

# 12-point plan for candidates



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## Get a match in 12 stages.

### The Rennecke Consulting recruiting process. An example process.

#### Stage 1

##### **Application/direct contact**

If we have not contacted you via active sourcing, we will first inspect your application documents and compare them with the specific requirements of the position. You will receive feedback within two to three working days.

#### Stage 2

##### **Application documents**

In this stage, we will complete your application documents. To this end you will receive from us a position-specific data sheet on which you can enter information about your motivation, qualifications, availability and expected salary. On our video platform, you can also watch a video in which a supervisor introduces the vacancy, themselves and the company.

#### Stage 3 (optional)

##### **Video call exchange**

If anything remains unclear on your side or ours, we can explain this all in a video call. For example, questions about your experience, specific knowledge, geographical mobility or similar.

#### Stage 4

##### **Video interview**

Our video interviews give you the opportunity to present yourself, your personality and specialist knowledge individually. The video interview does not take place live, but is recorded and can be carried out at a time that suits you.

#### Stage 5

##### **Proposal to the client**

After we have viewed your video interview, we will suggest you to our client, if you are suitable for the role. To this end we will first pass on your application documents – including the link to your video interview.

#### Stage 6

##### **Client feedback**

After we have received positive feedback on your application, we will agree an appointment with the client together with you for an initial personal interview.

#### Stage 7

##### **Face-to-face interview**

The first face-to-face interview is above all to get to know you better and lasts around 60–90 minutes. After this we will give you immediate feedback and discuss the next stages.



Stage 8 (optional)

**Web-based potential analysis**

profiling and yields valuable feedback about your personality, including tips on developing your management competences.

Stage 9

**Reference calls**

If you agree – and the customer requests it – we will collect references from your former employer either before or after the assessment (Stage 10).

Stage 10

**Individual assessment**

If you have impressed so far, a second interview will then take place. This takes place in the company. At a subsequent production tour we will, as a rule, simulate a “business case” and thus deepen your specialist insight into the vacancy. You will receive detailed feedback directly after this.

Stage 11

**Contract negotiations**

Congratulations! You are now in contract negotiations with your future employer. If desired, we can also help you with this.

Stage 12

**Debriefing**

Now the induction phase begins, in which we will be happy to support you. After the first 3 months, we will carry out a detailed feedback interview with you about the general process, your working day and your integration in the company.