



## European Executive Search Group

<http://www.cfr-group.com>

**United Kingdom (4 regional offices)**

**France (3 branch offices)**

**Germany (3 regional offices)**

**Belgium**

**Netherlands**

**Luxembourg**

**Spain**

**Austria (4 regional offices)**

**Czech Republic (2 regional offices)**

**Slovenia**

**Hungary**

**Italy**

**Switzerland**

**Poland**

**China (1 regional office)**

**Sweden (3 regional offices)**

**Northern europe (co-operation partners)**

**United States - USA (co-operation partners)**



## **Concept:**

**CFR Group was originally founded by 5 partners, two from Germany, two from England and one from France.**

**The vision was to provide recruitment support to all customers in their native language, from Consultants who are familiar with the culture and country specific structures of the clients - i.e. “European reach and local expertise” - the same high standards are therefore maintained everywhere.**

**Today, CFR Consulting Group (CFR) has 15 members in Germany, France, Belgium, Netherlands, Luxembourg, Italy, Austria, Great Britain, Spain, Czech Republic, Hungary, Poland, Slovenia, Sweden, China, and Switzerland as well as co-operation partners in Northern Europe and in USA**

## **Conditions:**

**All member companies of CFR Group are owner-managed. To be accepted as a new partner it is generally a prerequisite that the owners themselves are active as consultants.**

**Our partner and membership organisations have between 5 and 15 staff members so personal contact and continuity of consulting can be assured.**

**We maintain the same professional principles in all activities and reports so that we maintain the same quality standard throughout.**

## **Possible tasks:**

### **Client looks for:**

- **Abroad for the home market (for example sales or marketing director, export managers, key account managers)**
- **Abroad for an overseas branch (for example branch manager, production director, controller, sales representative)**
- **In several countries for home or abroad (for example for an international position)**
- **Domestic for abroad (representatives, call in a foreign partner for evaluation if necessary)**

## **Advantages:**

- **Well-defined tasks for a target-oriented search, in order to avoid non-essential time wastage and expenditure.**
- **Transparent consulting activities by agreeing in advance a mutually acceptable time schedule and a projection of costs.**
- **Topical market study for the client by ongoing documentation and publication of all results.**
- **Professional consulting by an experienced senior consultant with country specific professional expertise and country specific knowledge.**
- **Protection of client's interests by absolute confidentiality and exclusive contracts/agreements.**
- **One direct contact co-ordinates the assignment and is responsible for the whole project.**

## Fee structure

- **Fixed consulting fee for an exact budget and prompt and clear cost control.**
- **We don't provide a success only or "no win – no fee" service, however we can agree a flat fee in advance, irrespective of the ultimately agreed salary.**
- **We can demonstrate experience, high quality and strength of judgement backed up by a success guarantee (search for a replacement at no fee depending on special circumstances).**
- **Flat rate or visible direct cost invoicing of expenses in order to avoid distrust.**
- **Fixed payment date according to fixed time schedule and documented project progress.**
- **It is possible for our clients to respond with modifications during the project (new profile, new search-area) by allowance of the fee paid in advanced.**

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