



Talent Search and
Human Resources Service
connecting the German
and the Spanish market

conectum
international human resources



Talent, job and mobility

In the global market more and more it is becoming a reality that companies don't find their talent in their countries and need to recruit and attract professionals from other parts of the world.

The same thing is occurring for professionals, sometimes they need to relocate to be able to find a new professional challenge.

This is the reality and it is going to continue to be a reality in the globalized market.

Because of that we have created Conectum, to connect the Spanish and the German market and to create bridges for companies and candidates, helping both to find what they need to reach their goals.

Between these both markets there are very important synergies and new possibilities for companies and for professionals and we help to find them.

We search for professionals in Spain to move to Germany to fill positions where our clients don't find candidates in Germany because the offer is higher than the demand.

Our candidate's pool is formed by experienced professionals that are looking to relocate to find the next step.

We contact with professionals with a high level in education and professional background, foreign languages and international mobility to fill positions in Germany or a German speaking country.

We contact also with high potential students to assure that the trainee programs of our clients are filled every year with the best new talent.

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Our clients are companies in a growth phase, needing to incorporate high educated professionals to continue growing in a growing economy with lack of professionals.

Conectum offers very personalized Executive search and international recruitment projects to find what our clients are looking for.

The consultants of Conectum are senior professionals with international background and passion to help customers reach the goals.

They have an international mind set and are very conscious about all the aspects that must be taken into account by International recruitment and talent acquisition.

We take into account all the personal and motivational aspects of our candidates and handle for the best, and we can support our clients to present them their target candidates in the right way.

We are vocational consultants and as long as you haven't reached your goals we are not going to stop supporting you.



«We count on professionals with a high level of education and professional background, foreign languages and international mobility»



Conec+um to talent International Executive Search and Recruitment

The service

Conec+um builds bridges between the Spanish and the German speaking market

To whom are our services directed?

+ To companies in Germany, or a German-speaking country that are in a phase of growth and need talent to continue with their business plans. These companies are usually in an environment that is also growing and where the battle for talent is very intense and it is very difficult to recruit professionals. Because of that we search for their required professionals especially in Spain and if needed in other countries.

+ To the offices in Spain of these German companies because our competitive advantage is that we understand their mentality and needs as well as the Spanish market.

+ To Spanish companies with offices in Germany that need a supplier who also understands their mentality, language and needs as well as the German market.

Our candidates are qualified professionals with international profile with different degrees of experience and that are currently interested in an international project for their next professional step.

Our services include on one hand, a detailed search process, with all the phases like the definition of the business needs and the search plan, the role and profile description, the search and recruitment phase, the assessment, reports, follow up, etc.

On the other hand, Conec+um offers also positioning services. We develop together with our clients a positioning strategy to win the battle for talent.

This include

- + Strategical positioning of the company.
- + Salary consultancy.
- + Consultancy in all the intercultural aspects.

In Conec+um we are aware of all aspects that influence international recruitment for both candidates and companies and our mission is to treat everyone with as much detail and professionalism, to finally get the goal of incorporating the right talent that brings our clients the achievement of their business goals.

THE PROCESS



Conec+um to talent Germany Campus

The lack of skilled professionals will continue in Germany for years.

Therefore both short-term solutions and long-term programs are needed.

The Germany Campus program by Conec+um has the goal to support German companies with long-term solutions and programs to assure their talent pool in the coming years.

The program

The Germany Campus program offers German companies the opportunity to contact with high potential students from Spain during their studies with the goal to attract them to their company and their trainee programs.

The profile of these students is

- + Very good academical performance.
- + Active in associations and projects.
- + High level of English.
- + German if required from the customer.

What we do

- + We identify and contact these high potential students in the last two years of their study.
- + We get to know these students, we evaluate and interview them and introduce them to our customers in the form of personal interviews or via video interviews.
- + For the selected students, we develop together with our customers a personalized program that accompanies them until the end of their studies.

+ These specific programs take place locally through different trainings and also in the customer's company through internships and/or events.

+ For the local training we count with high level partners and well recognized institutions in Germany.

Examples of these trainings

+ German language courses in a recognized language school.

+ Intercultural communication trainings: developed by Anna Fuchs from the Institute of Communication of Schulz von Thun in Hamburg.

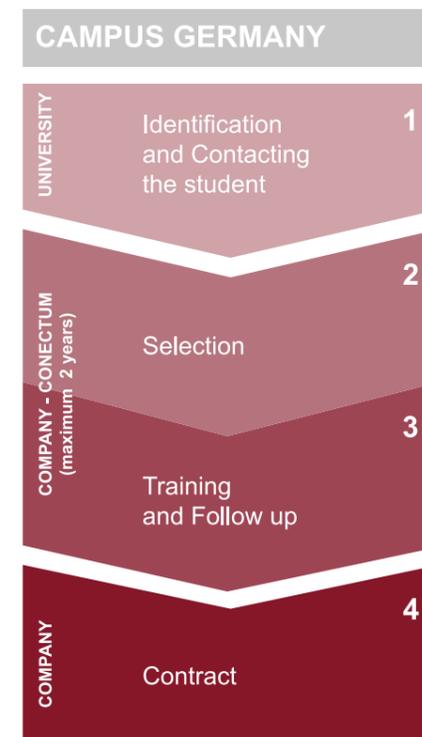
+ We offer also all the support needed to coordinate the internships offered by the customers during the hold period and also continued feedback on the development of the students.

+ Of course we are open to ideas and contributions from our customers to find everything that can prepare the students for an experience abroad.

The goal of the hold program is that these students once they have finished their studies join the trainee program or a junior position in your company.



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conectum
reaching your goals

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