



Talentor Partners

Overview

Talentor[⊛]

Talented Partners Location

40+ Countries

North & South America

Canada
United States
(Boston & San Francisco)
Mexico

Brazil
Chile
Colombia

Europe

Austria
Belgium
Bosnia and Herzegovina
Croatia
Czech Republic
Denmark
Estonia
France
Germany
Hungary
Italy
Latvia
Lithuania

Luxembourg
Netherlands
Norway
Poland
Romania
Serbia
Slovenia
Spain
Sweden
Switzerland
United Kingdom
(Edinburgh/ Glasgow,
Manchester/ Cheshire)
Ukraine

Africa

Morocco
South Africa

Middle East

Saudi Arabia
United Arab Emirates

Asia

China
India
(Bangalore, Mumbai,
Pune)
Singapore

Australia

Brisbane
Melbourne
Sydney



Talentor Partner Location

Europe



Norway

- IT
- Finance
- Public Sector
- Retail



- Executive Search
- Professional Search
- HR Consulting



Main Industries

Services



Bjørn Gjølme

€20.000

Average Fee

€6,5 Mio

Turnover in 2024

40

Employees

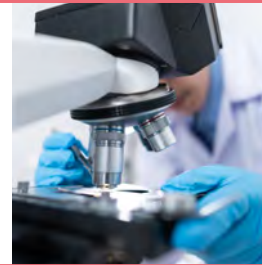
Top Clients

Tomra Systems ASA,
Avinor, Omsorgsbygg
Oslo KF and Norges
Bank Investment
Management.



Sweden

- Industry
- Pharma & MedTech
- Energy
- IT/ Tech
- Oil/ Gas
- Construction



- Executive Search
- Professional Search
- Consultancy



Main Industries

Services



Thomas Lindquist

€14.000

for 20- 25% of salary

Average Fee

€1.6 Mio

Turnover in 2024

11

Employees

Top Clients

Aviko, Nederman Group,
Fortum, Nynas, Luxaflex,
Eolus



Denmark

- IT/Digital/Tech
- Energy/Wind Energy
- Life Science/Medical devices
- Manufacturing
- R&D



- Consulting – contingency workforce
- Recruiting
- Nearshoring

mpeople

Main Industries

Services



Tommy Both Juul

€10.000

Average Fee

€1,5 Mio

Turnover in 2024

11

Employees

Top Clients

Vestas, Siemens Gamesa Renewable Energy/Siemens Energy, CS Wind Offshore, Cobham SATCOM, Thales Aerospace, GN Group, Demant, Carlsberg, KK Wind Solutions, WSA



Estonia

- Production
- FMCG
- Finance
- IT & Telco



Main Industries

- Executive Search
- Professional Search
- Outplacement



Services



Anneli Salminen

€6.000

Average Fee

€150 K

Turnover in 2025

3

Employees

Top Clients

Luminor, Samsung,
Transpoint, Tieto,
TGS Baltic



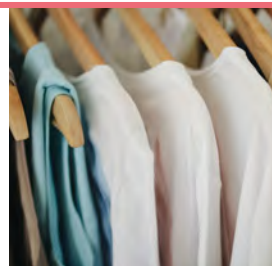
Lithuania

Ausra Grybauskiene



Vilija Slavickiene

- FMCG
- Retail
- Industry
- Media



Main Industries

- Executive Search
- Competencies and 360° Assessment Coaching



Services

€8.000
for 18-22% of salary
Average Fee

€110 K
Turnover in 2024

2
Employees

Top Clients

LTP Group, LG
Electronics, Ramirent,
MARS, LNK

Agata Anča



- Financial Services
- SSC
- Technology
- Life Science



- Executive Search
- Assessment
- HR Advisory & Outplacement



Main Industries

Services

€8.500

Average Fee

€220 K

Turnover in 2024

4

Employees

Top Clients

Delciffe, Norwegian,
CircleK, Decathlon,
Livonia Print, Enlab



Gunita Smirnova



Netherlands

Olfertjan Niemeijer



- Engineering
- Pharma & Life Sciences
- Retail
- Hospitality & Facility



- Executive Search
- Search & Selection
- RPO & Contracting



Main Industries

Services



Cleo van Amelsfort

€10.000
for 20% of salary
Average Fee

40
Employees

€4 Mio
Turnover in 2024

Top Clients

Danone, L'Oreal, Heineken, Upfield,
Johnson & Johnson, Leonardo Hotels,
NSI BV, Rabobank International,
Norinchukin Bank, Bilfinger, BABOR,
MHS, Burger King, Triumph



Germany - Frankfurt

Jochen Markgraf



- Industrial
- Chemical
- FMCG
- Life Sciences
- Consulting Services



- Executive Search

**KAISER
STÄHLER**
REKRUTIERUNGSBERATUNG GmbH

Main Industries

Services



Kerstin Mader

€25.000
for 27% of salary
Average Fee

€1 Mio
Turnover in 2024

9
Employees
+ 2 Associate Partners

Top Clients

ABB, Evonik, Parker,
Rothenberger, Hübner,
Boge, Tereos,
Frequentis, Fissler, DM
Drogerie Markt



Germany – IT Recruitment

Samir Tahirović



- IT and Technology
- Engineering
- Medical



- Consulting
- HR Services
- Executive Search



ITAKA SOLUTIONS

Main Industries

Services



Zejd Dzananovic

€17.000
for 25-30% of salary
Average Fee

€920 K
Turnover in 2024

9
Employees

Top Clients

Infinigate
Orange Cyberdefense
CompuGroup Medical
BAUER Group



Switzerland

Christian Biedermann



- Engineering
- IT
- Life Sciences & Pharma



Main Industries

- Executive Search
- Professional Staffing
- Permanent Recruiting, Contracting & Payrolling
- RPO

C*OPERS

Services



Denise Stuker

€30.000
for 25-30% of salary
Average Fee

54
Employees

€35 Mio
(62 Mio)
Turnover in 2024

Top Clients

F. Hoffmann – La Roche AG, Bayer Consumer Care AG, Novartis Pharma AG, Swiss Post, Public Administration



Austria

- Industry
- Construction
- Pharma & Life Science



- Executive Search
- Potential Analysis
- Assessment Center



Main Industries

Services



Thomas Zembacher

€24.000
for 25% of salary
Average Fee

17
Employees

€2 Mio
Turnover in 2024

Top Clients

Jansen, Sanova, MIBA,
Prefa, Tubacex



Belgium

- FMCG
- Retail
- Food B2B
- SaaS

- Automotive
- Pharma
- OTC



- Permanent Recruitment
- In-house Recruitment
- Employer Branding workshops



Main Industries

Services



Yoni Szpiro

€13.000
per placement
Average Fee

12
Employees

€1,3 Mio
Turnover in 2024

Top Clients

Nestlé, Dr. Oetker,
Panasonic, The Swatch
Group, Toyota, Q8, GSK



Luxembourg

Courtney Charlton



- Investment Funds
- Banking & Assets Management
- Commercial & Industrial

- Permanent Recruitment
- Short-term Staffing
- Retained Search



Main Industries

Services

€16.500

for 25% of salary

€1.55 Mio

Turnover in 2024

Top Clients

Coinbase, Deloitte , IQEQ
Credit Suisse, Apex Fund
Services

11

Employees

Christopher Purdy



France - Chantal Baudron

Christophe Morel d'Arleux



- Consumer Goods
- Retail & Wholesale
- Lifesciences & Health
- Private Equity
- Luxury
- Software editors
- Industry
- Call Center BPO

Main Industries

- Executive Search
- Assessment
- Transition Management



Services



Chantal Baudron

€25.000
25% to 28% of salary
Average Fee

1,7 € Mio
Turnover in 2024

12
Employees

Top Clients

Louboutin, Galeries Lafayette, Petit Forestier, Webhelp, Securitas, Weston, Nocibé (Douglas), Four Seasons, BNP Paribas

France – Opera Executive

- Industry
- Automotive
- Energy

- Executive Search



Main Industries

Services



Benoit Charasy

€17.000
for 25% of salary
Average Fee

€200 K
Started 2024

2
Employees

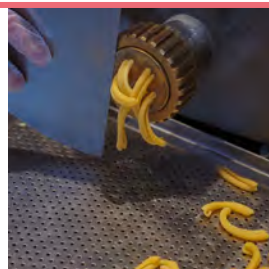
Top Clients

Industry & Automotive



Italy

- Life Science
- Finance & Insurance
- Manufacturing
- Food & Beverage



- Executive Search
- Human Capital
- Talent Acquisition & Development



Main Industries

Services



Gianluca Gioia

~ **€14.000**
for 20% of salary
~ **€40.000**
for Consulting and Other
Services

Average Fee

7

Employees

€700 K

Turnover in 2024

Top Clients

ITT, Treueborg, Groupama,
Avio, Novo Nordisk, CRIF



Boomerang

Elena Mach



- Finance
- Legal
- HR
- Sales
- Digital and IT



- Executive Search
- Professional Search



Main Industries

Services

15%

Average Fee

€400.000

Turnover in 2024

4

Employees

Top Clients

ISDIN, PWC, MECALUX,
Accord Health Care,
Indukern, baker &
mckenzie, Sorigué

Javier Mediavilla





UK & Scotland

Nicki Denholm



- FMCG
- Digital
- Financial Services
- Professional & Public Services



- Executive Search
- Professional Search



Main Industries

Services

€13.000

Average Fee

€1.2 Mio

Turnover in 2024

19

Employees

Top Clients

Grahams, Innis & Gunn,
Ultimate Finance,
Edrington Beam Suntory



John Denholm



UK – England & Wales

- Aerospace, Technology
- Private Healthcare, Pharmaceuticals
- Building Products & Construction
- Consumer Products



- Executive Search (100% retained)
- Leadership Development
- Outplacement



Main Industries

Services

€28.000

Average Fee

€800K

Turnover in 2024

12

Employees

Top Clients

Belden, Veka, Hormann,
Mitsubishi



Doug Mackay



Czech Republic

Tomáš Prajzler



- IT
- Banking & Finance
- Industry



Main Industries

- Executive Search
- RPO
- Payroll Outsourcing
- HR Consulting



Services



Barbara Hansen

~ €18.000
for 18% of salary
Average Fee

€580 K
Turnover in 2024

24
Employees

Top Clients

PPF Group, UniCredit
Bank, Barclays, SAP

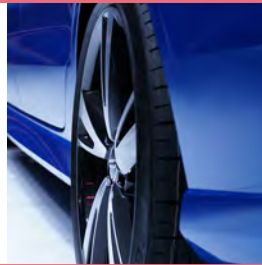


Poland

Leszek Stefianuk



- Manufacturing
- Financial Services
- FMCG
- Real Estate
- Automotive



- Executive Search
- Recruitment

SOLID
BRIDGE
SOLUTIONS

Main Industries

Services



Piotr Prendota



Rafal Brzozowski

€6.000
for 20% of salary
Average Fee

€400 K
Turnover in 2024

4
Employees

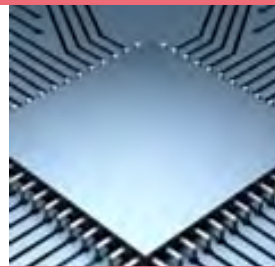
Top Clients

Volvo, Alphabet, Avral, Scania,
Iveco, Emil Frey, Nivea,
Fraikin, MAN, Schneider
Electric, BWE Renewables,
ATRIUM Real Estate



Poland

- IT and Technology



- Executive Search
- Outsourcing IT
- CyberSecurity



Main Industries

Services

€4.000
Average Fee

€300 K
Turnover in 2023

5
Employees

Top Clients

Asseco, Eon, Vertex



Błażej Kierysz



Hungary

Thijmen Meijer



- (Renewable) Energy
- Manufacturing
- Professional services
- Finance
- ESG



- Executive/ Professional search
- RPO
- Embedded solutions
- HR Services and Consulting
- Career services



Main Industries

Services



Imard Veenstra

20 – 25%
of annual gross salary

Average Fee

€100 K

Turnover in 2024

2

Employees
(+ freelancers)

Top Clients

KPMG
Coca Cola HBC
Big Mega Energy
DLA Piper



Romania

- Retail
- IT
- Industry
- Construction



- Executive Search
- Professional Search
- Recruiter on site



Main Industries

Services



Irina Pinto

€3.500
for 14- 23% of salary
Average Fee

€200 K
Turnover in 2024

7
Employees

Top Clients

Coface, Plain, Concepts,
Smyk



Ukraine

Miroslava Trandash



- FMCG
- IT & Technology
- Digital
- Finance



Main Industries

- Executive Search
- Professional Search
- HR Consulting



Services



Alena Chernysheva

€2.000
For 18-23% salary
Average Fee

€90 K
Turnover in 2024

9
Employees

Top Clients

MAPLE Finance, Jooble,
Stembridge Private
School, 1T2B



Bosnia and Herzegovina

- Information Technologies and Services
- Business Process Outsourcing
- Others complementary industries



- Executive Search
- Professional Search
- RPO Services



Main Industries

Services



Benjamin Kadić

€5.000

16- 21% success fee
(depending on the services)

Average Fee

€350 K

Turnover in 2024

20

Employees

Top Clients

DXC Technology, AT&T,
Webhelp, Transcom,
Teleperformance, IBM,
Deloitte



Talento Partner Location

Asia



China

- Automotive
- Chemical
- Consumer Electronics
- Digital/ IOT



Main Industries

- Executive Search
- HR Consulting



Services



Michael Wang

€15.000
for Senior Management
€8.000
for Middle Management

Average Fee

1

Employees

€250 K

Turnover in 2024

Top Clients

Quintus, Blueair, Teams,
Scania



Singapore

- Health Care
- Construction
- FMCG
- Others



Main Industries

- Executive Search
- Professional Search
- HR Consulting
- Assessment



Services



Vijay Ryan

€10.000
Average Fee

€100 K
Turnover in 2024

4
Employees

Top Clients

Carpenters, Nursing &
Health Care Comp



India

- Industry
- IT
- Construction
- FMCG
- Others



Main Industries

- Executive Search
- Professional Search



Services

€10.000
Average Fee

€200 K
Turnover in 2023

10
Employees

Top Clients

OTIS, Mars, Ferrero
Rocher, Diebold, HSBC,
Black & Dekker

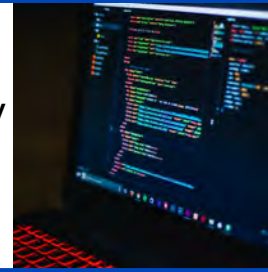


Pritul Sanghavi



India

- IT & Technology
- Industrial, Infrastructure & Energy
- Consumer & Retail
- Pharma & Life Sciences



- Retained Executive Search
- Gender Diversity Search
- Market Intelligence Services



Main Industries

Services

€30.000
Average Fee

€486 K
Turnover in 2023

6
Employees

Top Clients

LTTS, Kalyani
Group, Himalaya,
Sonata Software,
Collabera



Jay (GC Jayaprakash)



Talentor Partner Location

North & South America



USA – Boston & San Francisco

- Healthcare
- MedTech
- Life Sciences



- National Executive Search
- Mid-Level Search



Main Industries

Services



Annie Dolmadjian

€60.000
for 25-28% of salary
Average Fee

€500 K
Turnover in 2023

3
Employees

Top Clients

Bayer, Sanofi, Boehringer
Ingelheim, Sandoz, Merck,
Novartis, Takeda



Canada

Themis Chrisanthopoulos



- IT & Banking
- Consumer Goods
- Finance Roles
diverse industries



- Executive Search
- Professional Search
- Testing Centre

EXPERTECH

Main Industries

Services

€12.000
for 16-20% of salary
Average Fee

€500 K
Turnover in 2024

Top Clients

Air Canada, BNP Paribas,
Equifax, International Civil
Aviation Organization,
Rio Tinto

5

Employees

Richard Wahba



Mexico

- Oil & Gas
- Energy
- Pharmaceutical
- Healthcare
- FMCG



Main Industries

- Executive Search
- Professional Search



Services



Juan Carlos Jaramillo

€15.000

Average Fee

€12 Mio

Turnover in 2024

75

Employees –
most of them
freelance

Top Clients

AXA, Novo Nordisk,
Cargill, Sigma foods,
Avaya, Alsea (Burger King,
Starbucks, etc.), Praxair



Brazil

- Digital
- IT & Telecom
- Media
- Financial Services



- Executive Search
- Professional Search

Vertico

Main Industries

Services



Jonathan Yung

€15.000
For 20-25% of salary
Average Fee

10
Employees

€1.1 Mio
Turnover in 2024

Top Clients

Airbnb, Amazon,
BlablaCar, Nubank



Chile

Cristian Ariztia



- Pharmaceuticals
- Logistics & Shipping
- Education
- Telco



- Executive Search
- Professional Search
- OD Consulting
- Outsourcing and Transitory Services

PeopleGO

Main Industries

Services



Felipe Bournas



Iván Rozas

€9.000

Average Fee

€8.5 Mio

Turnover in 2024

40

Employees

Top Clients

Universidad Andrés Bello, Grupo Socofar, Burger King



Colombia

- Digital
- IT & Telecom
- Media
- Financial Services



- Executive Search
- Professional Search

Arquitectura
del talento
Human Resources Specialists

Main Industries

Services



Andrea Estrada Lopera

€tba
For 20-25% of salary
Average Fee

€600K
Turnover in 2024

12
Employees

Top Clients

Diverse international
and national
companies



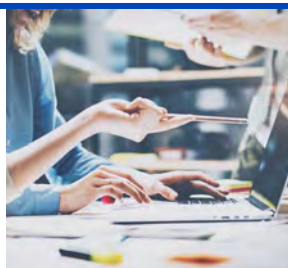
Talentor Partner Location

Africa



South Africa

- FMCG
- Finance
- Industrial



Main Industries

- Executive Search
- Professional Search
- HR Consulting



PEOPLE POWER PLACEMENTS

Services



Auguste (Gusti) Coetzer

NA Direct Search

Average Fee

€400 K

Turnover in 2024

4

Employees

Top Clients

Diverse international and national companies



Morocco



Amine Bennis

- Education
- FMCG
- Manufacturing
- Others



Main Industries

- Executive Search
- Professional Search



Services

€5.000
Average Fee

€100 K
Turnover in 2024

2
Employees

Top Clients

OCP (Phosphate Industry),
Danone, Toyota, Dupont,
Deloitte, Goodyear, Altran



Talentor Partner Location

Australia



Australia

- Financial Services
- Marketing & Communication
- Retail & Wholesale



- Executive Search
- Professional Search



Main Industries

Services

€15.000

Average Fee

€400 K

Turnover in 2024

4

Employees

Top Clients

Diverse international
and national companies



Sachin Khisti



More info www.talenter.com

Talenter[⊛]