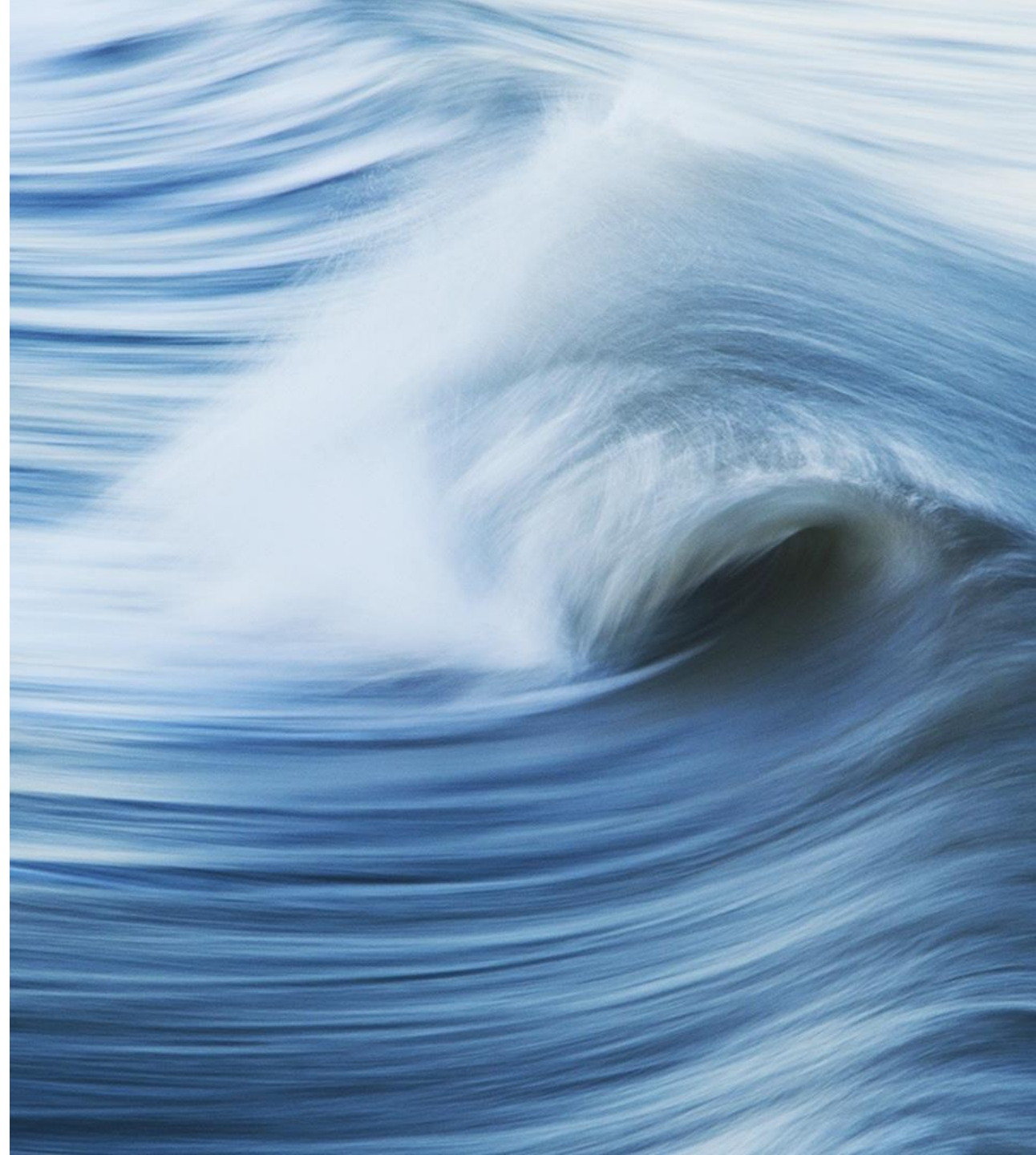




# EXECUTIVE MANAGING PARTNER

Sector Healthworld  
EMEA - AMERICAS - APAC

EXECUTIVE SEARCH & RECRUITING





ISG (International Service Group) is **one of the world's leading Recruitment & Executive Search consultancies**, providing an excellent client and candidate network and in-depth industry knowledge.

Exceeding **700 ISG employees, consultants and Managing Partners** we operate **more than 60 offices** in currently **40 countries**. Since 1999 we serve our clients on base of trust and openness in combination with excellent consulting and recruiting results. As an "all-in-one" service provider in all HR matters, our service portfolio covers following areas:

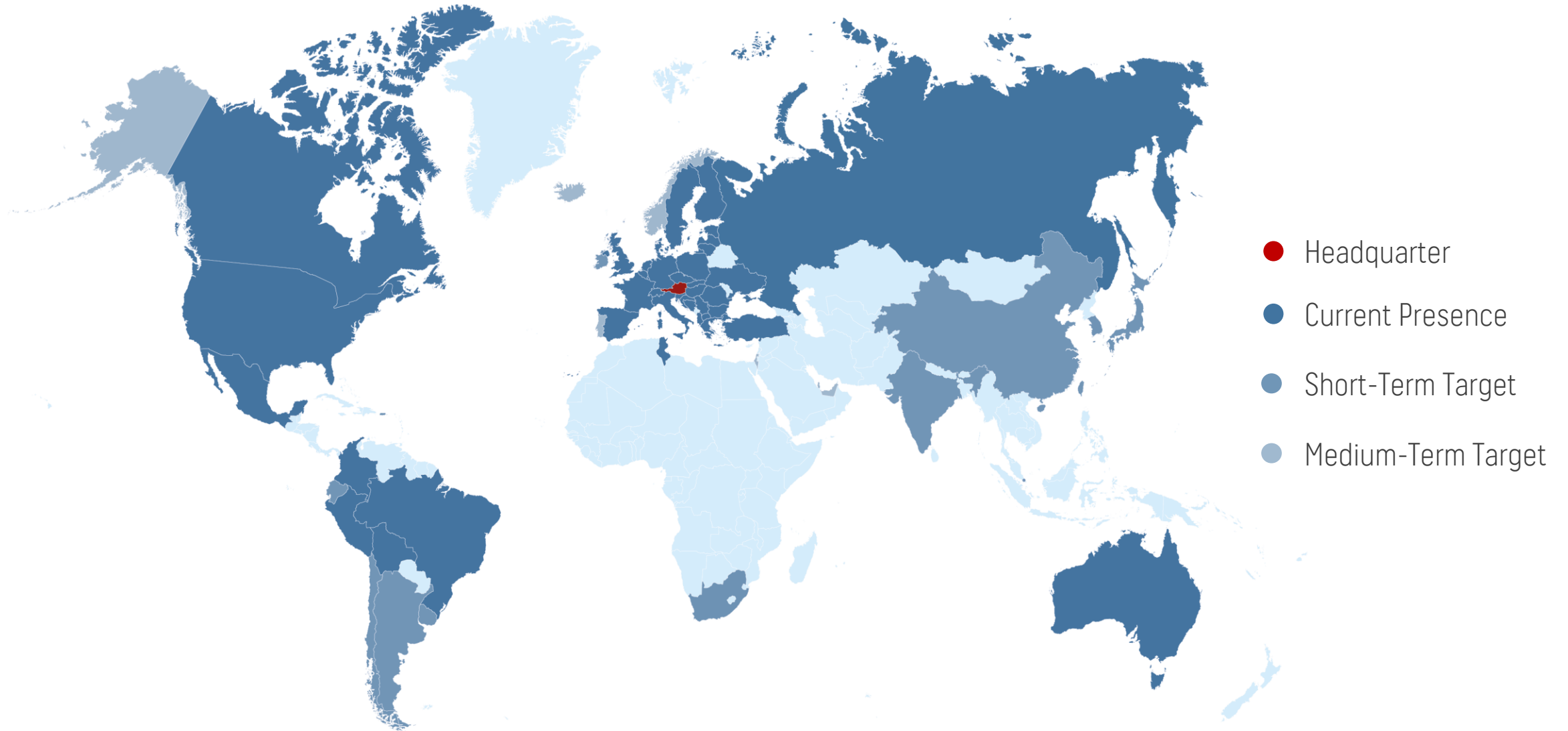
- **Recruiting & Executive Search**
- **Training & Development**
- **Diagnostic Services & Outplacement**

The international success of the ISG is extensively based on the **focus and segmentation of our consulting services on specific industry & business areas** as well as dedicated customer segments, which are developed by industrially experienced Managing Partners and steered by entrepreneurial Sector Heads.

Our corporate culture is characterized by an interdependent, appreciative and above all professional internal cooperation in addition to a thorough industry specific and international expertise with a demand of high-quality standards for ourselves.



## GLOBAL PRESENCE & OFFICE NETWORK OF ISG





## OUR USP's

- International awareness of the ISG brand, expanding globally
- Fast growing global presence
- A proven industry sector concept
- A unique and industry specific consulting & recruiting approach
- A global network of industry specific Managing Partners
- Unprecedented flexibility in international interaction and collaboration among managing partners





## SECTOR GROUP CONCEPT

Filling important key positions with executives and industry specialists is an ever-growing and complex challenge, especially as the work environment continues to evolve into a candidate market. This trend mainly affects, but not only, developed markets such as Europe or North America.

Potential candidates willing to make a career change are increasingly choosing employers and supervisors selectively, and even successful companies must actively recruit the demanded workforce and create a clear employer brand strategy.

In addition, the actual fit of the candidates to the corporate culture of the employer is a key success factor for sustainably successful candidate placement.

In order to serve our customers efficiently and effectively meet all market requirements without doubt, ISG has created ten distinctly focused sector groups. All sector groups are managed by long-term experienced managers. In turn, the members and Managing Partners of these sector groups provide sound and specific industry knowledge.

The ISG Group is therefore excellently positioned to offer individual solutions in all areas of recruiting nationally, internationally and globally.



## SECTOR GROUP CONCEPT

- **Proven and long-standing experience** of the ISG Consultants and Managing Partners in different industry segments
- **Cross-border Executive Search & Selection** in Europe, America and APAC
- **Outstanding achievement** in recruiting (senior) managers, professionals and industry specialists
- An **international candidate network**, which goes beyond the usual consultancy standards
- **Talent mapping** to secure strategically important management positions
- Proactive **talent acquisition** and creation of **talent pools**





# ISG SECTOR GROUPS



**AUTOMOTIVE**



**BUILDING & CONSTRUCTION**



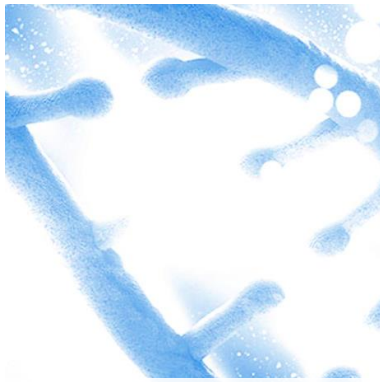
**BUSINESS CONSULTANCY**



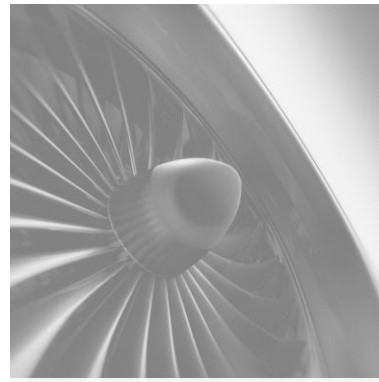
**COMMERCE & CONSUMER**



**FINANCIAL SERVICES**



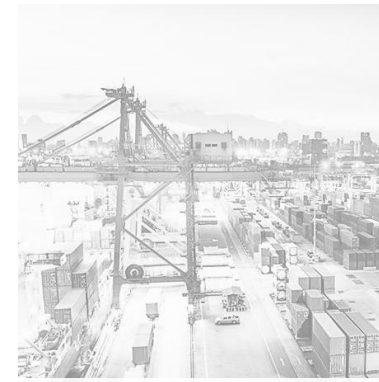
**HEALTHCARE**



**INDUSTRY**



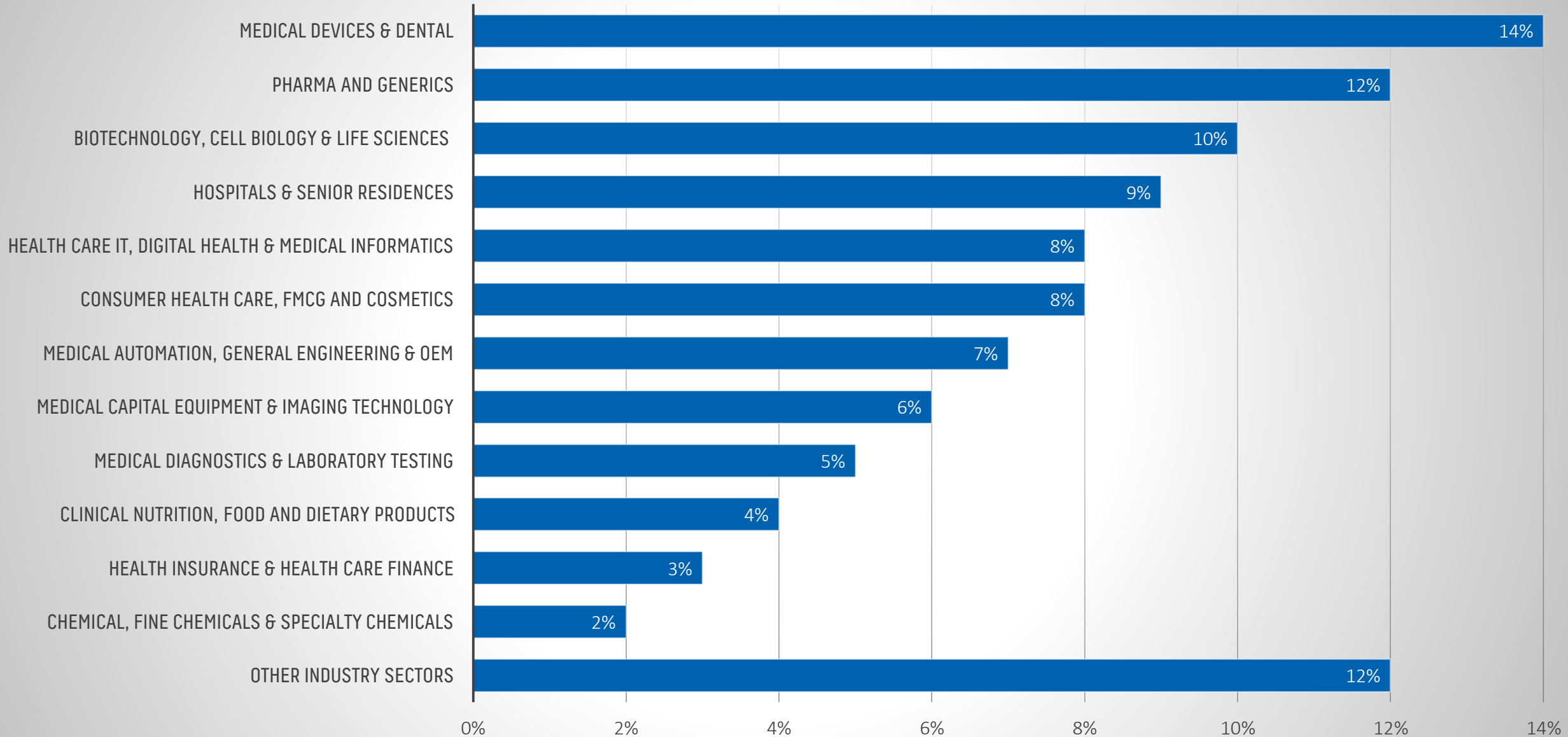
**IT & TELECOMMUNICATION**



**TRANSPORT & LOGISTICS**



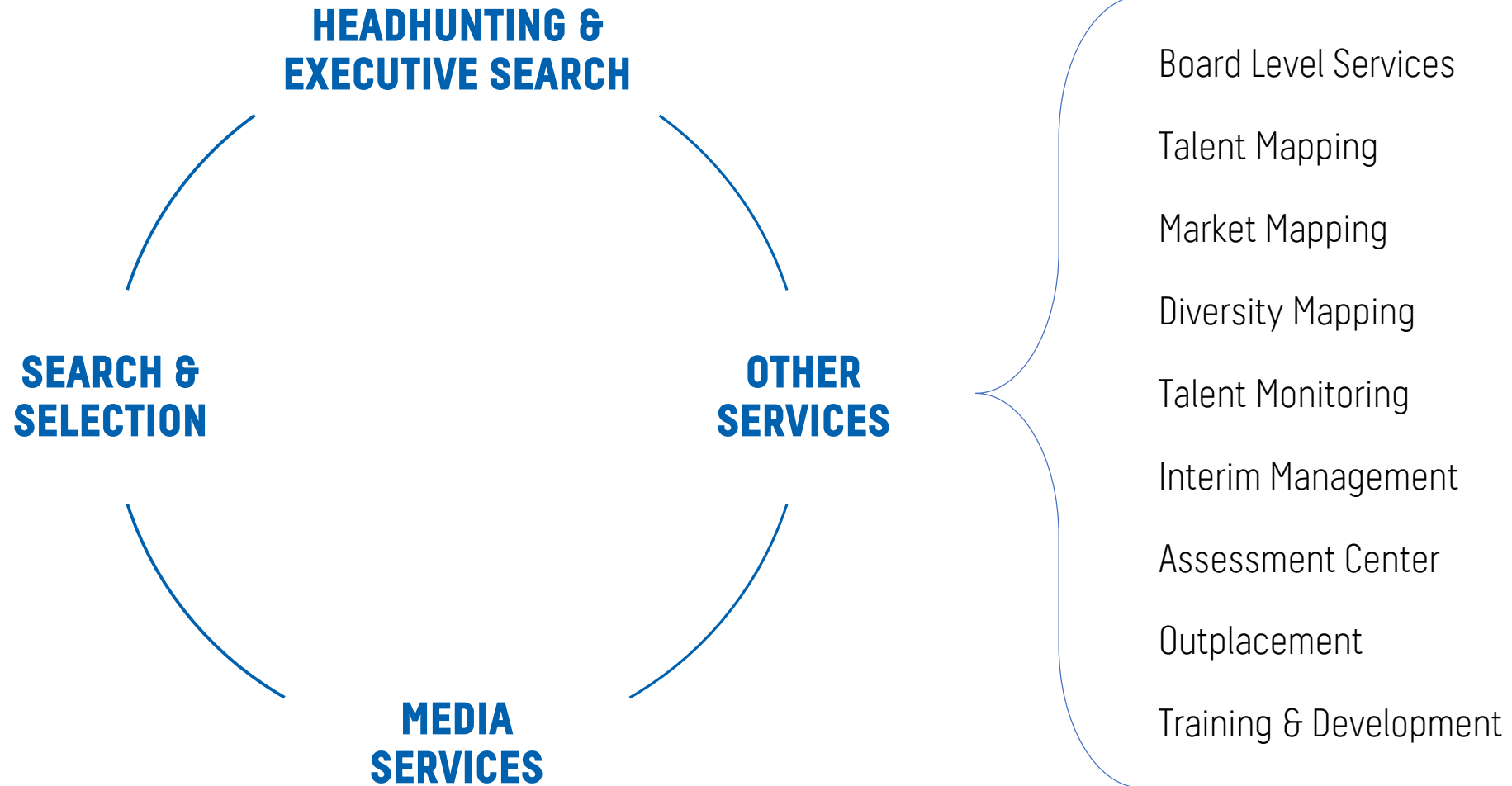
**PUBLIC & GOVERNMENT**







## HR CONSULTING SERVICES





## POSITION TARGETS

- C-Suite and Board Level
- General Management
- (Senior) Vice Presidents
- Directors and Senior Directors
- Top Management
- Senior Management
- Middle & Line Management
- Young Professionals
- Industry Specialists
- Engineers
- Scientists
- Graduates





## FUNCTIONAL PORTFOLIO

- C-Suite and Board Level
- Directors & Executives
- Departmental Management
- Industrial Specialists
- Sales & Marketing
- Finance & HR
- Production
- Engineering
- Quality & Regulatory
- Procurement & Supply Chain
- Research & Development
- Administration





# THE POSITION



Due to our **dynamic and global growth strategy in EMEA, AMERICAS and APAC** we invite experienced, charismatic leader, TOP Managers and/or TOP-Executive Search Professionals, who strive for independency and an attractive income, to join ISG as **Executive Managing Partner** and **regional team leader** to become

# EXECUTIVE MANAGING PARTNER

Sector Healthworld  
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EXECUTIVE SEARCH & RECRUITING



# OUR EXPECTATIONS & PARTNER SERVICES





## OUR EXPECTATIONS

The **Executive Managing Partner** (EMP) position is aimed at **seasoned entrepreneurs, long-term experienced Managers and leaders**, who wish to develop their own company business and to build up and lead a team of independent Managing Partners (MP's). You should have the following professional experience:

### **MANAGEMENT + BUSINESS DEVELOPMENT + LEADERSHIP**

You are responsible for building ISG's Recruiting and Executive Search business in the region. Ideally, you will be able to generate new business opportunities through your own professional network. Together with your team you will develop **national and international clients** and recruit projects in your area of responsibility, independently and in close, collegial and transnational cooperation with the Sector Heads of the ISG.

A high level of **long-term personal commitment** and a basic **affinity for customer acquisition processes and Recruiting & Executive Search** is required. The experience to build and lead a team, thorough management and organizational skills and intercultural experience complete your personal profile.

We offer a generous income system - including revenue sharing - and the unique opportunity to join one of the best executive search networks. ISG offers its Executive Managing Partners **a global brand, unique selling propositions, specific benefits, and numerous partner services** coupled with a lifetime commitment.



## OUR PARTNER SERVICES

- Free onboarding
- Continuous support by the ISG Sector Heads
- Extensive rights to use the ISG brand
- Unlimited use of our global Managing Partner and customer network
- Unlimited use of the global ISG client and candidate database
- Extensive and free startup trainings
- A variety of continuous free trainings
- Your personal profile on the ISG homepage
- Full back office support
- IT support and help desk
- Advertising & media support
- Extensive and individual marketing material







# YOUR TASKS & OBJECTIVES

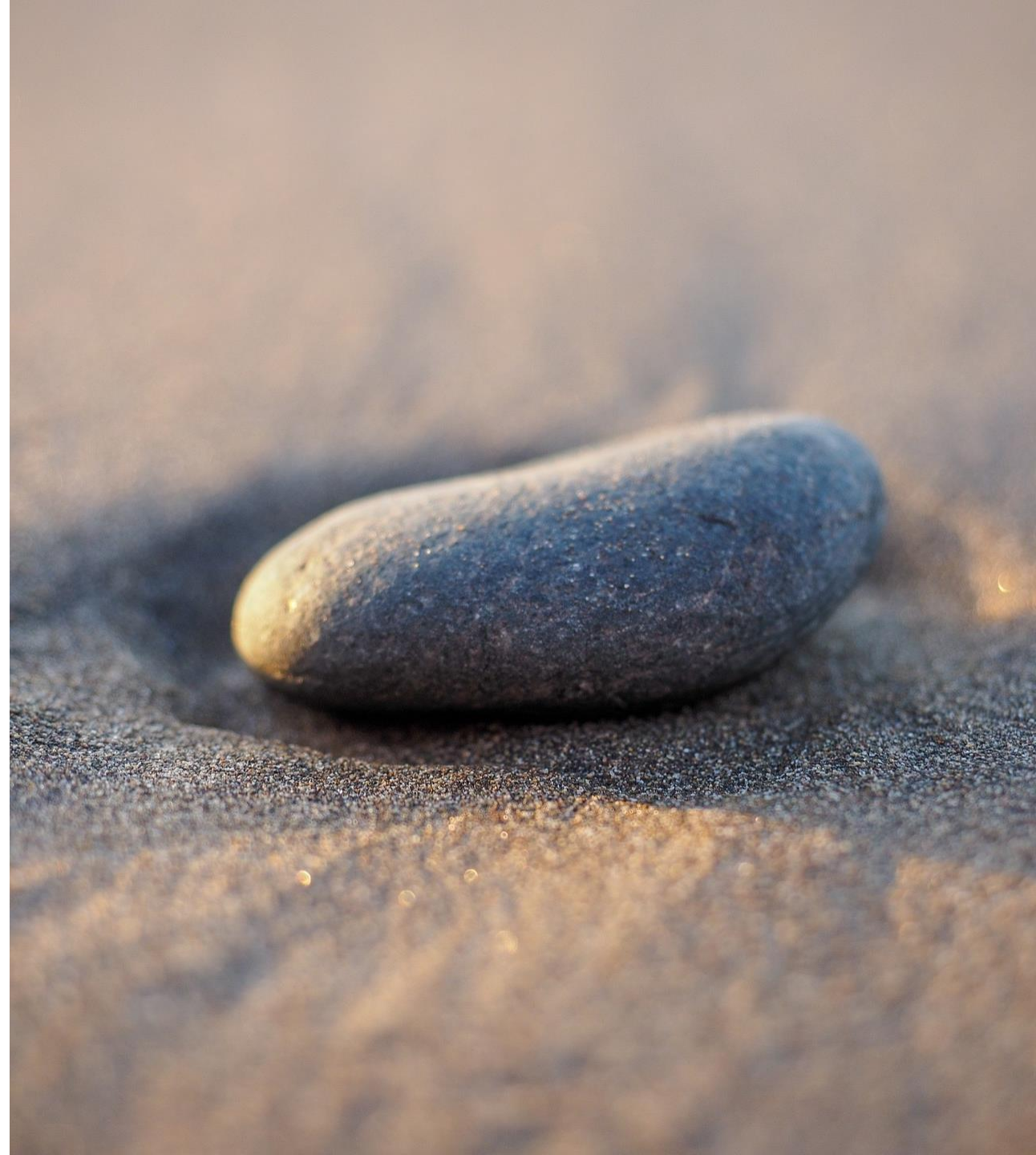




- **MANAGEMENT**
  - Providing your own sole proprietorship
  - Setting up and expanding your own customer acquisition & consulting team of Managing Partners
  - Responsible for the proper organizational setup including customer offers, contracts and billing
  - Full responsibility for the MP team, regional sales and business development
  - Business & Market Intelligence including strategic customer segmentation
  - Evaluation and coordination of participation in events, conferences and fairs
  - Control and supervision the professional acquisition of recruiting projects
  - Orchestrating of international and global project management
- **BUSINESS DEVELOPMENT**
  - Support your team in all business matters
  - Develop your own reference and flagship customers
  - ISG-internal alignment of business development strategies in relation to global customers
  - Connect at the highest network level and open up new business opportunities together with your team
- **LEADERSHIP**
  - Manage, develop and motivate your team
  - Enabling sustainable customer relationships through professional support of your team



# YOUR PROFILE





- Ideally at least 10 years of relevant management and team leading expertise in an industrial environment
- High affinity to top-level networking and social media channel marketing
- Providing some experience in Search & Selection and recruiting processes generally
- Ability to build up, motivate and lead a team of independent Managing partners
- Entrepreneurial management style with hands-on mentality and sound social skills
- Efficient time- & self-management
- Ability to react swiftly and flexible to new demands and challenges
- Strong communication and rhetoric skills, curiosity and openness to new things
- Sovereign, confident appearance and readiness to network with people at all levels
- Visionary thinking and willingness to succeed
- Providing an extensive business contact network
- Experience in dealing with international and intercultural cooperation
- Very good English language skills (business fluent). Additional language skills will be an advantage



# OUR OFFER





## OUR OFFER

- Excellent opportunity for experienced managers to build and grow a regional business unit
- Formation and management of a regional team of independent managing partners in a well-known, successful and dynamically growing personnel consultancy with international infrastructure and a global network
- A permanent position that combines independence, flexibility and significant growth potential
- A very attractive income model without initial investment
- Direct support of your division and team members by the respective ISG Sector Heads
- Expansion of your regional & international business network and presence
- Professional exchange with highly qualified and long-term successful international ISG Managing Partners
- Comprehensive and professional administration support by ISG with best-practice knowledge through a dynamic, motivated team
- Possibility to build and run the business, apart from any independent advisory activity
- Individual and flexible choice of the workplace setup



LET'S TALK





LET'S TALK !



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[www.isg.com](http://www.isg.com)





## EEO STATEMENT

At ISG, we are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates without regard to race, color, religion, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristic protected by applicable law.

ISG believes that diversity and inclusion among our teammates is critical to our success as a global company, and we seek to recruit, develop and retain the most talented people from a diverse candidate pool.

