



# Talentor Partners

## Overview

Talentor<sup>⊛</sup>

# 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

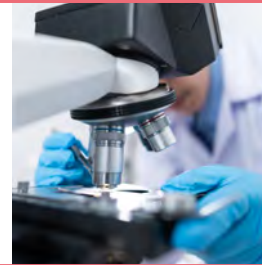
Tomra Systems ASA,  
Avinor, Omsorgsbygg  
Oslo KF and Norges  
Bank Investment  
Management.





# 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



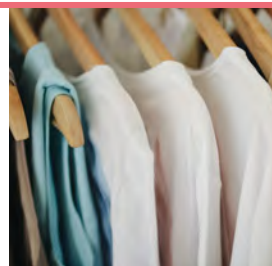
# Lithuania

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

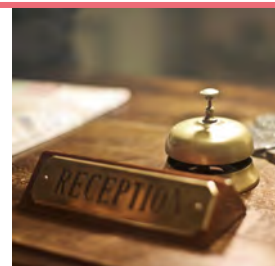


# Netherlands

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

**€13.000**  
per placement  
Average Fee

**€1,3 Mio**  
Turnover in 2024

**12**  
Employees

## Top Clients

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



Yoni Szpiro



# 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

**12**  
Employees

**1,7 € Mio**  
Turnover in 2024

## 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

## Top Clients

Industry & Automotive

**2**

Employees





# 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

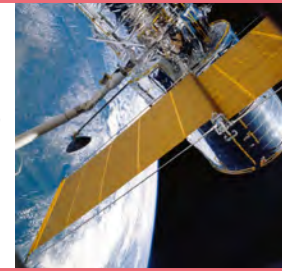


John Denholm



# UK – England & Wales

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



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



Doug Mackay

## Main Industries

## Services

**€28.000**

Average Fee

**€800K**

Turnover in 2024

**12**

Employees

## Top Clients

Belden, Veka, Hormann,  
Mitsubishi



# 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



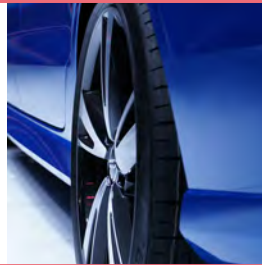


# Poland

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

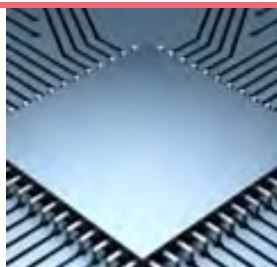
## Top Clients

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

## Top Clients

Asseco, Eon, Vertex

**5**

Employees



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

## Top Clients

Coface, Plain, Concepts,  
Smyk

**7**

Employees



# 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

**20**  
Employees

**€350 K**  
Turnover in 2024

## Top Clients

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





# Talento Partner Location

Asia



# China

- Automotive
- Chemical
- Consumer Electronics
- Digital/ IOT



- Executive Search
- HR Consulting



## Main Industries

## 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

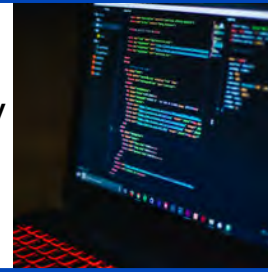


Pritul Sanghavi



# 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

**5**

Employees

## Top Clients

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



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

**€1.1 Mio**  
Turnover in 2024

**10**  
Employees

## 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



## 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



## 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](http://www.talenter.com)

Talenter<sup>⊛</sup>