

References? – Clients and candidates benefit from our discretion



When looking for top management or specialists you don't want to just trust your instincts or take a chance on an old boys network.

When you are willing to conduct a targeted and comprehensive search for the best managerial talent available, then HR Personal Consulting is your supplier of choice.

Our company's Managing Partner Michael Hoppenburg has helped to fill vacancies in all kinds of industries in the more than 25 years of experience he has gained in recruitment, thereof about 80 positions on first level (board members, chief executives, company successors). You can discuss with him openly, he is entrepreneur himself and he understands the requirements of modern business.

Since the foundation of our company in 2001 we have helped to fill about 500 positions in all functional roles: from Procurement, Research & Development, Production, Sales & Marketing to the service areas, like IT, HR and Finance.

Our business is all about discretion, which is appreciated by both our clients and our candidates. Therefore we appreciate your understanding that we disclose neither our active nor our passive clients. There are a few exceptions for which we have their express consent.

Let us have a personal meeting and convince you of our competencies. The following examples can give you an impression of our expertise.

As of December 2013

Projects in Germany		
Sector	Clients 2009 to 2013	Examples since working with the client for the first time, job title = f / m
Electronics	Electronic Manufacturing Services, about 300 staff, Baden-Wuerttemberg	Chief Sales Officer, Product Manager
	Corporate group with focus on microelectronics, Baden-Wuerttemberg	Chief Operations & Technology Officer
	Medium-sized semiconductor company, „fables“, headquarters Saxony	Manager Design Center, Analog / Mixed Signal Design Engineer
	Finnish LED manufacturer, German subsidiary in Bavaria	Design / Draft Engineer
	Joint Venture for the development of photomasks for the semiconductor industry, Saxony	Chief Executive Officer, Quality Manager, IT-Engineer Mask Data Preparation
	Asian producer of photomasks, branch office northern Germany	Technical Planning Manager
	One of the world's largest US American foundries	We supported the setup and the restructuring of the former AMD fabs in Dresden from the very beginning. To date we have assisted the two companies with more than 100 recruitment projects, from Vice President / Director to Member of Technical Staff levels, for nearly all functional roles: Facilities, Operations (Front End / Back End Modules), Process Integration, Technology Development, IT / Automation, Test / Quality, Finance, HR, Procurement etc.
	Electronic Manufacturing Services, almost 1,000 staff, Saxony	Manager Production (future Chief Technology Officer), Manager Strategic Procurement
	Medium-sized electronic service company, Bavaria	Design Engineer Hardware
Medium-sized manufacturer of automotive electronics, Baden-Württemberg	Sales Manager	
Energy	DREWAG: utility for Dresden	Chief Commercial Officer and about 10 further recruitment projects for Procurement, Sales, Finance and HR

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Energy (continued)	Energy cooperative, Start-up, Hesse	Sales Manager
	ENSO Energie Sachsen Ost AG: Regional utility, Dresden	Chief Technology Officer and about 5 more recruitment projects, like Project Manager cogeneration unit
Engineering	Leading company in cooling technologies, Baden-Wuerttemberg	Chief Financial Officer, Design Engineer
	US-American technology corporation, over 100,000 staff, German subsidiary	Manager Automation Engineering, Quality Engineer
	Dutch engineering company, 9,000 staff worldwide, German subsidiary	Head of Traffic Infrastructure Department
	Medium-sized manufacturer of high temperature heat pumps, Saxony	Design Engineer, Project Engineer (HVAC), Sales Engineer
	Leading French automotive supplier, over 80,000 staff worldwide, different German subsidiaries	About 20 recruitment projects in Germany, such as Plant Manager, Manager Program Controlling, Manager Plant Logistics, Manager Quality Protection, Manager Module Manufacturing
	US-American equipment supplier for the semiconductor industry, European headquarters in Switzerland	Field Service Manager Europe
	Leading Japanese equipment supplier for the semiconductor and other industries, European headquarters in the Rhine Main Area	Field Service Engineers, Technical Support Specialist
	Worldwide leading producer in drive and control technology, over 50,000 staff	Product Manager
	Leading supplier of integrated solutions for high-tech production plants, Baden-Württemberg	Plant Engineer for energy plants, Senior Engineer Electrical Engineering
	Dutch producer of fast mounting systems for heating, solar and heat pumps	Product Manager, Design Engineer Solid Works
Medium-sized manufacturer of high-temperature furnace, Thuringia	Engineer Process Technology, Design Engineer	

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Engineering (continued)	Well-known supplier of innovative seating solutions for the automotive industry, German Subsidiary in Bavaria	Plant manager, Controller Corporate, HR Manager, Engineering Manager, Quality Manager
	Medium-sized iron foundry, Saxony	Head of Maintenance, Head of Human Resources
	Medium-sized machine and steel building company, Hesse	Head of Design Engineering
	Producer of production plants for the photovoltaic industry, Saxony	Head of Sales MicroSystems
	Engineering company for integrated building services, Berlin and Saxony	Head of Office, Lighting Designer, Project Manager Electrical Engineering
Information and Communication Technologies	Smart Metering & Smart Home Software Solutions, Start-Up, Berlin	Applications and SoftwareTest Engineer, IT Support Assistant
	Full service IT supplier, Saxony	Head of SAP Infrastrukture Department, Project Manager SAP MM & SAP SRM
	Specialist for web-based business processes, Thuringia	Chief Financial Officer, Teamleader ERP-Systems, Consultant SAP NetWeaver
	IT retailer, Rhine Main Area	Senior Network Engineers
	Full service supplier of web applications for the financial sector, Baden-Wuerttemberg	Manager IT, Web Developer, System Administrator Linux
	Independent software provider for optimization of mobile applications, Berlin	Senior Enterprise Java Developer
	Innovative software solutions for industrial companies for cost calculation, Berlin-Brandenburg	Software Tester, Head of Software Development, Software Developer, Project Developer, Consultants
	Provider of network solutions and managed service concepts, Saxony and Berlin	Linux Adminstrator, Network Engineer

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Information and Communication Technologies (continued)	Owner-managed company, Development of individual software, Rhine Main Area	ERP-Consultant
	Owner-managed company, Software solutions for the industrial automation technology, Saxony	SPS-Programmer
Environmental Technology	Chinese manufacturer of power supply equipment for renewable energy, German Office, Munich	Customer Service Manager, Applications Engineer
	Medium-sized manufacturer of vacuum insulation panels, Southern Germany	Sales Manager, Process Engineer
	Supplier of innovative local bio energy plants, 50 staff, southern Germany	Project Engineer Process Control Engineering
	Asian photovoltaics company, EMEA headquarters in Bavaria	Key Account & Product Managers, Marketing Communications Manager
	Planning & realisation of renewable energies projects, Saxony	Project Developer Wind Energy
	Manufacturer of automotive solar systems	Chief Technology Officer, Manager Sales & Marketing, Manager Quality, Manager Controlling, Manager IT
	Leading provider of fully-integrated solar solutions, German subsidiaries Frankfurt / Oder, Mainz, Berlin	over 50 recruitment projects from Senior Managers to Subject Matter Experts: procurement, manufacturing, engineering, maintenance, quality, EHS, IT, finance, project finance, HR, sales & marketing
	Dutch EPC company with focus on solar power systems	Country Manager Germany, Manager Project Finance
	US-American manufacturer of thin-film solar modules, EU headquarters in Bavaria, production in Brandenburg	Vice President Sales Europe, Manager Maintenance, Manager Quality and more

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Environmental Technology (continued)	Start-up with innovative ceramic membrane technology for water treatment, Saxony-Anhalt	Ceramic Engineer, Engineer Membrane Filtration Modules
Other sectors	Staatliche Schlösser, Burgen & Gärten Sachsen GmbH, Dresden	Chief Executive Officer, Commercial Director
	Distributor, Landau (Pfalz)	Chief Executive Officer
	Sächsisches Staatsministerium der Finanzen, Dresden	Commercial Director Staatsbetrieb Sächsisches Immobilien- und Baumanagement, Commercial Director Airport Leipzig-Halle GmbH, Chief Executive Officer Airport Dresden GmbH
	Public transport utilities, Northern Germany	Chief Technology Officer
	Business consultancy for technology funding, Rhine Main Area	Consultant

International projects		
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Electronics	Leading semiconductor foundry	Poland: campus recruiting at technical universities
Environmental Technology	Asian photovoltaics company, top 10	UAE: Key Account Manager Arabia; Italy: 5 Regional Account Managers Italy
	English start-up in the area of turnkey CPV systems	United Kingdom (England): Chief Executive Officer, Director Sales & Marketing
	Manufacturer of automotive solar systems	Italy: 2 Area Sales Managers Italy
	US American leading provider of fully-integrated solar solutions	France: recruitments for the scheduled production facility near Bordeaux, such as: Managers for Manufacturing, Engineering, Quality, HR
	Austrian corporation, photovoltaics sector	Ukraine: Manager Engineering Design Solar Parks (+ team)
	Project developer of solar parks	Italy: establishing team: General Manager, Regional Site Managers, Head of Project Management, Head of Finance & Investor Relations, Supply Chain / Logistics Manager, Business Analyst, Project Lawyer
	Dutch photovoltaics company	Netherlands: Contract Manager EPC, Project Developer, Project Managers; France, Italy, Spain: Project Managers
Other sectors	US-American corporation, consumer goods industry	Poland: Production Manager, Production Team Leader, TPM Manager, Sales Manager, Area Sales Manager, Sales Representative, HR Specialist, Training & Development Specialist, Finance Controller, as well as: job evaluations, management appraisals, outplacements

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