



O R B I S

Executive Search AG

OUR GUIDING PRINCIPLE – OUR PHILOSOPHY

ORBIS Executive Search AG is an internationally active consultancy firm for Executive Search. We are specialised in the direct search of management and trade specialists for companies in the information technology, professional services, service providers, financial services, trade and industry sectors.

We associate our way of thinking with the name ORBIS

Our horizon is broad, our way of thinking is all-embracing. We see our work as an integrated service. We connect people and duties with one single goal in mind: the creation of added value.

We envision our commitment with our ORBIS logo “panta rhei”

Everything moves and we move with it. We are alert, open and well-informed, making us innovative and courageous, always ready to set out again.

We feel a sense of responsibility

Towards the national economy

In the era of globalisation, more and more companies are uniting to form multinational enterprises. Everything is getting bigger: the market, the competition, the cash flow, the turnover target, the workforce – its all about more money and more people. The power of the management is increasing as well, and along with this power comes responsibility. More responsibility presents higher demands on management executives. Those who like us recruit management’s top executives, carry a considerable share of this responsibility as well. This is what we work on every day.

Towards our clients

We demand the highest consistent quality from our services and have therefore had them ISO-certified. Each candidate placed is given our support as a neutral and issue-focused consultant during their introduction period; our quality guarantee is ensured in that we continue to check on our candidates until integration has been concluded to the satisfaction of everyone involved. Our policy on quality includes measurable client satisfaction.

Towards our candidates

We are aware of the importance of what it means to move people. We motivate candidates to make a change which they have confidence in. Where there is confidence, there is also responsibility. Our responsibility includes a joint financial risk and excludes the acceptance of rival mandates. Our policy on quality includes measurable candidate satisfaction.

Towards our youth

Young people are our future; good young talent transforms our vision of the future. We at ORBIS want to contribute as much as possible to this. We provide consultation and support to university graduates, make them aware of attractive job opportunities and help them along their career path.



We focus on client satisfaction and quality

We realize the responsibility that we at Executive Search bear and therefore set a high value on quality. The well-being of our clients, our candidates and our staff is of first priority. Our clients and candidates can expect to benefit from our efficient, process-oriented, tried and tested services on offer. In order to meet these demands, we have subjected our company to certification according to ISO 9001.

To this end

- we set the standard for our work based on the needs and demands of our clients,
- we provide efficient performance through continually improved workflows,
- we promote the awareness of quality through exemplary behaviour, targeted training and motivation,
- we achieve a high level of client satisfaction with the fulfilment of client expectations,
- we commit ourselves to an integrated quality management system according to Norm ISO 9001.

The measurable quality goals of ORBIS include

- client satisfaction
- candidate satisfaction
- quality and efficiency of delivered services
- internal performance

The enforcement of this quality policy is the embodiment of ORBIS as a competent and top-ranking firm in its field.

Our clients

- *receive a guarantee*
our mandate is only concluded once the candidate has been integrated and added value has been generated. This is how long we attend to our clients and candidates
- *are provided with quality control and transparency in mandates at any time*
with our tool 'planning – reporting – controlling'
- *are protected by reciprocal exclusivity*
rival mandates are out of the question for us – candidates are also only solely presented
- *have experts on their side*
with personal professional experience in the relevant fields, they offer clients tailor-made solutions firsthand
- *have confidence in ORBIS*
which is why 80% of our clients call upon our services repeatedly and entrust us with more than one mandate each year

