Dominique Raffray

FOR NETWORKS, ASSOCIATIONS
AND MEMBER ORGANISATIONS

MEMBER ACQUISITION · INTERVIEWING · ADMISSIONS PROCESS

Interviews that *value people.*

New members are not won through mass mailings, but through personal contact. I approach the individuals you name and conduct confidential interviews, so that you come to know prospective members properly – and every person experiences your network at its best, even if their path ultimately leads elsewhere.

25+ years
Interviewing senior executives

Europe & North Africa
Focus on DACH region and France

up to 80%
say yes to an interview

3 languages
German, French, English

What I take on for your network

01

Personal initial approach

I contact the individuals you name – well prepared, discreetly and exclusively on your behalf. Without the use of AI interviews and without involving third parties.

02

Respectful interviews

Ninety minutes to two hours online, based on criteria agreed in advance – with a written assessment and a clear recommendation for your admissions committee.

03

Admissions process & criteria

Membership profile, interview guide and a process your committees can support – one that values applicants, even when the answer is no.

FOR ONGOING REQUIREMENTS

Interview engagement

Full days per month: initial approach to your contacts, 3–4 interviews per day, an assessment of each candidate and a brief monthly report.

"Every approach is a calling card for your network."

Prospective members
A respectful approach and honest feedback.

Committees
Clear criteria, jointly agreed.

Discretion
Names and content 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: EUR 250 per hour for individual interviews; interview engagements with full days per month – the longer the collaboration, the more favourable the rate. On request, a sector-specific job board as an added benefit for your members.

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 MEMBERS

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.