

Thomas Biber is looking for partners to establish new branches

We are looking for partners to establish new branches in Austria, the Netherlands, Eastern Europe, Asia, the USA, etc.

Thomas Biber's ideal partner is an experienced SAP professional, who, after many years in SAP consulting, is looking for a new kind of challenge and would enjoy working in a purely people-oriented SAP business.

The benefits of working with Thomas Biber include:

Access to our expertise: comprehensive training for new duties

During your training at our Cologne office (we recommend around two months), you will have access to our extensive experience as a specialist recruitment consultancy:

1. You will learn about the operational processes of a recruitment consultancy, daily procedures and how best to organise your tasks and work with existing Thomas Biber partners and suppliers.
2. You will learn important tactical strategies for communicating with clients and candidates and gain the skills to identify opportunities to influence the recruitment process for the client's benefit and situations which do not warrant extensive assessment.
3. You will learn valuable information about the business side of recruitment consultancy, including the financial conditions of working with our clients, correct assessment of placement and recruitment opportunities, potential contacts for client acquisition and how to deal with difficult clients and candidates.
4. Frequently underestimated beginner's mistakes, which drive many recruitment consultancy start-ups into administration after a year - often having made significant losses (see the annual report for Brom Solutions Süd GmbH at www.ebundesanzeiger.de) - can be avoided.
5. During your training, you will be given the opportunity to establish your own client and candidate contacts under our initial guidance, so you will be building your own company from day one.
6. You will not only learn the skills vital for a successful recruitment consultant, but also commercial risks (the "dos and don'ts").

High quality marketing and website

New partners will have a bio on our website: <http://www.biber-associates.de/de/ueberuns.php> (alternatively .at or .com). The website is developed in line with the latest web technologies (social media integration, mobile-optimised versions, SEO-optimised website and content management system structure as a technical basis, complex graphic and content search functions, etc.), represents significant financial investment and has received excellent feedback in the market from both clients and candidates. It presents a strong image to the market of an established, professional service provider, which is vital to make a successful start in an

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industry where many small companies struggle with questionable business models (and then rapidly disappear again and are therefore not of interest to clients and candidates).

Thomas Biber is a registered trademark for the recruitment industry (EU and Switzerland).

Marketing: preparing marketing materials, standardised business documents and standard texts, and usage rights for logos and trademarks.

Thomas Biber has been active in the German market since 2006 and in the Swiss market since 2011, and is extremely successful in both countries. In both countries, we are seen by our clients and candidates as a small, highly-specialised and extremely reliable company in the market.

Our network of partners and suppliers

1. Job sites: you have the opportunity to post on job sites (via XML interface) thanks to our existing arrangements.
2. Specialist providers: we give you access to specialist providers in fields including headhunting/research, media relations, PR and texts, and good researchers for SAP-related positions are particularly hard to find.
3. We have an international network of other recruitment consultants, who either act as subcontractors or subcontract to us.

Network of Biber & Associates partners with established access to clients

We are currently active in Switzerland and Germany, where we have a portfolio of thousands of candidates and hundreds of client contacts.

1. In terms of clients, there are opportunities for placements in top German and Swiss companies for every new partner from day one.
2. In terms of candidates, between 5% and 10% of all German candidates (less in Switzerland due to higher salaries) would be prepared to relocate for the right job, and would potentially be available for placements with clients of new Thomas Biber partners.
3. Thomas Biber is well known in Germany and Switzerland.

Sophisticated IT infrastructure:

Thomas Biber has a sophisticated IT infrastructure for its size, which will support partners in their everyday work:

1. Candidate database, client database, job database and central document storage based on the staffITpro software package (professional recruitment software, which is continuously developed by the provider). New partners will receive a free licence.
2. (Partly self-developed) matching process for vacancies and candidates.
3. Automatic generation of job descriptions (in German).
4. Shared use of XML interfaces for job sites.
5. Reporting to follow up on application processes.
6. All of our systems are hosted in a modern data centre and have secure VPN access. There are daily delta backups and weekly complete backups.

No entry fees:

As becoming self-employed is always associated with financial pressures, it is in our interest to remove as many of these obstacles as possible by providing the aforementioned resources. This is why there are no entry fees for joining the Thomas Biber partner network.

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What makes Thomas Biber unique:

1. Our extensive knowledge of the SAP and IT fields and the resulting quality of service distinguish us from our competitors.
2. Our competitors often have less or no knowledge (whether organisational or technical) of SAP or IT. Staff are often completely inexperienced but industrious graduates, who their employer is presenting as "recruitment consultants" able to advise experienced SAP professionals on their careers. Client and candidate satisfaction levels with such companies are proportional to this experience.
3. Clients and candidates soon recognise that we have a higher level of specialist knowledge than the majority of other recruitment consultancies.
4. This is the market niche that we have successfully established and we have been able to eliminate the competition in both Switzerland and Germany. Our unique working method enables us to serve a comparatively large market convincingly - meaning a large number of both clients and candidates.

Opportunities for collaboration:

1. We are offering the opportunity to work in one of the most exciting fields there is: searching for the best-matched candidates for demanding IT careers.
2. You have the opportunity to translate a successful business concept from Germany and Switzerland to other markets and establish a highly profitable small business unit.
3. As the principal director of the new branch, the majority of the company profits will be yours.
4. Furthermore, you are your own boss. You set your own hours and workload and you can employ new staff, set your own methods and procedures and determine where and when you travel, ensuring an excellent work-life balance.

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