

Principal Executive Search (w/m/d)
Dusseldorf / Munich / remote | Job-ID SP1511

This is Searchery

Searchery is synonymous with strong companies, successful transformations and sustainable leadership. As a modern, owner-managed executive search consultancy, we support international companies across all sectors - from listed corporations to innovative start-ups and scale-ups.

Our expertise includes staffing leadership positions, aptitude assessment procedures and advice on leadership competencies, leadership development and diversity. We utilise the latest scientific findings and innovative technologies.

As a dynamic, young team, we encourage creative collaboration and attach great importance to the personal and professional development of our employees.

Your Responsibilities

Executive & Professional Search:

- **Mandates:** (Partial) takeover and independent management of the entire search process - from the mandate to the signing of the contract with the candidates.
- **Market analysis and strategy development:** Conducting in-depth market analyses and developing customized search strategies to identify the best leaders.
- **Active sourcing:** Attracting candidates via networks and research as well as targeted management of recruiting resources.
- **Selection process and assessments:** Planning and implementation of qualifying selection procedures and management of aptitude assessments.
- **Candidate experience:** Creating a strong candidate experience through transparent, respectful communication and personalized support throughout the entire recruitment process.
- **Reporting and dokumentation:** Preparation and dispatch of precise status reports and high-quality candidate exposés. Ensuring complete documentation in the internal database.
- **Expertise and further development:** Continuous expansion of our own expertise in the areas of executive search and assessments to always offer the best solutions with the most effective and efficient procedures.

Searchery intern:

- **Organizational development:** Support in building up the internal team and developing and maintaining strategic collaborations.
- **Operations:** Analyzing and advising on improving internal workflows and operational processes for efficient project implementation.
- **Brand & events:** Active co-design of the Searchery brand in communication and positioning at events.

Your profile

- You have solid experience in executive search and in-depth knowledge of search and assessment processes
- You are confident at analyzing complex economic contexts and organizational forms
- You are a strong communicator and empathetic in dealing with different stakeholders
- Reliability and a sense of responsibility go hand in hand with your high quality standards, and you have integrity and are service-orientated
- You have a university degree and experience from exciting career steps
- You are familiar with common MS Office applications, CRM tools and PM tools
- You are fluent in German and English

Your Working Environment and Your benefits

- Young executive search consultancy with an ambitious, appreciative working environment
- High-calibre mandates and projects with listed companies as well as international start-ups and scale-ups
- Independence and personal responsibility with varied and exciting activities
- Individual learning opportunities with professional and personal development opportunities
- Searchery has a resilient network that is open to you from day 1
- Modern workplace design with flexible working models

Your Application

Are you interested in this position? Then send us your CV by e-mail to **recruiting@searchery.de** – we will get back to you shortly.