**Candidate Information**

**How is it different**

* Everyone who is qualified gets a chance (we have no conventional filter system, as we look at every CV)

**What we look for!**

* Hard skills (qualification & work experience)
* Soft skills as given by employer and specifically; leadership, ambition, value added benefit qualities

**How we help**

* *Insider info*! value, vision, atmosphere of team and superior
* Preparation
* dialogue – intervention and control (optional)
* Mentorship / career development(optional)

**Does it cost**

* Pre-Select Interview – No
* But for 2-3 selected who get preparation workshop – Yes, (CV, motivation letter, interview technique, glossary, expectation) in form of one-time coffee
* If career development option taken, then monthly administrative fees

**Jobs**

* All sort but often difficult to find e.g. technology or internationalization at startup, multinational and ethnic economy, (also skilled-workers-from shortage-occupations list)

**Other**

* Job experience, University degree & other reference might be checked
* Language; don’t need to be perfect German speaker, but often required

**Process**

* Apply with an email in English / German, include the CV and motivational letter
* If selected, upload video application, 30 second maximum, answering ‘why you think you are the best candidate, your strength and vision’. Dropbox link will be provided
* Everyone who has required hard skills e.g. job experience and / or education will be invited to a 10 min whatsapp / skype interview in German / English and partly in mother tongue

(we are looking at soft skills by presenting a case study / work situation, where we observe how candidate goes around when confronted, by paying attention to soft skills ambition and leadership - we can only recommend to employer, will and cannot interview on professional competence and are in no position to offer job!)

* 2-3 selected will be presented to employer, who decide which one to further invite
* Selected invited to a subsidized conditioning, conducted by expert
* Dates arranged for interview at employer
* If job offered, will check and if needed negotiate contract