



**Talent** *'em*

# PARTNERSHIP AND CONSISTENCY

**Partnership and consistency.** These are the values with which I lead Talent'em, a technological HR company and a proud member of the Microsoft for Startups Founders Hub.

My whole life I've believed in hard work and not shortcuts. We built Talent'em step by step to provide our partners with what they value most – a recruitment partnership based on trust and solutions that help fulfill their vision, plans, and strategies.

Talent'em is the result of a long-term vision: 25 professionals who share the same values and combine experience from recruitment agencies (understanding client needs and candidate search know-how) with technology and marketing (using our robot Tony and performance marketing).



Psali o nás:

Forbes

Roklen 24

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BUSINESS WORLD

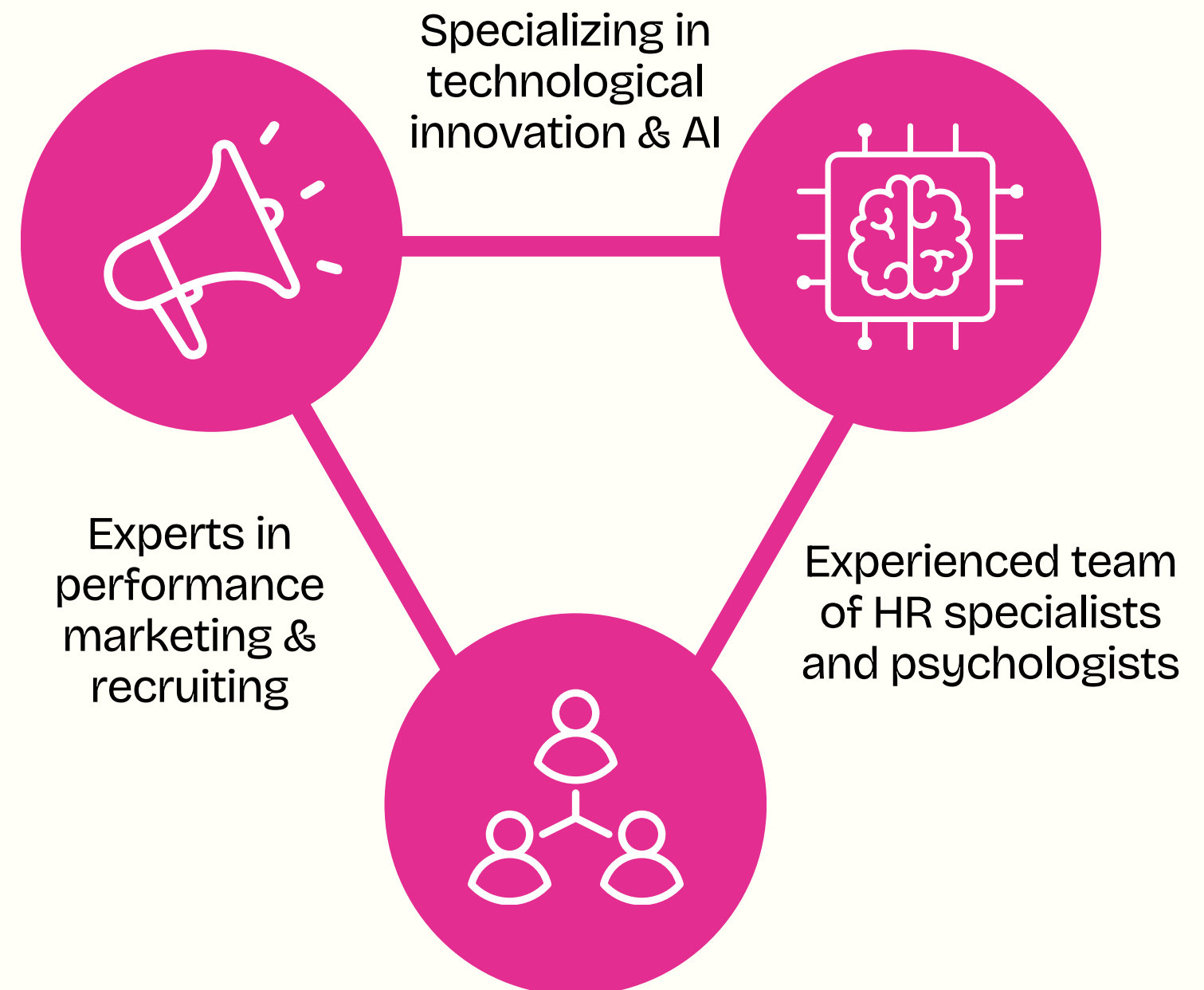
HROT24

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# WHO WE ARE & WHAT MAKES US DIFFERENT?

We find the **most suitable candidates** for you – even if they're not actively looking.

- We are specialists in recruitment and bring a number of unique innovations to the HR world.
- We have an excellent media team that closely follows the online world and social media trends.
- We're a tech-driven company successfully combining recruitment, media, AI, and psychology.



# OUR CLIENTS AND PARTNERSHIPS

## WHY TALENT'EM?

We search differently. Talent'em is a tech HR firm with headhunting DNA. We combine a boutique agency's personal approach with the efficiency of robotic prescreening and targeted marketing. We limit the number of projects to give each 100% attention.

## WHO ARE OUR CLIENTS?

We work with companies that understand good recruitment isn't just about resumes – it's about the right people in the right roles. From startups to corporates, in industries ranging from logistics and IT to manufacturing. Our clients include you, but also Nestlé, Vertiv, PPL, Čedok, and many more.

## HOW DO WE SEARCH FOR THE TALENTS?

We go beyond just responding to job ads. We use a combination of executive search and performance marketing to reach passive candidates. Our robot Tony conducts fast prescreening interviews. The result? Faster and more effective hiring with candidates who want to work for you – not just someone who "applied."

## WHY TALENT'EM?

Because partnership and consistency are more than just words to us. We believe in hard work, precision, and results – not shortcuts.

# COOPERATION TERMS

## **Fee (based on gross monthly salary):**

- Standard: 2.5x–3x depending on complexity (confirmed by email)
- **Top Management: 3x**

## **Payment Terms:**

- Invoiced on the candidate's start date
- Invoice due in 14 days

## **Guarantee:**

- 3-month warranty on placed candidates
- In case of the first resignation (departure) during the probation period, a new search is provided free of charge.
- In case of a second resignation (departure) during the probation period, we refund:
  - Month 1: 70%
  - Month 2: 50%
  - Month 3: 30%

# EXECUTIVE SEARCH IN NUMBERS

**185+**

In 2024, we placed over 185 new colleagues for our clients.

**6**

On average, we send 6 qualified candidates per position, all genuinely interested in working for the client.

**98 %**

More than 98% of our placed candidates remain in their role after the probation period.

# ABOUT THE SERVICE

## HEADHUNTING / EXECUTIVE SEARCH

- **Senior Recruiter Allocation:** To find the right new colleague, we assign a senior consultant and researcher to the search for its entire duration.
- **Candidate Database Utilization:** We use our extensive and regularly updated candidate database to identify suitable applicants.
- **Mini Website Creation:** For each position, we create a dedicated mini page on the talentem.com domain to attractively promote the job opportunity.
- **Job Portal Advertising:** We ensure the position is advertised on top job portals to reach the broadest possible pool of potential candidates.
- **Access to Alma Career Database (LMC & Profesia):** Thanks to our partnership with LMC, we have access to a large database of active candidates in the Czech Republic, which we leverage for targeted search.
- **LinkedIn Networking:** Our leadership and headhunters have a strong presence on LinkedIn, giving us access to tens of thousands of direct connections.
- **Candidate Interviews:** We interview candidates who meet the specific requirements (based on a checklist) and recommend them for client interviews.
- **Labour Market Reports:** You receive regular updates on the current labour market for the given position, including competitiveness insights.
- **Use of Media Advertising and Artificial Intelligence:** With the help of advanced technologies and AI screening, we're able to reach even those candidates who do not actively visit job portals.



# WE PROUDLY COLLABORATE WITH



Nestlé

EPPL®



VERTIV™

Page Outsourcing

ASUS®  
IN SEARCH OF INCREDIBLE

STRABAG



UNIBAIL-RODAMCO-WESTFIELD

Panasonic

Čedok

FINEP

INDITEX



Packeta



Epiroc  
Partner



kaizen  
GAMING

ADIENT

zenova

FIDES



ŠKOENERGO



kaizen  
GAMING

CURIUM™  
LIFE FORWARD

CEMEX  
Building a better future

Mubea

Atlas Copco

nokian®  
TYRES

POPEYES



Mubea



AGROTEC  
Group

and many more.



# CLIENT TESTIMONIALS

**BETVAR** a.s.

"We signed an exclusive agreement with Talent'em and stopped using other agencies because we're extremely satisfied. I appreciate their senior recruiters' professionalism and great communication."

**Vladimír Valeš**  
generální ředitel, BETVAR a.s

**REXONIX**

"As an HR director in manufacturing, I struggled with hiring operators. Traditional methods didn't work. Talent'em's Social Tech brought us 174 candidates in 30 days, 68 of whom were forwarded, resulting in 4 hires. We saved CZK 290,000 in costs and filled our positions fast."

**Michael Pechman**  
jednatel, REXONIX

**exyte**

"Our search dragged on for months with no results. Talent'em found us two qualified candidates within two weeks. Their efficiency and candidate matching are impressive.."

**Veronika Marešová**  
HR manažer, EXYTE

# SERVICES OVERVIEW

We have over 30 pages of references and case studies.

Let us save you time and summarize everything into four key points – we'll discuss the details in person.

## **EXECUTIVE SEARCH / HEADHUNTING:**

We pride ourselves on being a dynamic recruiting firm that carefully selects the roles we take on so we can dedicate 100% of our focus to them.

**SHORT LIST:** We deliver three to five candidates in a so-called shortlist – candidates who are genuinely interested in the client, like the offer, but interviews and further steps are handled directly by the client.

**SOCIAL TECH:** What sets us apart from the competition. Used by companies like Nestlé, České dráhy, and Penam. It's a high-volume recruitment service combining performance marketing, robotic prescreening, and recruiter expertise.

**RPO:** We assign our experts to work with the client for a short or long period. One of the advantages is that the client gains access to our technologies, CV databases, and the full expertise of Talent'em.

Everything is supported by technologies that can reach even passive candidates.

# THANK YOU!

We look forward to working together.

**Michal Vydržel**

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