



**We bring top performers on board**

## **References Recruitment & Executive Search – while respecting our obligations of discretion**



If you do not want to rely solely on your intuition or on chance when looking for a top manager or a highly qualified specialist, but want to look specifically and comprehensively for the currently available candidate potential on the market, then HR Personal Consulting is the right address for you.

The managing partner of our company, Michael Hoppenburg, has filled positions in almost all sectors, for virtually all functional areas and at all hierarchical levels in his 30 years of recruitment consultancy work. With him, you have a contact person who is on an equal footing with you, who is himself challenged on a daily basis as an entrepreneur and therefore knows what is important.

Since the company was founded in 2001, our focus has been on the technology sector nationwide resp. EU-wide; for this purpose, we maintain a permanent project office in Frankfurt/Rhine-Main. In our home region of Saxony / Central Germany, we pursue a cross-sector approach through our headquarters in Dresden. We always carry out our recruiting mandates with our own well-coordinated team in consulting and back office (research, agency services, administration). This ensures maximum efficiency, speed and quality in project execution.

Our consultancy work is based on discretion, which is appreciated not only by our clients but also by our candidates. We therefore ask for your understanding that - with the exception of the public sector - we do not disclose the names of our active or passive clients. You should therefore be able to convince yourself of our competence primarily in personal discussions. Nevertheless, the following case studies may give you a first impression of our expertise.



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## We bring top performers on board

### A. Regional SMEs: where we are at home



Small and medium-sized enterprises: the mainstay of our consulting work. Like us, many clients are active in niches, others are "hidden champions" known only to industry insiders. Their diversity is the proverbial spice. Our recruitment mandates for small and medium-sized industrial and service companies are correspondingly diverse, varied and exciting every time.

Sometimes there is only a one-off requirement, but we meet it with the same commitment as the many client relationships, some of which have grown over decades.

In many cases, our SME clientele is based near us, in one of our two core regions around Dresden and Frankfurt am Main. Where this is not the case, we are happy to set up mobile, flexible project offices so that you can reach us quickly at any time. This is currently the case in the Hamburg area - it also takes Michael Hoppenburg back to his northern German roots.

A list of our medium-sized clientele would go beyond the scope of this article. It goes far beyond the examples mentioned in the following chapters. We would therefore be happy to advise you on how we can support you individually in the recruitment of qualified specialists and executives - also in the context of a possible corporate succession plan or supervisory board/advisory board appointments.



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## **B. Public Sector: Recruitment in all facets**



The public sector is involved in many facets of our economic life. Some public enterprises operate freely on the market, but the operation of many institutions would be inconceivable without public support, be it at federal, state or municipal level. In addition, there are the many registered clubs (e.V.) and associations that contribute significantly to organising our community life better and more efficiently.

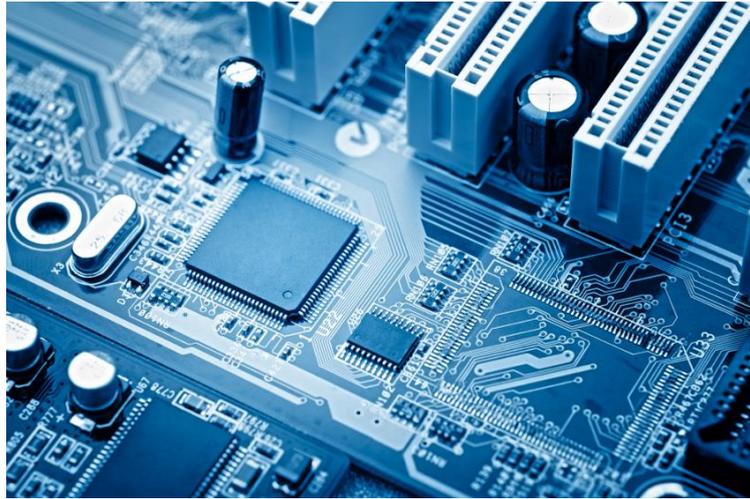
We are always pleased to receive orders from the public sector, as they show us every time anew how public-private partnerships can work successfully.

On our German-language reference list you will find numerous concrete project examples, from the environment of federal and state governments to municipal administrations, research organisations, chambers and registered associations. Let us inspire you!



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## **C. Electronics & Microtechnology: Executive Search on an international level**



Within Europe, the German market for semiconductor components and displays is in first place. "Silicon Saxony" is now one of the most sought-after locations worldwide. Here, the electronics industry is one of the fastest growing sectors of the economy. Saxony-Anhalt is just following suit: the state capital Magdeburg will in future be home to the world's largest semiconductor manufacturer.

Michael Hoppenburg was there from the beginning when the foundations of Silicon Saxony were laid in the early 1990s. The entire German team of ultimately over 20 engineers was assembled for a US equipment supplier in the form of "open days". This was later followed by other international equipment suppliers, especially in the field of lithography and thin-film technology, many of whom we still work with today.

A special recruiting challenge arose in the mid-1990s when Hoppenburg was allowed to accompany the establishment and later expansion of the first semiconductor fabs of a US microprocessor manufacturer on European soil. This, including the later transfer of the fabs to one of the leading foundries for the microchip industry, has resulted in about 150 appointments under his leadership, from Senior Vice President to Member of Technical Staff, for virtually all operational functions: Facilities, Operations, Process Engineering, Technology Development, IT/Automation, Test/Quality, Finance, HR, Procurement etc.

In the meantime, our client portfolio also includes the area of Electronic Manufacturing Services - all in manageable numbers, so that we can always tap into the best available candidate potential for our clients on the market.



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### D. Energy & Environment: Recruiting along complete value chains



For decades, the Federal Republic of Germany has been a pioneer in the application of renewable energies and environmental technologies. The political energy concepts continue this path with ambitious goals. Further investments in offshore wind energy, photovoltaics, geothermal and bioenergy projects will be just as necessary for this as the development of a smart energy infrastructure. In addition, energy, water and resource efficiency technologies will play an increasingly important role.

Our team supports you in being part of this development. We have relevant recruitment experience in all of the above areas, on an international level repeatedly in cooperation with our French partner company Elatos (Lyon, Paris).

Drawing on our many years of experience in the semiconductor industry, we found access to photovoltaics at an early stage. Here, too, we had the privilege of accompanying a major US investor, in this case in the start-up of its first European solar module manufacturing plant in Europe, from the very beginning. Subsequently, we were able to prove how we can successfully build up industry know-how along an entire value chain and at the same time serve very different job profiles. In the appendix to this document you will find corresponding case studies. At the same time, we ask for your understanding that we have not updated the list any further after the end of the PV boom, which has been painful for us in the meantime. Fortunately, there are now signs of a renaissance.



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### E. Mechanical & plant engineering: always targeting the best



The M&E sector (Machinery & Equipment) is the second largest and most innovative industry in Germany. In 2019, the machinery and equipment sector was once again the most important growth driver in German industry. Nominal sales rose to 229 billion euros - a new record that contributed significantly to the upturn in the German economy.

The strength of the German M&E industry is based on a combination of Germany's proven engineering tradition, its position as a technology development leader and a highly diversified industrial base. The fourth industrial revolution is already underway thanks to the country's ambitious Industry 4.0 initiative. This pioneering project heralds a new era of decentralised production that is transforming industry. Developments in automation technology will consolidate Germany's position as a lead provider and lead market for virtual systems and advanced production facilities.

Mechanical and plant engineering is one of the technological engines for Germany as a high-tech nation and combines all important future technologies (including electronics, robotics, software). It is dominated by enterprises from the flourishing SME sector. Its impressive figures show that the label "Made in Germany" still stands for the highest quality of products and services worldwide.

Our recruitment experience in this sector is documented in particular in chapters A., C., and D.



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## **F. Information technology, digitalisation & automation: innovative approaches to success**



The German ICT market is sprucing itself up. SMEs often serve as innovation drivers here as well; the lively start-up culture in almost all regions now speaks a clear language.

The digital transformation affects almost all industries and functional areas. We have filled ICT positions in all of the aforementioned areas. Of course, we are also looking for qualified personnel for IT service companies themselves.

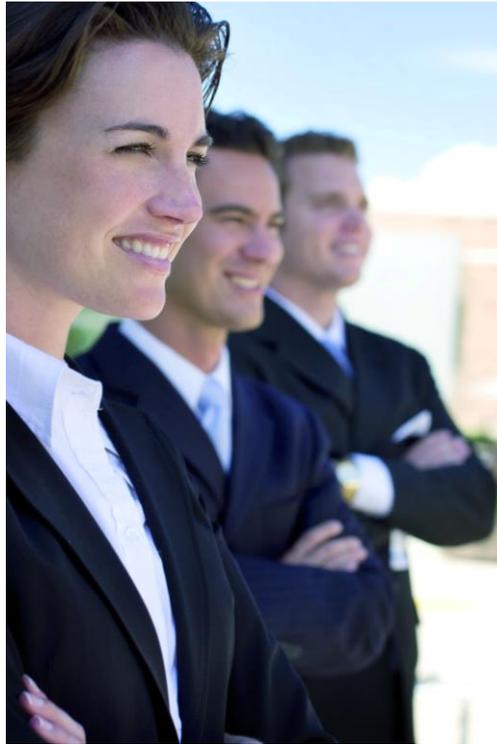
In order to recruit the IT experts who are in high demand, traditional recruiting via headhunting or advertisements is usually no longer sufficient. In addition, a completely different language and other motivating factors are usually needed to persuade this group of people to change jobs. What may still sound a little strange to people from the "old economy" are often more important assets for generations Y, Z ff. than pure salary: fitness opportunities, table football, job bike, etc., ultimately the much-cited work-life balance.

We have therefore founded an independent business division that is specifically aimed at these and other digitally affine target groups: Performance Recruiting. AI-supported and continuously optimised through big data analyses, the recruiting message is played out precisely in those channels where potential candidates are currently located (groups, forums, blogs, channels, communities, etc.). Feel free to contact us.



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**G. Zukunft entdecken (discovering the future):  
we remain curious**



We are and will remain a recruitment boutique with a clear focus on future technologies and a heart for regional SMEs. At the same time, we always have sufficient search fields open to us due to our not too narrow sector or function orientation - to your advantage: we keep the number of clients per sector under control and can thus always guarantee our protected active and potential new clients a comprehensive market approach.

At the same time, we would also like to grow further and apply our extensive know-how even more than before in other future domains. Keywords:

- Health and medical technology
- Mobility & Logistics
- New Materials

We would be pleased if you would place your trust in us!



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### H. General (in German): project management & exemplary project procedure, contact

#### CV Snapshot – Ihr Projektleiter

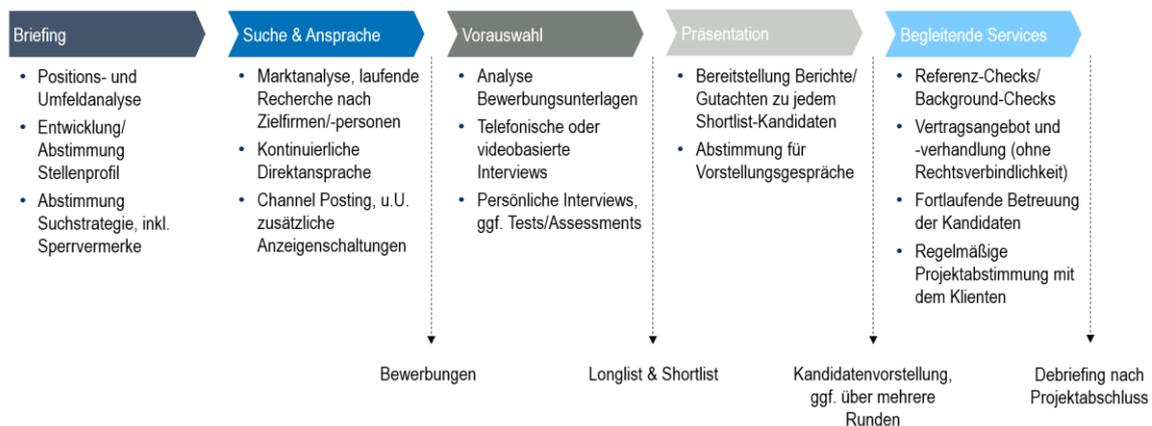



**Michael Hoppenburg**  
Geschäftsführer

- Diplom-Handelslehrer, Hotelkaufmann
- Seit 2001 Geschäftsführender Gesellschafter HR Personal Consulting GmbH, Dresden & Frankfurt am Main
- Seit 2016 Geschäftsführender Gesellschafter PBC GmbH, Dresden
- 10.91 – 06.01 Kienbaum Executive Consultants GmbH, Dresden
  - Marktführer Personalberatung in Deutschland
  - Bereichsleiter Ost: Auf- und Ausbau des Personalberatungsgeschäftes in den "neuen Bundesländern"
- 06.87 – 09.91 DER Deutsches Reisebüro GmbH, Frankfurt am Main
  - Führender deutscher Tourismuskonzern
  - Hauptabteilungsleiter Personalwirtschaft: Personalplanung, -beschaffung, -entwicklung und -controlling

(Die Aktivitäten der PBC – Personalorientierte Background-Checks - werden künftig als eigenständiger Geschäftsbereich in die HR Personal Consulting integriert.)

#### Exemplarischer Ablauf



**Thank you for your interest!**

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### Appendice: Project examples from the peak of the photovoltaic boom

In the following, we outline how we have successfully built up industry know-how along a complete value chain within just a few years. At the same time, we ask for your understanding that we have not updated this list for some time.

#### **Factory Design & Construction**

- Company from Germany:  
„Project Manager Malaysia“

#### **Manufacturing equipment**

- Manufacturers from Germany and the USA:  
„Chief Purchasing Officer“, „Service Manager Europe“

#### **Silicon & other materials**

- Producers from Asia, Germany and Canada:  
i.a. „COO Si Fab start-up“, „Manager Si Crystal Growth“

#### **Si Wafers**

- Producer from Germany:  
several appointments, including „Manager Wafer Fabrication“

#### **Si Cells**

- German producer:  
several appointments at middle management and engineering levels

#### **Si Modules**

- Manufacturers from Asia and several European countries:  
approx. 20 filled positions, mainly top level, like „CEO“, „CTO“, „R&D Director“, „CIO“

#### **a-Si, CIS + similar technologies**

- Manufacturers from Germany and the USA:  
approx..10 filled positions, i.a. in Marketing & Sales, Maintenance, Industrial Engineering



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### **CdTe**

- US-American major investor:  
We were able to accompany the establishment and expansion of its manufacturing facilities in Frankfurt/Oder, its sales activities from the Rhine-Main region and its PR work from Berlin throughout the entire period. This resulted in approx. 40 appointments in all functional areas and at almost all hierarchical levels.

### **CPV, OPV, PPV, DSC etc.**

- Executive Search in England (UK):  
„CEO“, „CSO“

### **Further system components / BoS**

- Producer from China:  
several positions in product marketing for the EMEA region

### **EPC, System integration, Project development, Distribution**

- Approx. 30 realised recruiting projects in the European area, among others:
  - o Setting up the Italian project team in Rome for a German PV manufacturer
  - o Search for a "CBDO" and "Country Manager Germany" for a Czech project developer
  - o Search for "Manager Project Finance", "Manager Engineering Design" for a Ukrainian-Austrian company
  - o Search for "Project Development Managers" for Germany, France, Spain
  - o Search for "Project Developers", "Contract Manager EPC contracts" for a Dutch company

### **Research and other services**

- Internationally operating research and testing institute:  
„Head of Solar Modules Testhouse“