clarity
Clear priorities, measures and key metrics.

Personal
You work directly with me throughout.

ABOUT

Dominique Raffray – in executive search and recruitment consultancy since 2000; founder of Dominique Raffray GmbH. I have secured senior executives and specialists in more than 15 countries – including markets with only two or three suitable candidates.

Fees: EUR 250 per hour; recruitment review for a fixed fee; long-term engagements with full days per month – the longer the collaboration, the more favourable the rate.

Arrange a consultation

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TRACK RECORD

25 years of results, *in figures.*

25+
years in executive search and active sourcing, since 2000

up to 80%
of the candidates I approach personally agree to an interview

15+
countries in which I have secured executives and specialists

2–3
suitable candidates in the entire market – and still successfully filled

Career

2000
Beginnings
Executive search in Munich, with Kienbaum and Cap Gemini Executive Search.

2004
Own consultancy
Founded Raffray Consulting in Munich.

2006
Dominique Raffray GmbH
Established the company in Switzerland.

to date
International
Placements in 15+ countries, incl. Turkey and Eastern Europe.

today
New focus
Interviewing, recruitment strategy, job boards – CEO & board succession on request.

Markets

Focus on the DACH region and France – my bridge to North Africa. Assignments and candidates secured in:

Germany · Switzerland · Austria · France · Netherlands · Italy · Spain · Portugal · Poland · Czech Republic · Hungary · Romania · Croatia · Turkey · Russia · Ukraine · United Kingdom · Canada · Brazil

International moves from my assignments – examples:

Canada → Germany · France → Germany · Netherlands → Switzerland · Germany → Austria & Switzerland · Switzerland → Germany · UK → Germany · Czech Republic → Russia · Spain → Ukraine · Poland → China

Sectors & positions

— Retail & FMCG
— Beauty & luxury
— Industrial
— Energy & utilities

— C-suite and managing directors
— Executives with full P&L responsibility
— Specialists in narrow niche markets
— Middle management

Working languages: English, German, French.

A JOB BOARD FOR YOUR COMPANY OR SECTOR

Your own job board – from concept to market launch.

A job board succeeds only with the right employers, strong partners and a clear route to market. Built on the proven white-label solution of an established European provider – technology and support as one complete package. Around 10% of a job board is visible; around 90% is the technology behind it.

OPTION 1
Concept
Adviser · 4–6 weeks
Business model, market review, technology, budget and plan – optionally with a proof of concept.

OPTION 2
Implementation
Project lead · through to soft launch
Product, content, management of the technology partner, testing and acceptance.

OPTION 3
Market entry
Operational responsibility · to launch and beyond
All eight services, employers and partners, launch and reporting to the board.

Eight services, individually or as a complete package: product design · positioning & business model · employer acquisition · strategic partnerships · go-to-market · soft launch & launch · content management (max. 12 months) · operational leadership.