



International Service Group

ABOUT US

Established in 1999, ISG in its expansion has become a European leader in HR consulting. With over 800 employees across 60 offices, we provide high-quality solutions for all HR matters in 35 countries. A flat corporate structure and homogenous global practices guarantee an always smooth and rapid project implementation.

Our dynamic development, the high quality of our services, the dedicated commitment of our qualified consultants and an excellent price-performance ratio are the reason for ISG's success. Steady growth by entering new markets and opening new offices is part of our business strategy.

Our success is based upon the focus on your company. Your requirements and wishes form the foundation for the fruitful implementation of tailor-made solutions - exceeding your expectations is the focus of our activities. We give great importance to long-term partnerships and a cooperation defined by trust and appreciation.

We are your full-service provider in all personnel matters. Our services include Executive Search, Search & Selection, Personnel Development & Training, Employer Branding, Media House, Outplacement, Interim Management and Temporary Work.

ISG Headquarters

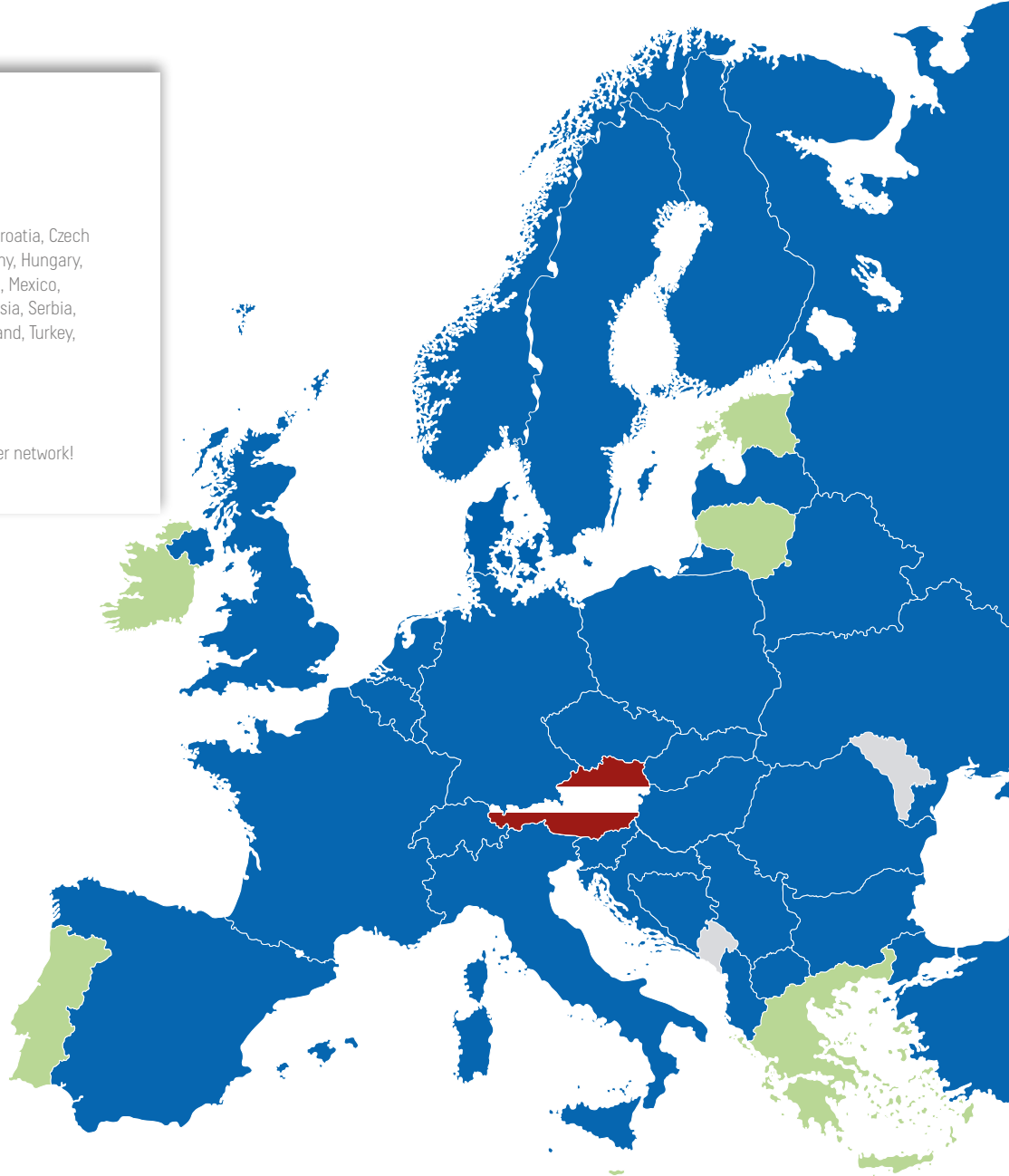
Austria (Vienna)

ISG Offices

Belarus, Belgium, Bosnia, Bulgaria, China, Croatia, Czech Republic, Denmark, Finland, France, Germany, Hungary, Israel, Italy, Latvia, Luxembourg, Macedonia, Mexico, Netherlands, Norway, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, Ukraine, United Kingdom, UAE, Uruguay

ISG Cooperation Partners

Worldwide presence through our NPA partner network!



EXECUTIVE SEARCH

Our Executive Search consultants support companies and organizations in identifying and selecting candidates for their executive and specialist positions.

- Sparring partner for strategic personnel decisions
- National and international identification of suitable profiles
- Discrete, effective approach and acquisition of potential candidates
- Evaluation of competences in management and leadership with selected procedures
- Personal support for customers and candidates
- Recurring networking events
- Deployment of experienced consultants with relevant industry and market expertise



SEARCH & SELECTION

As a leading personnel consulting company in Europe, we are convinced of our ability to find the perfect candidate for you.

- Research and analysis of profiles
- Definition of the most effective search methods (data base, online/ print ads, social media)
- Search and selection of the most suitable candidates by industry experts
- Regular reporting
- Conducting of interviews
- Reference checks
- Testing of candidates
- Assessment Center
- Evaluation and presentation of candidates



TRAINING & DEVELOPMENT

We plan, develop, design, train, craft and guide.

Training & Competence Development

Programs and formats designed for professional development promise new perspectives and practice-oriented content for the advancement of your company.

Analysis & Diagnostics

Analytical and diagnostic procedures provide you with a safety net to better assess potential.

Team Building & Moderation

Activities fostering a creative culture of trust and cooperation enable your teams to overcome obstacles on subject and interpersonal levels to reach their full potential.

Strategy & Consulting

Before we go into personnel development, we design strategic transformation architectures.



TEMPORARY WORK

We provide you with a flexible staff for temporary projects, according to the specific requirements of your operation.

- High quality standards by employing special methods, identical to those used in personnel consulting
- Options to transition our contract employees to your permanent staff
- Benefit from experienced employees integrated in the organization



MEDIA HOUSE

We specialize in media planning and business design solutions, including data-driven campaign architecture.

- JobAd Service: Posting of advertisements in print media, online platforms and social media nationally and internationally, multi-postings
- Placement of anonymous advertisements, free rejection service included
- Personnel marketing with Google, Facebook/Instagram and Co., including transparent reporting and continuous optimization
- Advice on media selection and planning, production of advertising material
- Planning, production and implementation of employer branding campaigns
- Recruiting videos for social media, photoshoots, storytelling and more



NEWPLACEMENT

We're here to support you to help your employees move on to a suitable position.

- Introductory session between consultant and employee, defining an optimal approach and domains where targeted assistance is needed
- Target group analysis of relevant industry sectors and potential tasks
- Compilation of comprehensive application documents (cover letter and CV) considering content and layout

In this process, we always adapt to the needs of the individual employee.



INTERIM MANAGEMENT

We place hand-picked experts on a temporary basis, providing the necessary leadership skills and industry expertise to immediately take action.

Interim Management helps you in

- Meeting specific challenges
- Successfully implementing a project or
- Bridging a vacancy until it is permanently filled

Our interim managers have at least 15 years of operational experience and expertise in the respective field and are able to quickly adapt to your specific challenges.



EMPLOYER BRANDING

We support you in building your brand, strengthening your corporate culture and improving employee retention.

- Definition of the employer brand with regard to the impression of employees and potential candidates
- Analysis of the current employment needs and the existing communication platforms (internal and external)
- Specification of concrete work packages with respect to your job offer and communication strategy
- Implementation of qualitative leadership and improvement of the existing corporate and management culture





www.isg.com

ISG Personalmanagement GmbH

Recruiting

Universitätsring 14, A-1010 Vienna
T: +43 1 512 35 05
eMail: office@isg.com

Executive Search

Universitätsring 14, A-1010 Vienna
T: +43 1 512 35 05
eMail: office@isg.com

Training & Development

Johann Hoffmann Platz 16, A-1120 Vienna
T: +43 1 512 35 05
eMail: training@isg.com

Media House

Universitätsring 14, A-1010 Vienna
T: +43 1 512 35 05
eMail: office@isg.com



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instagram.com/isg_personalmanagement/

