



D I R E C T S E A R C H
T E C H N O L O G Y R E C R U I T M E N T
M A N A G E M E N T C O N S U L T I N G

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W H O W E A R E

Rebstöck Consulting is rapidly becoming the leading executive/direct search and advanced technologies recruitment consultancy in Central and Eastern Europe.

From Prague to Moscow, from the Baltic States to Romania, Rebstock Consulting helps organizations grow and succeed through the search, selection and delivery of qualified candidates in some of the most critical roles imaginable.

Retained on an exclusive basis by major corporations, leading IT innovators and Fortune 500 companies, Rebstock Consulting combines a penetrating knowledge of a wide range of positions and industries with a constantly evolving network of resources to address the specific nuances of any assignment in the most strategic manner possible.

We bring the vision, dedication, and mastery necessary to help you grow.

L E A D E R S



ceo

M A N A G E R S



cfo

coo

cto

P R O F E S S I O N A L S



java programmer

project manager

key account manager

C O N T R A C T O R S



designer

developer

E X E C U T I V E S E A R C H

D I R E C T S E A R C H

T E C H N O L O G Y R E C R U I T M E N T

O U T S O U R C I N G

O U T P L A C E M E N T

C O A C H I N G

EXECUTIVE AND DIRECT SEARCH

We help you grow – by making sure you grow smoothly.

No list of open positions. No aggressive media campaigns. No alarming potential candidates. Every assignment stays completely confidential, every search is conducted without negative impacts on your internal processes and operations.

We work closely with your hiring managers, HR and Recruitment Managers, penetrating every nuance of the assignment, from the day-to-day to the skill-set and experience required. And then? We get to know your company objectives, priorities, values and mission.

We take full responsibility for the entire search and selection process – so you don't have to. And we always deliver results.

We bring you the best of breed.

We fill the following leadership and business-critical roles in senior management, sales, HR, legal and finance:

- senior and top executives
- mid-level management
- operations managers
- business managers

Our growth is your growth.

We seek to become your long-term partner. That's why we take the time to ask questions and listen to your answers.

We do not seek merely to determine your technical requirements and required services. We desire to understand your key priorities and concerns, so that we can provide you with a placement that fits not only your organization, but your future.

We bring you the world.

We also act as a trusted strategic management advisor to multinational corporations in the US and Europe seeking an entry to our home markets of Central and Eastern Europe.

“Executive search consultants ... are masters of a covert craft that relies heavily on discretion and its practitioners' ability to see and communicate how an executive's gifts, experience, character and vision can boost a corporate client's performance.”

-- Joseph Daniel McCool, *Deciding Who Leads*



W H A T W E D O

TECHNOLOGY RECRUITING

We do what no one else can.

We attract and deliver exceptional talent with rare skill sets for the high-profile and highly competitive in all fields. The most difficult assignments. The most hard-to-fill positions. The most elusive candidates. The most aggressive timeframes. With but a handshake we search, attract, and deliver the rarest talent, silently and effectively.

Using a blended resourcing methodology that combines traditional database search with direct search techniques, we deliver the most sought-after candidates – and we always begin our search immediately.

We help you invest in the future.

We bring you the highest of high tech in IT, Telco, and Advanced Technologies, Energy, Pharmaceuticals – anyone you have been unable to find.

Our reach is greater than any other firm in our class, because we address each position individually, and we have the adaptability to acquire knowledge in any field, industry or sector.

We also bring expertise at locating, attracting, and hiring the most enthusiastic and talented junior-level IT engineers and fresh graduates from Universities - guaranteeing you the freshest and brightest new recruits.

We're hard at work long before you hire us.

We target high-class professionals, talented specialists, entrepreneurs and top executives for job-specific preselection - passive candidates who thwart the approaches of traditional contingency recruiters.

And we maintain relationships with all our placements, long after the job is done.

We evolve and transform.

Our close relationships with our clients, our candidates and industry experts enable us to gain and apply expertise in the given technological field, however narrow that may be.

Every day we learn from candidates and clients alike. Every day we build a strong and growing force of market insight. Every day our knowledge of crucial technologies and best practices grows – as does our network of passive, hard-to-approach candidates.

“If an executive search firm finds a candidate who generates only 1 percent greater profits than the alternative candidate would have generated, the search will pay for itself many times over.”

-- Claudio Fernandez Araoz, *Great People Decisions*



WHAT WE DO

CONTRACTORS

We give new meaning to C2B.

When faced with the challenge of acquiring contractors for a specific project or initiative, today's organizations have a choice: the traditional and costly "body-shopping" of the staffing agency or the modern and unpredictable "brain-shopping" of the freelance marketplace. We fill the empty space between these two extremes through "brainsourcing" -- by bringing Contractors to Businesses.

We make it easy.

Unlike the the high costs of traditional body-shopping, obtaining a contractor through Rebstock Consulting carries little or no liability: the contractors we sponsor are independent professionals, neither your employees nor ours. They work directly for you but get paid through us.

We provide the filter.

However, unlike the unregulated wilderness of the online freelance industry, we insure that the contractors you work with have been selected with the same level of care that we devote to potential employees: candidates are subjected to an interview, either in person or by videoconference; they are then assessed for the skill set advertised using industry standard evaluations; and finally, references from previous employers and clients are made available to insure that you have the clearest picture available of who you will be working with.

No one else offers this service. No one else can.

" B O D Y - S H O P P I N G "

staffing
agency



B R A I N S O U R C I N G



R E B S T Ö C K
C O N S U L T I N G



s r o

H E L P I N G Y O U G R O W

" B R A I N - S H O P P I N G "

freelance
marketplace



"Three external factors—demographic change, globalization, and the rise of the knowledge worker—are forcing organizations to take talent more seriously."

--"Making talent a strategic priority", *McKinsey Quarterly*

WHAT WE'VE DONE

Who is Martin Rebstock?

Company founder Martin Rebstock is rapidly becoming the trusted advisor of power brokers in all major industries in the region.

With extensive in the Human Resources field, especially from the direct search market perspective, Mr. Rebstock has spent the past eight years working as an independent consultant, subcontractor, and employee hiring key staff and personnel in some of the most prestigious organizations in the world, such as the World Bank, IMF, Vodafone, Telefonica O2 – Český Telecom, IBM, and SAP.

“We have the capacity to understand not only our candidates, but also our clients’ business and the technology behind it.”

-- Martin Rebstock

Case Study: Rockwell Automation

A good example of the services provided by Rebstock Consulting can be seen with Rockwell Automation, a multinational technology company on several continents and with constant need for niche professionals in the IT and related fields.

Rebstock Consulting serves Rockwell on a retained and exclusive basis in Central and Eastern Europe, sourcing a high volume of Senior and Junior level programmers and Engineers, top-level executives and other critical staff in the Czech Republic, Poland, Romania and Russia.



Rebstöck Consulting has successfully delivered professionals on over sixty assignments in the past twelve months.

Many of these have resulted in multiple placements.

MANAGEMENT · OPERATIONS · SALES

CEOs, CTOs, CFOs
Country Manager, Moscow
Country Managers, Prague
Country Manager, Warsaw - Poland
EMEA Sales Director
EMEA IT Outsourcing Customer Service Manager
EMEA Business Development Manager
CEE Regional SW Sales Manager
CEE Regional Quality/Assurance/Safety/Health Manager
South-East Europe Regional Account Manager - Romania
Regional Account Manager – Baltics
Eastern Regional Customer Care Manager
Key Account Managers - CR, SR, Romania, Poland
Account Managers – CR, SR, Romania, Poland
Sales Directors
Sales Managers
Commercial Engineers
Proposals Manager

IT · TECHNICAL

Heads of SW Development
Engineering Managers
Project Managers
Senior Team Lead Engineers
SW and Solution Architects
J2EE · JMS · WebSphere
Senior/Junior Programmers
C/C++ · C# · ASP.Net · Perl · Python · JAVA · COBOL · etc
Developers
RPG-400 · J2EE · J2ME · RoR · WebSphere JAX · ABAP
Consultants
DMS: Documentum · ERP: SAP · Oracle CRM: Siebel
Network Management Solutions: IBM Tivoli · HP Open View
Micromuse Netcool
SAP, SQL, DB2 Database Programmers

FINANCIAL · OPERATIONS · HR

EMEA Compensations and Benefits Manager
EMEA HR Director
HR Directors
HR/Recruitment Managers
HR Assistants
Financial/Project Controllers
Accountants
Assistants

LEGAL

Regional Legal Counsel
Contracts and Negotiations Managers
Legal Counsel CEE
In-house Lawyer

Senior/Junior Applications Engineers
PLC · SCADA · HMI · DCS

Admins
HP-UX · UX-AIX · Solaris · Lotus Notes · AS/400 · WebSphere

Networking Engineers - CISCO Certified
MS Certified Professionals
Database Specialists and Architects
IT Business Analysts
Quality Assurance Engineers
CMMI I · II

Process Engineers
Six Sigma

Web Developers/Designers/Coders/Programmers
RF Telco Engineers
UMTS · CDMA