



Applicant's Advice

From experience – for experience

People are the key to success!

- Are you up for a change and want to reorient professionally?
- You would like to speak individually about your situation, your requirements and your questions?
- Are you looking for a conversational partner who has often held appraisals himself?
- Are you looking for an experienced sparring partner and constructive feedback provider?
- Has it been a long period of time since your last interviews?
- Are you willing to invest some time and money in your own career plan?
- Are you interested in having a second opinion and open to honestly reconsider your own situation?

Possible content:

- Career plan establishment
- Target setting and strategy
- Document configuration and optimization
- Preparation of personal interviews
- Requirements and authorization
- Timing and cost planing
- Individual key aspects
- Charge on an hourly basis
- Minimum charge: 2 hours
- Additional costs for room rentals possible
- Individual appointment planing available

After analyzing the documents sent, we shall give you tips and assistance while optimizing or reorganizing these documents.

- Application documents analysis and telephonic consultation
Charge on an hourly basis
Minimum charge: 1 hour
- Optimization and design of the application with respect to configuration, content and structure
Charge on an hourly basis
Minimum charge: 1 hour

Possible content:

- Interview training under realistic circumstances
- Feedback and consultation with respect to personal strengths and weaknesses
- Assessment center task training
- Individual key point establishment
- Prerequisite is the existence of a tabular CV in advance
- Charge on an hourly basis, minimum charge: 2 hours
- Additional costs for room rentals possible
- Individual appointment planning available

- Personal individual counseling
cost accounting on basis of actuals

- Document preparation, preliminary tasks or telephonic counseling:
cost accounting on basis of actuals

- We will gladly accomodate in place at time!
Tell us when and where we can meet. We charge fair conditions for travel costs and room rentals. Please ask for them individually.
 - Travel costs shall not be incurred within Munich
 - Further, all travel expenses shall be planed inclusively and determined in compliance with you



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TW CONSULT search & selection
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Education:

- Studies of law and business administration, University Bayreuth/Université Fribourg (CH)
- Study of psychology, Open University Hagen

Professional Experience:

Several years of research- and consulting experience at respected international recruitment companies:

- Gemini Executive Search GmbH, Research Associate
- Kienbaum Executive Consultants GmbH, Research Consultant
- Von der Heyden Executive Search GmbH, Senior Consultant

01. September 2004: Founding of TW CONSULT search & selection



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Education:

- Industrial engineer (Dipl. Ing.), University of applied sciences Rosenheim

Professional Experience:

Management experience (1990-1998):

- Mars GmbH, various functions in sales and marketing (Field Sales and Key Account)
- Tchibo Röst Frisch GmbH, Director of Field Sales, Distribution LEH

Professional experience in executive search (since 1999):

- Kienbaum Executive Consultants GmbH, Senior Consultant
- MR-Personalberatung GmbH/Intersearch, Associate Partner

Since 2006: Partner at TW CONSULT search & selection