DOMINIQUE RAFFRAY

FOR FAMILY OFFICES
AND FOUNDATIONS

INTERVIEWING · RECRUITMENT STRATEGY · JOB BOARDS

Interviews that *value people.*

Every person you encounter in recruitment forms an impression of your family and your companies. I help you engage with senior executives, specialists and all stakeholders on equal terms – so that they feel recognised, taken seriously and well informed, including those whose path ultimately leads elsewhere.

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

Structured, respectful interviews with senior executives and specialists – with a written assessment. Also available as an independent second opinion before you reach a decision.

02

Strategic recruitment advisory

For your family office and portfolio companies: recruitment strategy, employer branding and candidate & stakeholder experience – so that the right people choose you out of conviction.

03

Developing job boards

A dedicated job board or careers platform for your portfolio company – 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.

"Respect for every person in the process – including the one who, in the end, is not the right fit."

Candidates
A personal approach and clear feedback at every stage.

Stakeholders
Family, boards and management are fully involved.

Discretion
Names and assignments remain confidential.

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: transparent and tailored – hourly, as a long-term engagement with full days per month, or as a search assignment. Following our initial consultation, you will receive a clear proposal.

Arrange a consultation

dr@raffray-consulting.ch
+41 78 883 08 84
raffray-consulting.ch
raffray-consulting.com

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.

JOB BOARDS FOR PORTFOLIO COMPANIES

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.