

# HEALTH CAREER

Medical Devices, Surgical & Implantology

Pharma and Generics

Biotechnology, Cell Biology & Life Sciences

Medical Capital Equipment & Imaging  
Technology

Medical Diagnostics, Laboratory & Testing

Health Care IT, Digital Health &  
Medical Informatics

Dental Medicine & Orthodontology

Medical Rehabilitation and Robotics

Hospitals and Senior Residences

Consumer Healthcare

Animal Health and Veterinary Medicine

Clinical Nutrition, Clinical Food & Dietary  
Products

Health Insurance & Health Care Finance

Chemicals, Fine Chemicals & Specialty  
Chemicals

Cosmetics, Perfumes & FMCG

Medical Automation, General Engineering &  
OEM

Micro & Nanotechnology, Material Sciences

Sports Medicine & Fitness

Health Care Consulting Industry

Medical Communications & Advertising Industry

Health Tourism, Spa & Medical Travel

**Alternative Medicine, Beauty &  
Well-Being**

International Aid & Non-Profit Organizations

Medical Professionals

## ISG-HEALTHWORLD – Health Care Recruiting

Recruiting & executive search of specialists and employees within the middle management- and top management arena regarding the various sub-industries of the healthcare market.

With the global brand ISG-Healthworld, we are essentially offering comprehensive, customized and tailor-made recruiting- and executive search solutions for all subindustry-segments within the healthcare sector, such as: medical technology, medical diagnostics, medical consumables, pharmaceuticals, biotechnology, hospitals, health insurance, chemicals, cosmetics, sports and fitness market, IT and healthcare consulting industry and other related health care areas.

### OUR SERVICES

- Detailed job-briefing and „requirements-check“ with our consultants.
- Assistance with the creation of a detailed job-description.
- Placement of an online job-posting on our career portal ISG.com and on well-known online job-platforms as well as advertisements in print media upon request.
- Direct search approach („headhunting“) of qualified candidates.
- Structured and multiple-stage interview-process with selected candidates.
- Preparation and transmission of significant candidate reports at the highest possible quality.
- Qualified accompaniment of the entire recruiting process until the position is filled.

### YOUR ADVANTAGES

- Access to candidates that cannot be reached with classic search paths.
- Specialised and dedicated consultants focusing on all sub-industries & health care functions.
- Higher efficiency regarding your entire recruiting process.
- Use of long-standing networks, in-depth experience, sectoral- and functional competence of our consultants.

### FEE STRUCTURE & CONDITIONS – DIRECT SEARCH („Headhunting“)

**Junior positions: 25%** of the annual gross target-salary.

**Middle-management & specialist positions: 27%** of the annual gross target-salary.

**Senior/executive positions: 29%** of the annual gross target-salary - as a fee.

1/3 of the placement fee becomes due upon placement of the order and serves as administration fee and to set up the job-posting. The remaining 2/3 of the fee is success-oriented and become due as soon as the candidate signs the employment contract.

### Contact:

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