TALENTTREE

We help the brave create impact.

## ABOUT

Talent Tree is an executive search boutique for the European tech startup- and digital ecosystem.

## APPROACH

Our diverse team of world-class experts combined with an entrepreneurial background enables Talent Tree to develop a holistic perspective on how to achieve outstanding results together with our customers.

## MISSION

We seek to be different by leveraging our innovative and disruptive nature, incomparable level of customer intimacy and therefore revolutionize the industry.

## SUCCESS

We do not simply match profiles. We connect what belongs together. Making our clients successful and candidates happy is what drives us to push further.

# TALENT TREE SERVICES AT A GLANCE

**EXECUTIVE SEARCH**

**PROFESSIONAL SEARCH**

*TALENT TREE core Business*

Our focus is centered around finding the best fit for organizations and executive- as well as non-executive candidates. In order to deliver best-in-class services, we aim to establish long-term business relationships with our clients.

*Additional Premium Service*

**EXTERNAL CANDIDATE MANAGEMENT**

Best practices that can be adopted in a plug and play manner

**CULTURE ASSESSMENT**

State-of-the-art culture assessment for mid-sized and fast paced organizations

**RECRUITER AS A SERVICE**

Dedicated on-site recruitment consultant for your internal HR department

**HR-STRATEGY CONSULTING**

Lift your HR-Strategy to the next maturity level

# OUR CORE BUSINESS IN DEPTH

*Your One-Stop-Shop for tech- and digital growth*

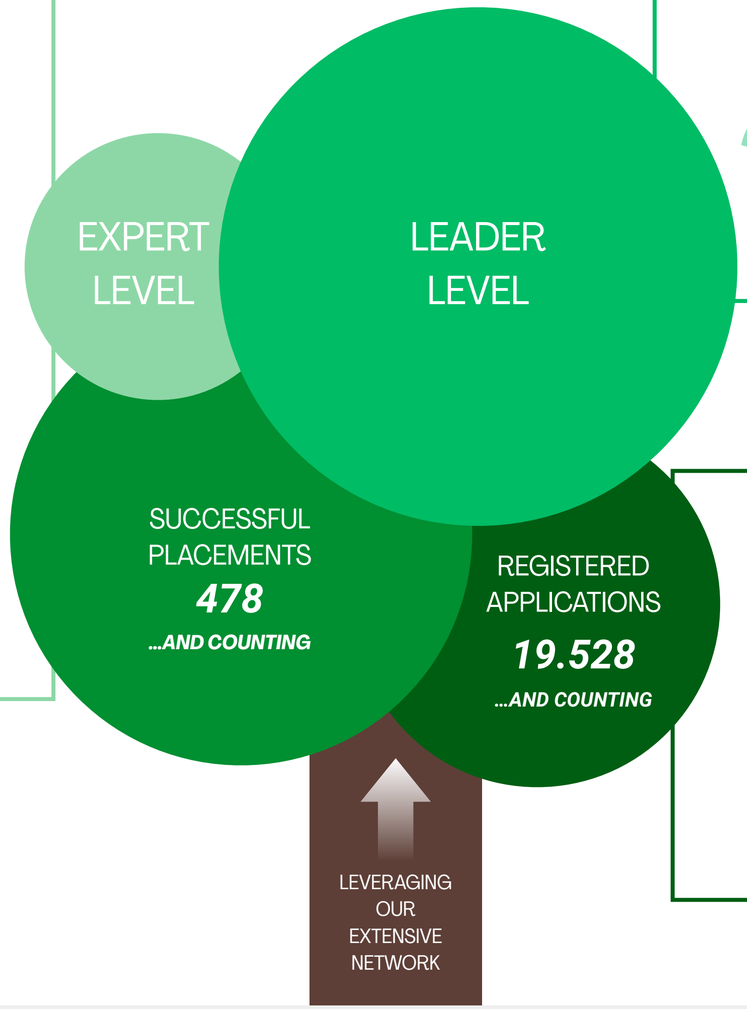
## PROFESSIONAL SEARCH

### TECH

e.g. Software Development, Big Data, Business Intelligence, Cloud (Architecture), IT Management, Cyber Security, Blockchain, Hardware, Robotics, AR/VR, (I)IoT

### NON-TECH

e.g. Performance Marketing, CRM, Sales, Finance, Business Development, Product Management, Account Management, Operations Management, UX Design, Management Consulting




## EXECUTIVE SEARCH

### C-LEVEL

e.g. CEO, CFO, CTO, CMO, COO, CPO, Country Manager, Co-Founder, General Manager

## ADDITIONAL SERVICE

### INTERIM MANAGEMENT

C(X)O as a Service

### STRICTLY CONFIDENTIAL SEARCH

*(AS PER REQUEST)*

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# TALENT TREE SELECTION PROCESS

*Typical search timeline for leader and expert level*

*We do not step back until your perfect candidate has been found*

**Typically: 1-2 cycles**

| | Briefing | Active Search | Sprint Qualification | Customer Interviews | Negotiation Phase |
|---|---|---|---|---|---|
| **Leader level** | *1st day* | *2nd week* | *3rd-5th week* | *6th-8th week* | *9th-12th week* |
| **Expert level** | *1st day* | *1st week* | *2nd-3rd week* | *4th-6th week* | *4th-8th week* |

- Stakeholder interviews
- Project setup
- In depth briefing
- Target definition

- 1st candidates for calibration
- Prioritizing the search strategy

- Interviews with candidates by Talent Tree
- Qualifying & pre-screening

- Get customer feedback
- Search metrics adjustments if needed

- Negotiation of package and terms
- Dialogue between active managers of stakeholders
- Facilitation of closing procedure
- Working closely with lawyers and investors
- Execute signing

**Presentation of 2-4 candidates**

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# MEET OUR DIVERSE TEAM

*World-class people experts at your disposal*

Mathias Gerhardt

*Head of Operations*

Melina Schulmeister

*Senior Recruitment Consultant*

Ann Katrin Weidner

*Senior Recruitment Consultant*

Walter Witthüser

*Senior Tech Recruitment Consultant*

Sofia Borodulina

*Senior Recruitment Consultant*

Linda Bachmann

*Senior Recruiter*

Miriam Zecha

*Recruiter*

Johanna John

*Recruiter*

Anastasiia Dyshko

*Research Manager*

Philipp Thun

*Talent Scout*

Sebastian Löw

*Sales Consultant*

Anica Rodewald

*Finance & Operations Manager*



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# OUR MANAGEMENT AND ADVISORY BOARD

*Talent Tree is backed by a diverse group of cross-industrial leaders*

Julian von Blücher
*Founder & CEO*

- Serial Entrepreneur, founded Talent Tree in 2015
- Climate tech activist
- Graduated from KIT and UC Berkeley

Oliver Kempkens
*Senior Partner & Executive Consultant*

- Design Thinking Evangelist at D-School (Hasso Plattner Institute)
- Russel Reynolds Executive Search Consultant
- Executive positions within SAP Palo Alto and Walldorf

Michael Hagenau
*Ex-CEO Delivery Hero Germany*

Yann Mauchamp
*CEO MutualBenefits Internet Industry Pioneer*

Sohaila Ouffata
*Director BMW i Ventures*

Jan Michael Hess
*Founder & CEO EcoSummit / Ventures*

David Wortmann
*Founder & CEO DWR Eco*

Lorenz Illing
*Managing Partner TAM Akademie*

Johannes Thanner
*Corporate Innovation & Insurtech Expert*

Adrian Frenzel
*Global COO Gorillas*



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# WE LIVE CUSTOMER INTIMACY

*Selection of our trusted partners*

## Clean Tech & Climate Tech

sonnen

tado°

Polarstern
Wirklich bessere Energie.

SKELETON TECHNOLOGIES

## Smart Consulting

Stryber

BCG Digital Ventures

Siemens Management Consulting

Arthur D Little

## Fin Tech

getsafe

Allianz

scalable .CAPITAL

Munich RE

## Smart Lifestyle & Direct to Home

Delivery Hero

FREE LETICS

VIU
FRAMING CHARACTERS

yfood®

## Future Mobility

CLUNO

VEHICULUM.

VOLOCOPTER

TESLA

## (I)IoT & Deep Tech

B/S/H/

IN MIND CLOUD

Wirelane

Genesis Mining

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# CLIENTS VALUE OUR EXTREMELY HIGH SERVICE LEVEL

*The quality of the candidates who have been introduced to us by Talent Tree was very good. This clearly sets them apart from many other recruiters.*

Daniel Sobhani
*CEO, Freeletics*

*Briefing, a profile suggestion, interviews, offer, sign up – with in a weeks time we had a Senior Backend developer employed. Perfect!*

Dr. Michael Hagenau
*CEO, Delivery Hero Germany*

*Talent Tree has presented AAA candidates and occupied the first C-level position in the German market. In regard of the success, we have assigned Talent Tree the task of placing further company-critical positions.*

Taavi Madiberk
*CEO, Skeleton Technologies*

The network is unique and helps extremely to get in touch with the top candidates in the industry!

Franzi Majer
*Founder & Managing Director, Catchys GmbH*

*Talent Tree gave us top candidates and found our first key hire for launching the German Market. Given the success we assigned them to build our entire team.*

Adrien Ledoux
*CEO & Co-founder, Jobteaser*

*Talent Tree has an unique network in the startup community and refers jobs you won't find anywhere else.*

Dr. Florian Fuchs
*CTO, Doo*

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# CASE STUDY

*Volocopter - The TESLA of the Air*

VOLOCOPTER

**OBJECTIVE**

Finding the best CEO in the world for this specific new flight class

**SOLUTION**

Talent Tree screened the European Ecosystem and finally found a visionary manager who was able to understand this unique opportunity, by reducing his salary expectations and getting shares instead.

**BUSINESS**

A very customized recruiting process where Talent Tree served as an active project manager and negotiated between stakeholders including investors and lawyers.

*Through Talent Tree, I felt very well looked after and thank you for the new, exciting task that has come to me.*

Florian Reuter
*new CEO*

*With Talent Tree, we have found our desired CEO and at the same time have received exciting leads for filling further key positions. Due to the excellent quality, we also requested the search for the CTO!*

Alexander Zosel
*Founder and Chief Innovation Officer*

# CASE STUDY

*RedesignFinance - The first FinTech Company Builder in Munich*

redesign FINANCE

**OBJECTIVE**

Conceptionalizing and building a lean employer branding website for a client in stealth mode. In addition, managing the candidate flow and finding the best in class C-Levels and digital talents.

**SOLUTION**

Talent Tree conceptionalized and texted a 1-pager website, consulted on performance marketing measures plus implemented a recruiting process and managed a growing pipeline of candidates.

**BUSINESS**

Talent Tree helped build a brand from the greenfield and secured strategically critical C-Level placements for different ventures within the portfolio.

Redesign Finance is a Fintech Company Builder based in Munich and combines agile high potentials, experienced entrepreneurs and high-quality industry experts.

By assigning Talent Tree with the continued care of all HR related tasks they were able to reliably secure the demand of high level experts in a fast growing environment.

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# GET IN TOUCH WITH US


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