



PASSENHEIM

Consulting

Recruitment Solutions | Made in Germany



About us

Passenheim Consulting is an owner-managed boutique headhunting consultancy for tech, sales and executive search roles in Southeast Asia, focusing on Singapore and the emerging markets Indonesia and Vietnam.

We are providing sustainable recruitment solutions to small/ medium-sized enterprises from the DACH-region (Germany, Austria & Switzerland) with branches in SEA or plans to expand to there, acting as an on-site interface to the local candidate market in the region.

We connect organizations and highly skilled professionals with the ambitious goal of generating the perfect match for both parties. In this way, we help companies to expand and strengthen their market position in Southeast Asia and enable professionals to take the next step in their individual career path.





Kristian Passenheim

Senior Headhunter and
Interim Recruiter
(since 2014)

Founder

My Expertise

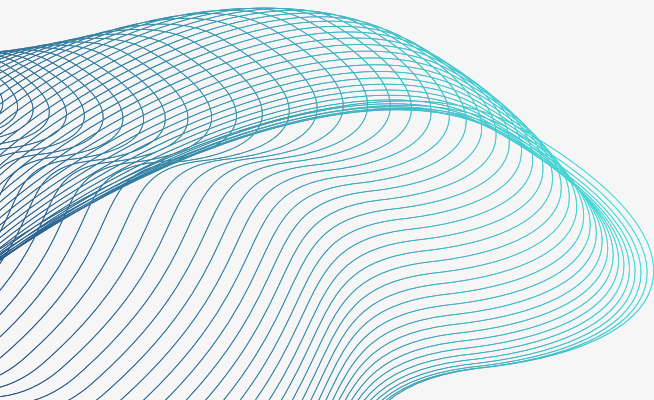
- Recruitment professional with more than 8 years' demonstrated experience in filling tech, sales and executive search roles
- Worked at two international recruitment firms in Germany (Ex-Michael Page)
- Successfully filled numerous management and key positions of my clients from various industries, from start-ups to global players, in Germany and Southeast Asia

What do I offer

- Since 2014 I have been continuously working with small and medium-sized enterprises from the DACH-region
- Strong understanding of the business culture and understanding of quality of these companies
- Solid understanding of the talent landscape at a global level with a specific focus across Southeast Asia (especially Indonesia, Singapore, Vietnam) and DACH-countries (Germany, Austria, Switzerland)

That's what I stand for

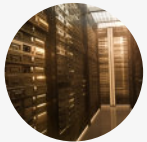
- Ever since it has always been my top priority to continuously deliver the highest quality of service
- To establish a trustworthy partnership with my clients and candidates from day one of our cooperation
- Living values: Reliability, commitment, transparency, authenticity and passion





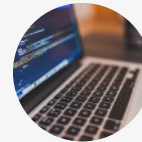
Our specialization: Tech & engineering

We recruit senior professionals in the field of:



IT-Infrastructure

Cloud, IT-Security, Network



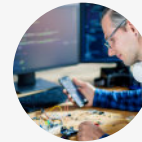
Development

Software, Web, Mobile (Frontend, Backend, Fullstack), Product



Engineering

System-/ Project-/ Process-/
Performance-/Quality-Engineers



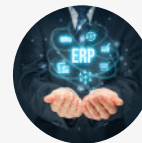
Embedded Systems

Firmware, Platform/ Kernel, DSP,
Verification/ Validation/ Test



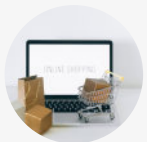
Big Data

Data Analyst/ -Scientist/- Engineer,
Business Intelligence, Machine Learning



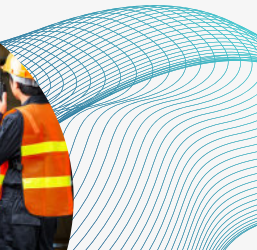
ERP

SAP, Microsoft, Oracle



eCommerce

eCommerce Management, Channel
Development, Project Management



Our specialization: Sales

We recruit "hungry" senior sales professionals (hunter/ farmer):



General

- (Senior) Sales Manager
- (Senior) Business Development Manager
- Commercial Manager
- Pre-Sales Manager
- After-Sales Manager
- (Senior) Sales Consultants
- (Senior) Sales Development Representative
- (Key) Account Manager
- Strategic Sales Manager
- Partnerships Manager
- Regional/ National/ Global Sales Manager
- Area Sales Manager
- Customer Success Manager



Tech & Engineering

- (Senior) Sales Manager IT
- (Senior) Solution Sales Manager
- (Senior) Business Development Manager IT
- (Senior) Sales Consultants (SaaS)
- eCommerce Sales/ Account Manager
- Regional/ National/ Global Sales Manager IT
- (Key) Account Manager IT
- Technical Sales Manager
- (Technical) Sales Engineers
- Customer Success Manager





Our specialization: Executive search

We recruit dynamic executive leaders for senior management roles:



Tech

- Head of IT/ Engineering/
- Head of Digital Transformation
- Director IT
- Director of eCommerce
- Vice President IT/ Engineering
- CIO/ CTO
- Chief Digital Officer
- Country Head IT
- Regional Head IT



Sales

- Head of Sales
- Head of Business Development
- Sales Director
- Business Development Director
- Vice President Sales/ Partnerships/ Operations
- Chief Sales Officer
- Chief Commercial Officer
- Country Head Sales
- Regional Head Sales



General Management

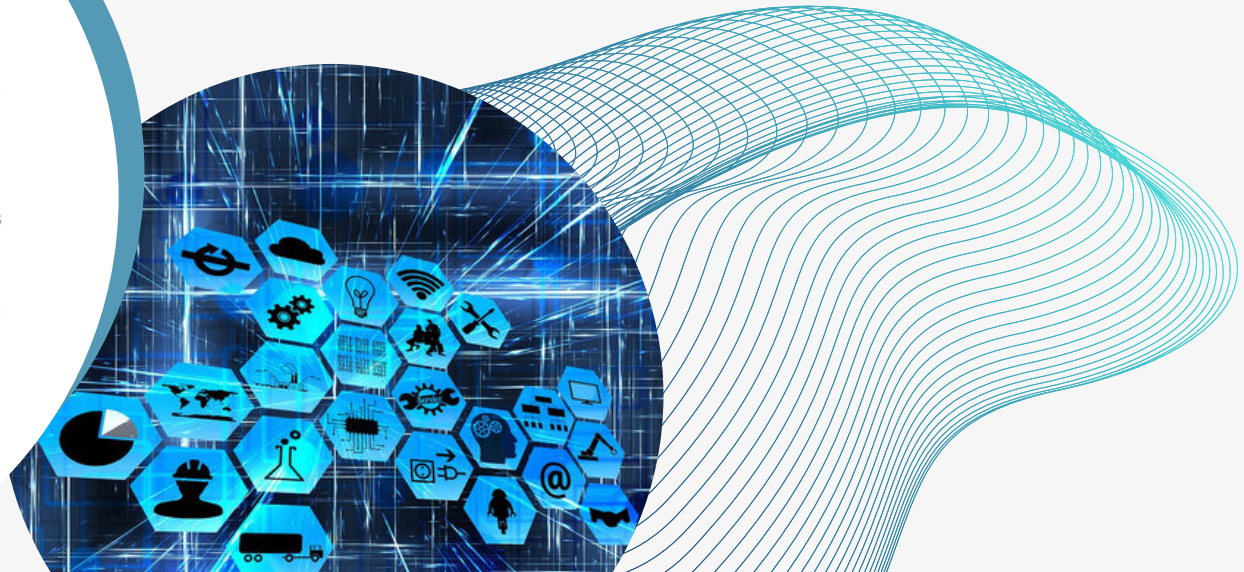
- Head of Business Unit/ Department
- VP/ Director
- Chief Executive Officer
- General Manager
- Managing Director
- Country Head





Industries we serve

- eCommerce
- Financial Services
 - FinTech
 - Insurances
 - Banks
- Technology
 - Artificial Intelligence
 - Augmented Reality
 - Cloud & Infrastructure
 - Digital and Business Transformation
 - Cyber Security
 - IOT (Internet of Things)
 - Telecommunication
- Life Sciences & Health Care
 - Medical Devices
 - Pharmaceutical
- Consumer
 - FMCG
- Professional Services
 - Industry-sector-specific software, e.g. Real Estate, Hospitality, Education (EdTech), Logistics
- Industrial
 - Automotive
 - Industrial Automation
 - Renewable Energy
 - Logistic



Our services

We provide recruitment services as follows:



Professional Search

Recruitment of highly skilled senior professionals



Executive Search

Recruitment of executive leaders for senior management roles



Interim Recruiting (recruiting as a service*)

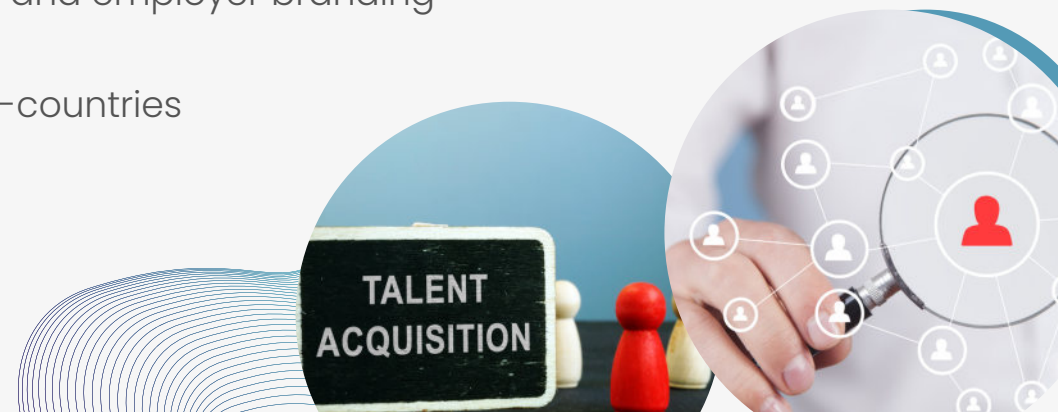
As an interim recruiter one of our senior team members will be joining your talent acquisition/HR team for several weeks/ months

*Recruitment as a Service means that we only ever charge clients using billable hours, rather than using a percentage of the salary of the role we are filling.

Our services

Recruitment services we offer – overview:

- End-to-end recruiting (from needs analysis to signing of employment contract)
- Full support along the entire (end-to-end) recruiting process in close cooperation with all stakeholders
- Active Sourcing
- Social media recruiting (Xing, LinkedIn)
- Comprehensive applicant management: Approach, screening, (pre-)selection of suitable candidates (shortlist), coordination of interviews up to final offer negotiation
- Execution of candidate interviews
- Preparation of a talent pool and maintenance the database of candidates
- Preparation and maintenance of the company profile on LinkedIn, Xing, Indeed etc.
- Consulting in the area of recruiting strategy and employer branding
- Executive search
- Recruiting across Southeast Asia and DACH-countries





Our recruitment process (sample)



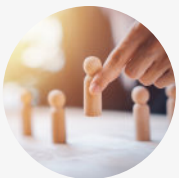
Your job opening

- We clarify your job specification and analyze your personnel requirement
- You receive a market overview from us
- Discussion and definition of your individual recruiting process



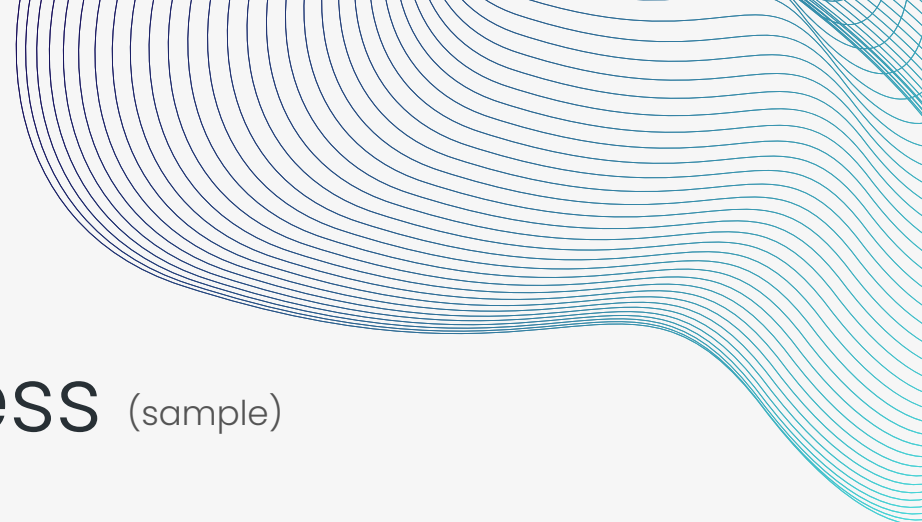
Candidate search

- Searching for potential candidates in our talent pool, activating our network
- Networking - access to exclusive and inactive candidates
- Referrals - "good people know good people"
- Multi-channel advertising on industry-specific job boards and on social media
- Partner networks with experienced recruiters
- Direct approach of specific target-group of candidates on request

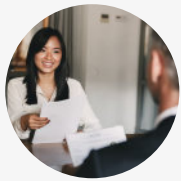


Candidate selection

- Telephone and one-on-one interviews with all potential candidates to clarify professional focus, personal characteristics, seriousness and career plans
- Checking references
- Pre-selection and submission of a shortlist of qualified candidates



Our recruitment process (sample)



Interview process

- Preparation and follow-up of both parties
- Organization, coordination and, if necessary, accompaniment of the interviews at your premises
- Management of mutual expectations



Placement of candidate

- Support and consulting during the entire proposal phase
- Active participation and consulting during contract negotiations



After placement

- After acceptance of the offer, remaining the contact person for both, your new employee as well as for you as our client



PASSENHEIM
Consulting

Get in touch

You require more information or already have a job opening to fill?!
Then we should talk.



kristian@passenheim-consulting.com



passenheim-consulting.com



+49 156 7857 4251 +62 812 9005 5326
(Phone or Whatsapp)

