



The first  
**HR Strategy Consultancy**  
for the digital economy





D-Level is according WiWo\*

# **BEST HR CONSULTANCY**



\*according to WiWo Headhunter Ranking 2018;  
Germany's best HR consultancy 2018: An  
exclusive ranking shows Germany's most  
renowned headhunters.





## EXECUTIVE SEARCH

Our focus: for more than 10 years we have been filling (digital) management positions with the perfect fit. Our work here is based on a very structured and clear search and selection process.

## RECRUITING TRAINING

Our trainings for HR professionals take your talent management to the next level. Transparent and KPI-driven, we will enable you to attract - and keep - the best candidates.

## HR STRATEGY

We help to align your organizational structure with your strategic and operational goals. For this purpose we analyze suitable management and team structures.

## EMPLOYER BRANDING

In workshops we develop and optimize your digital employer promise (EVP), create the right PR/event stories, bring you together with journalists, etc.



## „Only the team with the best players wins.“

Jack Welch

For **more than 10 years** we have been successfully filling digital executive positions from an annual salary of 120.000 € for start-ups, medium-sized companies and large corporations.

For specialist positions with lower annual salaries starting at 60,000 €, we have founded the consultancy **D-Talents**.

Our team consists of **experienced consultants and digital natives** who themselves come from the digital economy and know what is important.





## Preparation

We analyze the market in detail and create target company lists.

## Initial Interviews

We conduct initial structured telephone interviews with each candidate.

## Longlist-Pitch

In a longlist pitch we present our client with the 5 - 6 most promising candidates.

Pre-Week

Week 1

Week 2

Week 3

Week 4

Week 5

Week 6

## Briefing

We conduct a detailed briefing with our client and on this basis we create the job profile that forms the basis of the search.

## Ident

We identify and contact candidates and schedule them for initial interviews.

## Personal Interviews

We meet personally with the most promising candidates in order to examine them more closely with regard to the criteria of the position to be filled.

## Shortlist

We present the 3 - 4 best and available candidates on the market. In addition, the client receives a detailed report of the candidates and subsequently conducts personal interviews.

## To find the three to four best candidates currently available on the market, we charge:

### **30% total fee**

We charge 30% of the annual target salary, which includes fixed and variable payments but does not include ESOP or company benefits.

Start-ups founded less than four years ago, with a maximum of 20 employees and with less than EUR 5 million financing are offered special conditions.

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### **1/3 upon order**

One third of our total fee is due at the beginning of the search. This ensures that the mandate receives the full attention of a dedicated team of consultants.

### **+ 2/3 upon placement**

The remaining two thirds are due upon signing the employment contract with the candidate and it is our obligation to find and present the three to four best and currently available candidates for the position on the market.

#### **Our guarantee:**

If a candidate leaves your company, we will fill the position free of charge.



## Katharina Wolff

After studying law, Katharina Wolff worked in various positions in international HR consultancies.

In 2010 she founded her own company - D-Level - and has been managing it as managing director since then. Together with her team she manages the daily business and defines the strategic direction of the company. Numerous companies benefit from her advice in the recruitment process, in the creation of new digital units or in the development of their HR strategy.

Katharina hosts one of the most successful HR podcasts in Germany: "Inside Team Building". Through her investment company "Wolff Ventures", she provides financial and professional support to young start-ups in various growth phases, giving them continuous insight into the latest technological trends.

From 2011 to 2015, she was a member of the Hamburg City Parliament and responsible for Internet policy and gender equality.







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**ALBIS**

AMORELIE



COYA



**dentolo**

**Etribes**  
Entrepreneurs for your business.



e.ventures

FREIGHT HUB

HaspaNEXT



**movinga**

**oddity**

**OPTIKER BODE**  
Gute Brillen. Gute Optik.



**Picanova**

ressourcenmangel



**Thermondo**  
Der Heizungsbauer.



**VIU**  
FRAMING CHARACTERS

**zooplus**



*"With D-Level, you don't just get suitable, international candidate profiles, but really good advice in every respect. We particularly liked the depth of the digital know-how, as this was essential for filling our CPO. We would rehire D-Level to fill digital key positions at any time."*



**Marc Dassler**

Head of Digital Platforms





*"D-Level was very quickly able to present us with suitable candidates for the key position of Head of Human Resources, which is very important for us and our further growth.*

*We felt very well advised with a strong sparring partner at our side who understood our wishes."*



**Julia Bösch**

Founder & Managing Director





*"With D-Level, we have expanded our management team and filled the key positions of COO and CTO that are important for us. We were presented with absolutely suitable candidates and we immediately had the feeling that we were well understood. We quickly found the ideal candidate and would work with D-Level again for the next C-Level appointment."*



**Philipp Mühlbauer**

Co-Founder & Managing Director





*"If you have a strategy and ambitions, you need a sparring partner to plan the optimal organization for it. For this one is exactly correct with Katharina Wolff and their team. Thanks to her many years of experience in building and planning digital teams, we have succeeded in building a quick-witted digital organization with which we can achieve our growth goals."*



**Michael vom Sondern**

Head of Digital Development  
tesa SE



*"D-Level has an incredibly good feeling for which candidates fit in with us. We have received many good candidate suggestions, where people thought around the corner and that's exactly why they were so exciting. In the end we were able to hire a real top hire and are very satisfied with the process and the support."*



**Fabian J. Fischer**

CEO & Founding Partner

**Etribes**

Entrepreneurs for your business.



*"Although we rarely use headhunters, we have had very good experience with D-Level in filling key positions. We have a very extensive and demanding candidate journey. D-Level quickly understood our vision behind it and managed to present us with the right talents in a very short time."*



**Dr. Adiba Maignan**

Head of Human Resources





*"D-Level has recruited our current lead Android developer. Finding someone for such a leadership position in IT is absolutely not easy. D-Level knows how to talk to tech professionals at eye level. The team worked quickly and technically well and delivered the candidates absolutely in time. D-Level is very fast in terms of coordination and communication, which makes it very easy to work together."*



**Johannes Haus**  
Managing Director  
**HaspaNext**





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