



Domsel Personnel Consulting

- Expertise and continuity since 1998
- Owner-managed personnel consulting company
- 10 employees plus independent consultants/partners located in Lampertheim (Südhessen), Germany
- National and international filling of vacancies
- Certificated Coaches & Trainers



Our business segments are:

**Personnel
Consulting**

**Training &
Coaching**

Motorsports

Human resources consulting – optimal staffing of specialists and management positions especially in the following branches:

1. Construction Industry
2. Automobile and Automotive
3. Sales & Marketing
4. Information technology





Our achievements

- More than 2000 successful recruited positions
- Our recruited candidates will stay in their new positions averagely 5 years or even longer
- 99,4% of the candidates are completing their probationary period
- Decades of expertise and know-how as well as profound knowledge of the constantly changing job market will guarantee a successful completed recruitment.
- With assistance of our structured personnel search as well as qualified selection procedure based on an online-tool like Insights MDI we create the possibility to recruit highly qualified personnel for the open vacancies.

Successful completed projects:

- We usually operate throughout Germany but also internationally when our customers have locations abroad.

RECRUITMENT

- One example is the successful staffing of a vacancy in Hong Kong. The appropriate candidate should be multilingual and should cover various areas of application.
- We recruited single positions as well as an entire staff for a complete new location – in this respect it makes no difference whether it's a start-up company or a famous manufacturer who continues its expansion and installs a 3rd shift or an outlet centre.

Why cooperate with us?



- Miscastings are not only annoying – they can cost a lot of money. Depending on the position and the hierarchy of the employee a miscast in a management position can effect costs from three monthly salaries up to a triple annual salary.

- Especially when you have to recruit a position with various fields of activity, it is recommended to use a scientific tool like Insights MDI.

- The reason is: If it is an important condition for the successful recruited position to “switch“ (in between back-office tasks and company representing tasks or vice versa) it has to be sure that the candidate truly possesses this ability and not only pretends to have it for getting the job.

* cf. Kramer, Sarah, “Teurer Fehlgriff”: Berlin Maximal, Business Magazine for medium-sized companies in region Berlin 3/2010

Why cooperate with us?

- Most HR professionals tend to hire the candidate who appears to be very likable during the job interview. In many cases these are persons which are very similar to ourselves – and that's no coincidence – sympathy and affection are very human emotions. The question is: what if we do *not* need that for the actual vacancy?
- We used our know-how to develop in practice an analyse tool like the marketing survey tool SEARCHCON-DC.
- As part of our own job market research, we found out that in many cases not even the title of a job offer fits to job advertisement itself. A suitable candidate will be difficult to be found especially if he won't be able to identify with the headline of the job offer. There is a danger that this candidate won't recognize a relevant job offer only due to the lack of relevance of the job title.

Our service and know-how

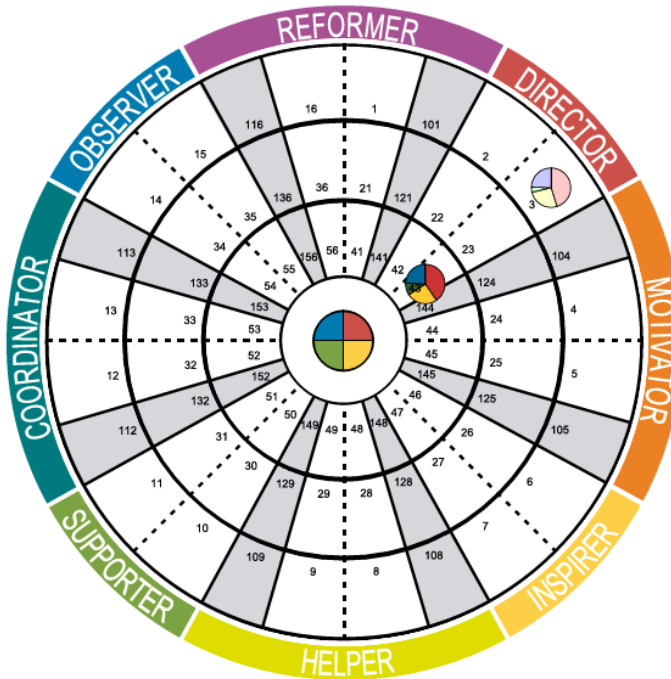
- Job Analysis / Job Description
- Use of SEARCHCON-DC
- Direct contact of candidates
- Telephone interviews
- Job interviews
- Personality test INSIGHTS MDI®
- Support until the conclusion of contract

The recruiting period is – depending on the position – approximately 3 to 6 months.

Application of online-based tools

- In the first step we identify via a detailed job analysis all the requirements which have to be met by the candidate or which type of person is most suitable for the job and is fitting into your team. Depending on the kind of vacancy our analysis offers different possibilities:
- Whether a member of management, sales representative or back office personnel: our analyse-tool is customized on the demands of employers and offers an Executive as well as a Sales and Basis-analysis accordingly.

Application of the INSIGHTS MDI® Tools



General overview

The analysis differentiates between up to 60 various types and, furthermore, supports the user with:

- Encouraging internal competences
- Developing potential systematically
- Using of competitive advantages
- Avoiding expensive miscasts



Ethical principles

- Relevant agreements must always be fully respected.
- At no time headhunting of recruited candidates.
- We always think and act in a responsible manner according to our customer.
- We guarantee our customers one free replacement of the recruited position – if contrary to expectations – the candidate will not fit, for whatever reason.
- We arrange candidates exclusively in permanent working contracts – an exception to this rule will be done only in the rarest of cases.

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Motorsport

- Whether planning and implementation of a product-launch or support of a complete sales project: in addition to personnel consulting & coaching, the sales area is our key subject.
- We are well-known in the sector Automobile & Automotive – our first successful trainings at point of sales were single and team-coaching in large auto houses.
- Furthermore, we are offering a long-term active support of sales-projects – like the sales support for Autodrom Most, a race track in the Czech Republic which was promoted by us on the German market.



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