

## MANAGEMENT CONSULTANTS FOR INTERNATIONAL HUMAN RESOURCES SOLUTIONS

**Professional** - Due to their previous activities in senior positions, our consultants have many years of business experience as well as a successful record in finding, assessing and attracting outstanding executive talent for our clients.

**Sector Specialisation** - Proven and in depth knowledge of the financial services, IT/TELCO/Professional Services, manufacturing industry, service providers and trading environments.

**Independent** - Only focused on the interests of our clients, we do not accept simultaneous and directly competing assignments. ORBIS therefore presents identified candidates exclusively to one client.

**Global** - Like our clients, we are engaged nationally and internationally by working both directly and with selected audited partners.

**Guarantee** - ORBIS guarantees the successful filling of the position and the added value of the selected candidate. Track record of different successfully completed assignments.

**Quality** - All engagements are performed to the same quality oriented, high ethical and professional standards. ORBIS is the only Executive Search firm in Switzerland which is ISO 9001:2000 certified.

**Small is Beautiful** - Due to our size, we have relatively few firms worldwide who are off limits. This enables ORBIS to contact and present more qualified candidates.

**Client Protection** - Candidates placed by ORBIS are off-limits for as long as they are with the client. For a period of at least two years from the last assignment, ORBIS will not approach employees of the client.

**Discretion** - ORBIS undertakes to preserve total secrecy regarding the activities of the client, its employees and involved candidates at all phases of its work.

**Trustworthy** - The performance of ORBIS is transparent. Customer references are available upon request. 80 per cent of our clients regularly place more than one search assignment with ORBIS each year.

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ORBIS Executive Search AG, Weinbergstrasse 102, P.O. Box 2514, CH-8033 Zurich, Switzerland  
Phone +41 44 368 30 50, Fax +41 44 368 30 59, eMail: [orbis@orbis](mailto:orbis@orbis), Homepage: [www.orbis.ch](http://www.orbis.ch)