

# COMPANY PRESENTATION



PEOPLE.QUALITY.TECH



# What people say about us

The flexibility, openness and professionalism are just some of the attributes that make VON Consulting a valuable partner to Dell EMC. No matter the service that they are providing you can expect to be satisfied by the quality VON Consulting offers. We partnered with VON for over 6 years and they have truly become one of our most trusted partners, giving us the flexibility, customized solutions and labor market insights that we were looking for.

**Raluca Zamfirescu**

Talent Acquisition Manager Dell EMC

During the collaboration with VON Consulting, for about 8 years, I was impressed by the professionalism they proved in handling the projects, namely the creativity in finding solutions, in situations where the specifics of our company required flexibility. No less important, within the framework of the collaboration, was the aspect of counseling on labor market specific issues, in which, VON Consulting specialists proved their professionalism.

**Alexandru Dima**

CBN International Europe, General Manager

What we most appreciate in our collaboration with VON Consulting is the professional quality of their recruitment services and the great number of qualified candidates. Their approach to staffing was always custom designed to best match our needs and requirements while thoroughly assessing candidates both on soft skills and their technical prowess. But most important, our partners at VON Consulting have proven to be invaluable consultants and advisers regarding hiring best practices, always equipped with practical experience from the market perspectives, tailored to our specific business requests.

**Mihaela Badan**

Ixia Romania, Senior Staffing Representative

VON Consulting has always provided a professional and helpful service to our Company. The company is showing a high level of flexibility in their approach and good communication skills. They have a good understanding of the market and the ability to meet deadlines.

**Thomas Simonis**

Infineon Technologies Romania, Managing Director

read more on [www.vonconsulting.ro](http://www.vonconsulting.ro)

## ABOUT US

We believe our mission is to help our clients find the best partners, optimize their costs and always have valuable consultants and a seamless HR experience within reach. We started recruitment 15 years ago and, in time, we refined our IT recruitment practices to a state of the art process.

We have solid values, withstanding the test of time.

We engage with both mind and heart in our endeavors.

## CORE VALUES

### People

More than anything, it is **people** who bring value to a company: an affirmation which is often used, although too rarely taken seriously.

We believe in its larger meaning, that is "the right person at the right time".

We have great experience in "matching" **people** to specific client-organization requirements, and we truly believe that productivity will only rise if the job engages both mind and heart.

### Trust

... with everything it implies, **trust** is the unanimous value of the VON Consulting team - professionally and personally.

### Adaptability & flexibility

We calibrated our resources so as to always be adaptable and flexible. The recent years' competition and cost pressure avidly require these two values - **adaptability and flexibility** - and we know exactly how to deliver them, since they are two working principles of our expert departments.

### Tech

It is ultimately a passion, and the very source of expertise of Von Consulting. We are passionate about everything **TECH** and we are worldwide connected in the field.

We are innovators both in essence and in details.

### Quality

We are proud professionals working in one of the most dynamic fields, constantly making sure we deliver the best possible services to our clients.

**Quality** is visible in every aspect of your interaction with us, from work processes to communication to final results.

### Passion

We truly like serving the HR field, with everything it implies - rigor, soft and strong-core expertise, working with people, speed, constant demands for costs and time optimization.

Our team is working with passion, dedication and positive energy.

## RECRUITMENT SERVICES

We are recommended - and differentiated - by the recruitment process and the quality we deliver. Our goal on each project - proven by our past business deals - is that **two out of three recommended candidates receive an offer from client companies.**

CANDIDATES  
IN THE DATABASE

**40000+**  
verified profiles

**Why us?**

COMPLETED  
RECRUITMENT PROJECTS

**1000+**  
between 2008-2018

ASSESSMENT  
CENTERS

**10+**  
between 2016-2017

### State of the Art Recruitment

The quality of the candidates we recommend to our clients is a natural consequence of the recruitment process we offer, backed by our vast experience in the IT& Tech industry.

VON Consulting Services for recruitment are:

- CV screening and actively contacting candidates
- Technical interviews hosted by experienced recruiters
- Technical tests, case studies, brainteasers
- Interview reports and competencies maps
- References check and candidate history

### VON Consulting Assessment Centers

Through assessment centers shortlisted candidates may be differentiated, because they face a real working context. By evaluating the candidate's reaction to different job-specific challenges, we are able to accurately select the right candidates.

VON Consulting has its own assessment center methodology and dedicated experts.

**We stand out in the market through our timely results due to our intensive and extensive IT& Tech industry expertise.**

# Why us?

## SKILLS

Java, C/C++, Python,  
Networking protocols,  
Embedded software,  
Hardware design & verification,  
Technical support

## TELECOMMUNICATIONS

# 20+

consultants, since 2013

## SEMICONDUCTORS

# 10+

consultants, since 2017

## HUMAN RESOURCES

# 5+

consultants, since 2014

## IT OUTSOURCING

“**Flexibility**”, “**cost efficiency**” and “**high professional expertise**” are the three main requests our clients have when it comes to personnel outsourcing.

IT specialists outsourcing, both “in house” and “on site”, we are ready to provide technical specialists for our clients, who can work either from the client’s offices, or from ours.

**Flexibility:** we are ready to cover openings for IT services (software development, hardware specialists and technical support) for as long as it is necessary to our client.

### Outsourcing of HR Specialists

VON Consulting may act as an external HR department for your company, delivering all the associated services. Moreover, a VON HR consultant can be temporarily assigned exclusively for your company’s projects.

The Basic VON Consulting package includes recruitment services, payroll, administration as well as training, and it is available on a monthly subscription basis.

**Cost efficiency:** the recruitment process for consultants, the respective benefits package, personnel administration and payroll are neatly included in a single fee, negotiated for each consultant and invoiced monthly.

**Up-to-date processes:** our recruitment and administrative processes are precise and according to the current legal requirements.

**Considerably reduced internalization risks:** our client has the opportunity to hire internally the members of the outsourcing team.

## Why us?

SEMICONDUCTORS

**400+**

employees, since 2008

TECHNICAL SUPPORT

**10+**

employees, since 2012

ADMINISTRATIVE SUPPORT

**10+**

employees, since 2017

## TEMPORARY STAFFING

Personnel leasing / temporary staffing is our most productive division. We have proven expertise in personnel leasing and cost efficiency, for the afore-mentioned services.

We have been acting as an authorized temporary staffing company since 2008, with over 90% of work targeting technical specialists and administrative personnel.

The times our clients mostly require our leasing services would be:

- **Development of new projects**, which implicitly creates a need for additional qualified resources for a predefined period of time;
- **Hiring restrictions**, which may be in contrast with the business demand of project development and new hires;
- **Plans to opening new markets**, where the success of the new business endeavor is not guaranteed. Personnel leasing in this circumstance provides a limited risk early in the process, and internal hiring may begin upon consolidating one's position in the market.

We can recruit and hire the people you need. We become responsible for:

- Temporary staff recruitment;
- Personnel documents administration;
- Salary calculations and payroll for temporary staff;
- Taxes and contributions payments for temporary staff;
- Benefits management;
- Employee replacement when they decide to terminate a mission before the due date;
- Health and safety trainings upon hiring;
- Medical checkups upon hiring and periodically afterwards.

# Why us?

MARKET, SALARY AND EMPLOYEE  
SATISFACTION SURVEYS

**20+**

surveys on specific industries  
and nationwide

INTERNAL PROCEDURES CONSULTANCY

**10+**

projects on internal communication, positions  
restructuring, internal procedures and policies

TRAINING

**5+**

training sessions delivered on recruitment,  
communication and specific HR related topics

## HR CONSULTANCY

Our 10+ year experience in consulting encompasses work legislation, market, salary and satisfaction surveys.

Our consulting portfolio is available here:  
[www.vonconsulting.ro/consulting](http://www.vonconsulting.ro/consulting).

Consulting and support services regarding legislative and administrative issues, targeting work relations with employees:

- **Role analysis and job description compiling;**
- **Restructuring, contracting and layoffs;**
- **Compiling of internal regulation documents;**
- **Compiling of policies and procedures.**

We could take over on our client's behalf, for restructuring or improvement purposes, the following services:

**Induction:** we analyze the current situation and suggest a schedule which best fits the organization's needs, so as the new hires would adapt as quickly as possible to the new environment and start performing right away;

**Recruitment and selection:** through complex recruitment methods we deliver the best solutions for process stabilization and solidifying concrete recruitment and selection steps;

**Referral and relocation policy:** developing, within the organization, an atmosphere of encouragement towards internal referrals;

**Performance evaluation:** we custom-design and the most efficient method of performance evaluation for the client-organization.

**OFFICE** LOCATIONS**BUCHAREST**

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We are a stable partner, with demonstrated expertise, visible through our practices, loyal and satisfied clients, as well as a passionate and highly performing team.

We are flexible and passionate about everyday work.

**VON Consulting SRL**

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Register of Trade Company no: J40/14507/2003

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