

EUROPEAN BUSINESS JOURNAL



Managing Director Uwe Zirbes
founded hunting heads in 1997

Hunting
for the best

read more page ...

Hunting for the best



"You have to swim against the current, not with it." This maxim might sound simple, but apparently it has helped Uwe Zirbes to become one of the leading executive search consultants worldwide. In 1997, Uwe Zirbes founded hunting heads Executive Search International, and within less than a decade his consultant institute has made it to the top in the executive search market. Relying on absolutely loyal search consultants and a uniform global structure, hunting heads has indeed become a synonym for finding the best executive staff worldwide.



Managing Director Uwe Zirbes founded hunting heads in 1997



hunting heads' headquarters is located in Wetter (Ruhr)

Mr. Zirbes is convinced that only an executive search consultant that supplies quality is able to remain ahead in the market. "The financial crisis, which, fortunately, has been mastered by most enterprises very successfully, has also affected our business. As a consequence, many unsuccessful executive search consultants have disappeared from the market. Others, like us, have benefited from the crisis and have demonstrated their high level of competence and expertise."

A visit to hunting head's office reveals that the average age of its con-

sultants is about 55 years. "Many of our competitors employ young head hunters, most of them young academics between 25 and 35 years old. They might be talented, but it takes more than pure talent and an academic background. This demanding job requires a high level of experience. Our executive search consultants had worked in executive posi-

In the past years, exceptionally good growth rates have characterised hunting heads' development

tions in industry before they started working for us. I daresay that age and experience make all the difference," stresses Mr. Zirbes. "This is what I mean by swimming against the current. We have opted for experienced staff, and we have been utterly successful with this strategy." Mr. Zirbes has currently observed two main developments within the job market. While on the one hand full employment is within reach in the near future, there is a shortage of executives in some industries on the other hand.

As most top managers already have a job, it is hard to find adequate candidates for an executive position. "Executives cannot be recruited by a newspaper ad. You will only be able to employ the top men or women by headhunting them from competitors. And this is where hunting heads enters the stage," points out Mr. Zirbes.

hunting heads seeks and finds suitable candidates for its clients by making direct contact with potential candidates. "When we set off to recruit new executive staff, we take a

