

EXECUTIVE SEARCH RESEARCH

BEST TALENT. 3 WEEKS. LOW COST

ONLY TOP PASSIVE HIGH PERFORMERS

We only place the best passive talents who are highly recommended from multiple relevant sources and who would not apply through a regular job posting. This made possible due to our outbound approach where our definition of "outbound" is reaching out by telephone to establishing contact and gain interest. Our geographical focus is the Nordic region and the US, served by a team of 12 researchers.



RESEARCH DIRECTORS



Christian Schooyen is a leading expert in headhunting, research and assessment. He is a 2nd generation headhunter and as the Founder/ CEO of ESR been involved in over 5000 recruitments of which 4000 has been semi-search and 1000 full-search assignments through ESR's "Executive Service". Before launching his research company in 1997, Christian worked as an associate for two world leading headhunting organizations; A.T. Kearney in Scandinavia and Ward Howell in Los Angeles & Chicago. He is the author of "Secrets of the Executive Search Experts", — the U.S. bestselling book on recruitment.



Christin Tellefsen is a leading expert in headhunting and assessment. She is the Managing Director and senior partner since 1998. She has been involved in more than 5000 recruitments of managers, specialists and "board members". Christin is ranked by a leading business magazine as one of the top five female headhunters in the marketplace. Prior to building up ESR with Christian, she worked as a research associate for the world's leading full-search headhunting firm: Korn Ferry International. Christin has co-authored several books on recruitment and psychology with focus on testing of high performers.



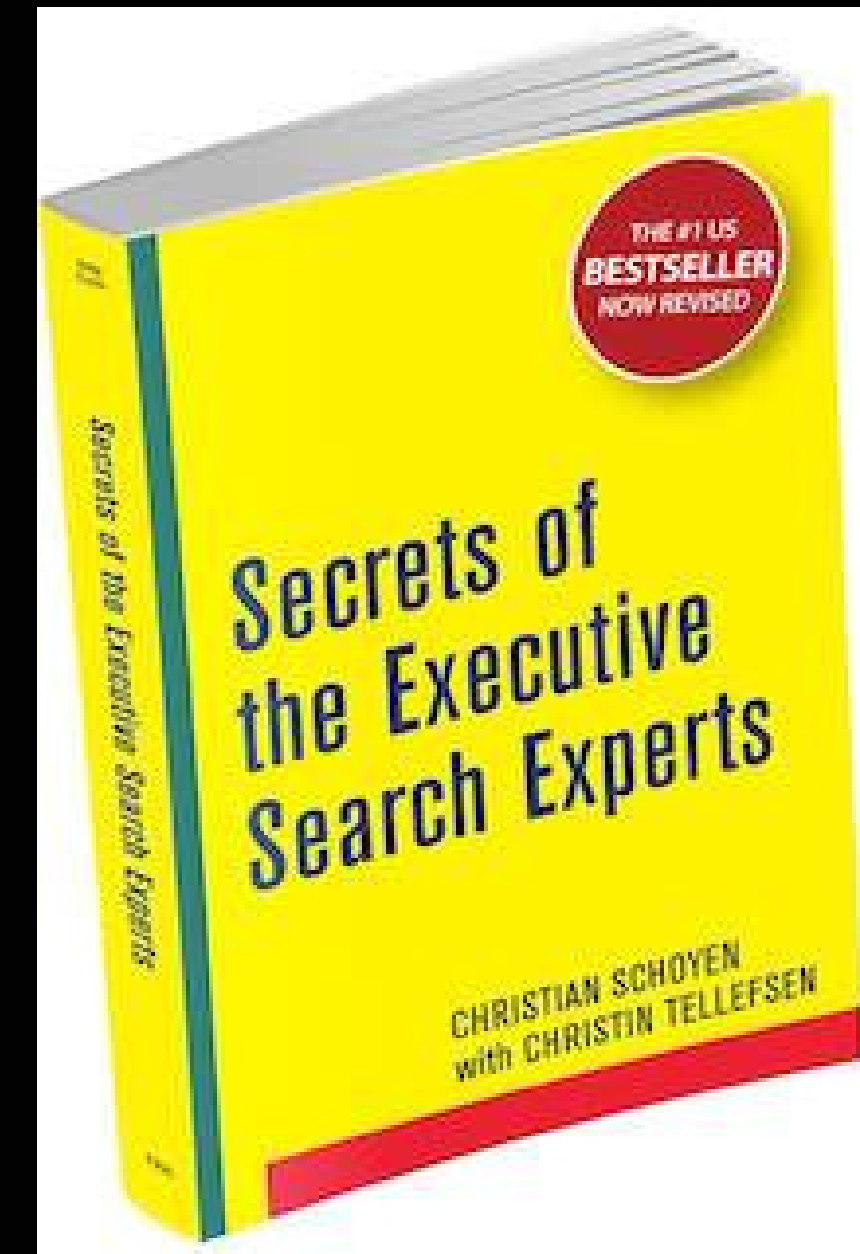
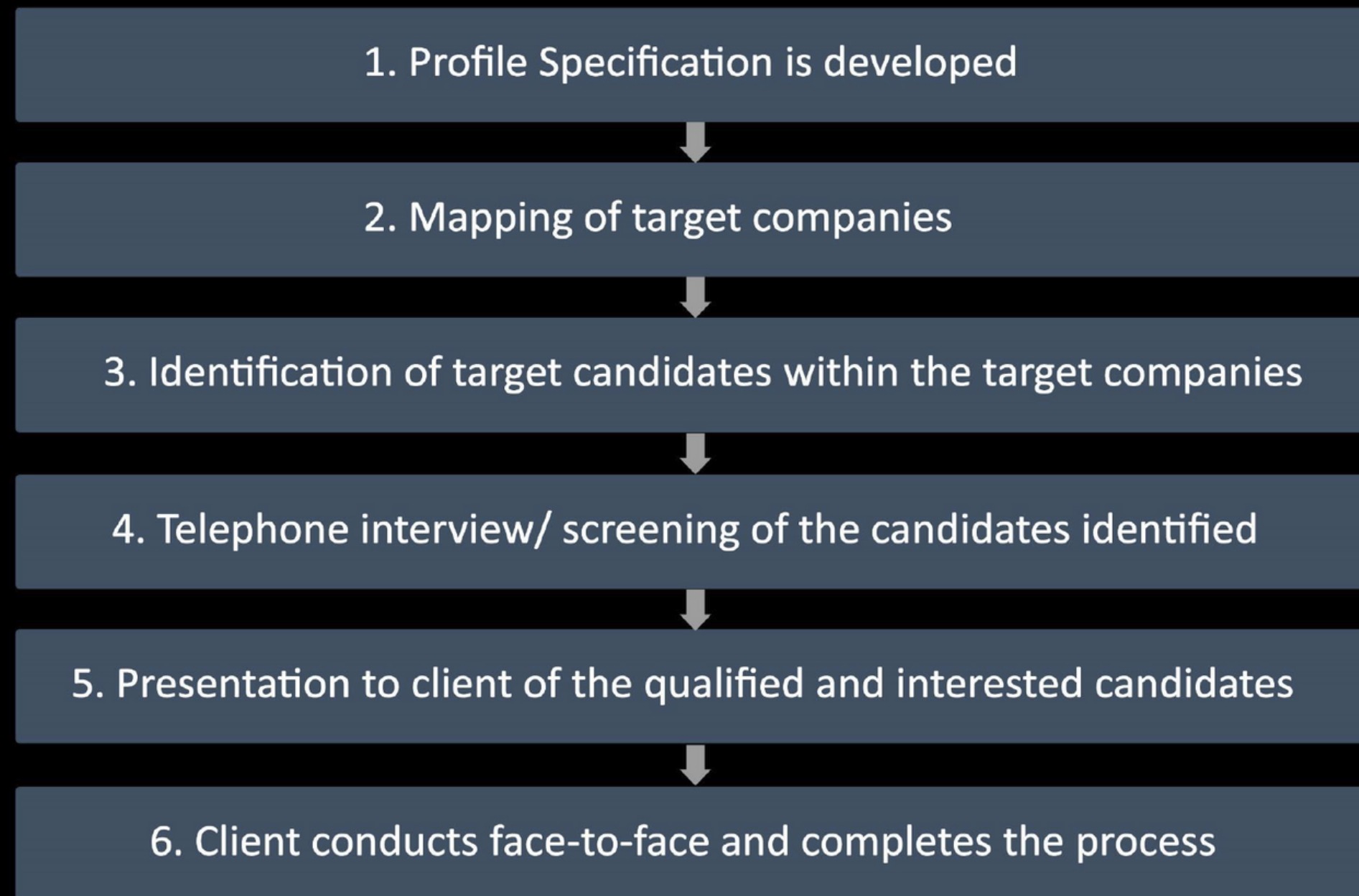
Anne Tvedt is a leading expert in headhunting and candidate research. She is a partner at ESR, which she joined in 2011. One of Anne's main focus areas has been for the last 12 years on both senior specialists, mid and upper managerial roles, where she has hired several hundred key people. The companies range from start-ups to the largest stock exchange companies both nationally and internationally. Prior to ESR, she worked with international sales in Norway and abroad. Anne has her Bachelor Degree from BI Norwegian Business School.

SEMI-SEARCH:

- 25 YEARS WORKING
- 50 HEADHUNTERFIRM CLIENTS
- 97% HIRING RATIO
- 5,000 COMPLETED PROJECTS
- 30,000 TOP PASSIVE CANDATES PRESENTED

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BEST PRACTICE LEAN BLUEPRINT WITH AI INTEGRATION



FULL CLIENT SYSTEM INTEGRATION

WE STREAMLINE OUR CLIENTS RECRUITMENT PROCESSES BY INNER-LINKING ATS SYSTEMS. THE SYSTEM INTEGRATION ENABLES US WHILE FILLING IMMEDIATE VACANT ROLES TO STRATEGICALLY ALSO BUILD A FUTURE TALENT POOL FOR OUR CLIENTS.

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ENHANCED HEADHUNTING: SUPERIOR TALENT. FASTER

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