



Digilents – Human Resources Consultancy for e-commerce and digitalization

Service spectrum

Our Mission

Digilents is the human resources consultancy for e-commerce and digitalization

E-COMMERCE & DIGITALIZATION EXPERTISE | TRUST | NETWORK



Leading human resources consultancy in the field of e-commerce and digitalization in the DACH region



Quantitative and qualitative the **most exclusive network** of experts



We recruit the **key positions** of the digital economy



Tailor-made profiling for the perfect fit

25+

Professional experience of the management in years

48+

Successful placements per year

150+

Our current jobs and projects

25.000+

Active candidates in our network

#1

Network of e-commerce and digitalization experts in the DACH region



since 2014

our **Digilents-experts** have been advising companies



99,5%

Satisfaction rate = follow-up orders



#1

Future Industries Hub in the **Digital-Hub-Initiative** of the German Federal Government

Our USP

Digilents has a pool of selected candidates from its own expert network

Direct access to an exclusive, state-of-the-art network of experts in the field of e-commerce and digitalization in the DACH region



Partner network

Individual high-performance search



Professional & cultural fit



Successfully placed positions (examples)

Global Director E-Commerce

CIO

E-Commerce Content Specialist

CDO

Social Media Manager

Head of Market Intelligence

KAM Online Marketplaces

Performance Marketing Manager

Head of B2B E-Commerce

Marketplace Manager Europe

Performance Portfolio Recruiting & Experts

We provide the ideal specialists and executives, managing directors and CDOs

RECRUITING



We connect you with experienced employees and experts from the digital industry with the perfect fit

Executive Search

Hand-read network
Executive profiling
Mentoring/Coaching
Quality check of the experts by advisory boards

Premium Search

Tailor-made approach
100% Full-Service
Network of experts
Algorithm-controlled database
Direct access to top talents

PERMANENT OCCUPATION (within 2 to 4 months)

EXPERTS

We connect you with digital experts for a limited period of time or task force assignments



Digitalization Task-Force

- ✓ Individual profiling
- ✓ Active search for experts & approach
- ✓ Fitting
- ✓ Network activation & publishing



Interim Management

- ✓ Free database query
- ✓ Free recommendation for action
- ✓ risk-free
- ✓ Uncomplicated & efficient

TEMPORARY OCCUPATION (within a few days)

Recruiting & Experts

Our service portfolio at a glance

PREMIUM SEARCH

We actively and individually support you in your search for candidates by approaching them directly within and outside our network of experts.

- ✓ Individual Profiling
- ✓ Active candidate search & approach
- ✓ Personal contact
- ✓ 14-day status report
- ✓ Network activation & Publishing

EXECUTIVE SEARCH

Successful e-commerce entrepreneurs advise you exclusively on filling your vacancy with the help of our hand-picked executive network.

as Premium Search but in addition:

- ✓ Executive Profiling
- ✓ Mentoring Coaching
- ✓ Sustainable quality assurance
- ✓ Consistent performance selection
- ✓ Premium Network Activation

DEFINED PROJECT EXPERT

Send us your project description / training content and you will receive expert profiles from our network.

- ✓ Taylor-made expert for you and your company
- ✓ Clearly defined time horizon and goals
- ✓ Clear cost structure, as you define in advance what you need and what you have to achieve

Proportionate settlement of the turnover made with the expert
Individual monthly billing via Digilents

PROJECT TASKFORCE TEAM

Our industry experienced advisory boards will advise you on the design of your project contents and the selection of your profile & support you throughout the entire project duration.

- ✓ Provide your taskforce team in the shortest possible time
- ✓ Tailored experts that not only fit your project, but also your company, your team and your culture
- ✓ Expert know-how from which you benefit in the long term

Individual monthly billing via Digilents

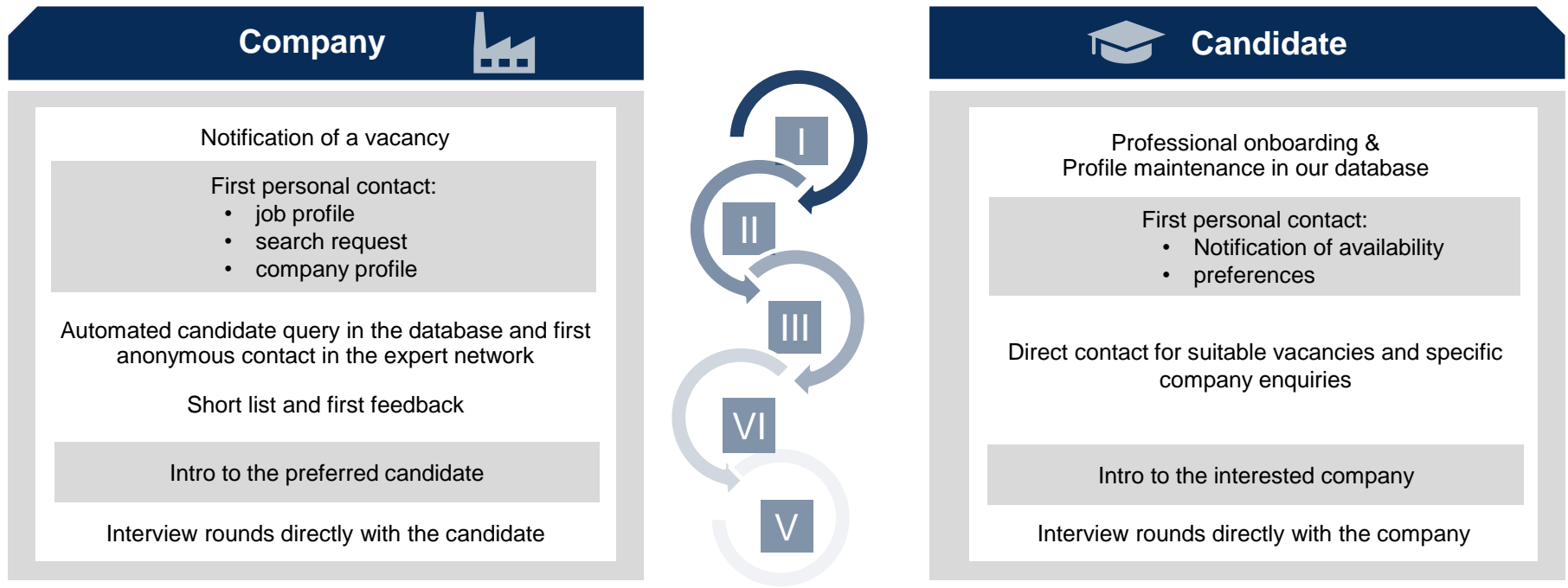
The contract and billing are done directly with Digilents.

RECRUITING

EXPERTS

Efficient Recruiting

Process flow from requirement notification to staffing



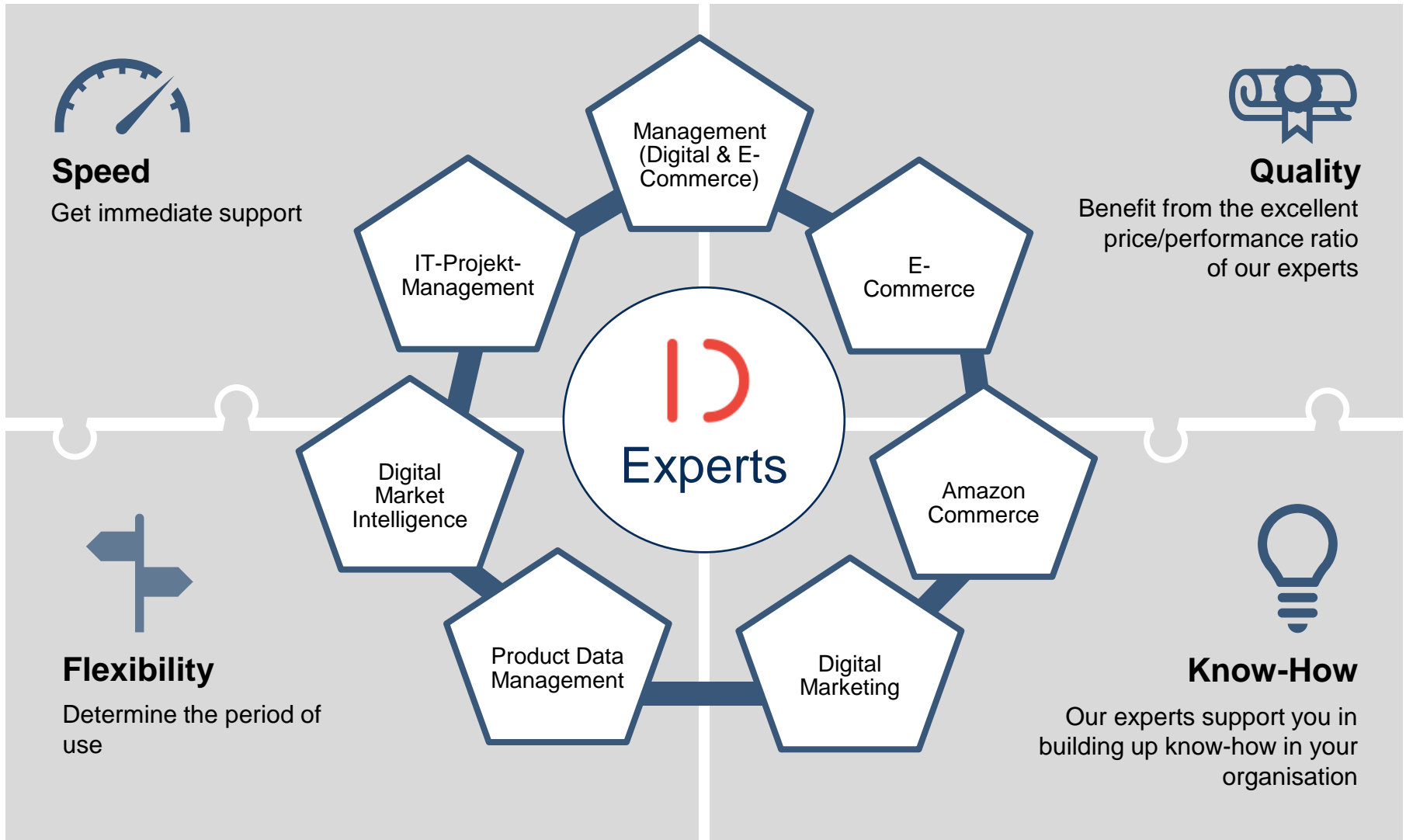
Contract Signing



Continuous further accompaniment of the client and the candidates with regard to satisfaction

Expert Leasing

Direct access to the best expert network in the digital environment



Digilents fills numerous key positions in the shortest possible time in various industries

I

Amazon Global Account Manager

Filling the position of Amazon Global Account Manager for an internationally operating company in the field of food, snacking & beverages

- ✓ Individual and in-depth identification of requirements together with the customer
- ✓ Deep understanding of Amazon strategies and related organizational challenges
- ✓ Targeted candidate approach in direct search and strong network in the context of Amazon and e-commerce

II

E-Commerce Team

Filling the positions in order to build an experienced e-commerce Team for a manufacturer of nutritional supplements after the acquisition through a private equity company

- ✓ Creation of target profiles for the planned positions with consideration of the requirements of investor and company
- ✓ Deep understanding of e-commerce strategies and e-commerce organization
- ✓ Experience and necessary sensibility of the Digilents team for the special situation during the Post-Merger-Integration

III

Experienced Interim-Manager in E-Commerce

Short-term reinforcement of the e-commerce team by experienced interim managers

- ✓ Fast staffing by interim managers through access to a variety of freelance resources
- ✓ Well-rehearsed team through various interim projects in the same composition
- ✓ Ensuring the quality of interim managers through our own personal network

Customer Feedback

Excerpt of customer feedback from exemplary projects

Reference Comfort Appliances



- ✔ "Digilents understands **very well** how to query **personnel requirements** and develop a **good feel for the future team** and corporate culture in addition to the professional profile.
- ✔ In addition to an **extremely pleasant and always professional cooperation**, this leads to a very efficient and targeted personnel search, which benefits greatly from the **large existing network** that Digilents has built up. I would recommend Digilents to anyone at any time."

Cornelia Seitz, Senior OmniChannel Manager

RECTICEL SCHLAFKOMFORT GmbH

Reference Home Appliances



- ✔ "**Good employees** are rare but decisive for the implementation of a consistent digital strategy. **Good personnel consultants with digital DNA** are at least as rare.
- ✔ Digilents is different and has the **network and understanding** needed to find **good employees with digital DNA.**"

Tobias Meuser-Schaede, Head of Digital

Fissler

References

Excerpt from our satisfied mandates in the area of industry and trade



Founders in the Digilents advisory board

Experienced digital entrepreneurs with extensive track record in the industry

Markus Fost

Advisory board and
shareholder
Digilents GmbH

markus.fost@digilents.com



"Curiosity, reliability, performance orientation and entrepreneurial thinking and acting characterize our working style - day after day."

- Over 14 years of relevant experience as consultant and executive in the digital industry, including
 - CFO - Toy Manufacturer
 - Director E-Business - Power Tool Manufacturer
 - Independent Partner - Tier 1 Strategy Consulting
- Founder and CEO of FOSTEC & Company // FOSTEC Ventures
- Various advisory board and supervisory board mandates
- Expert in e-commerce, online business models and digital transformation with broad experience in strategy, organization, corporate finance and operational restructuring.

Adrian Hotz

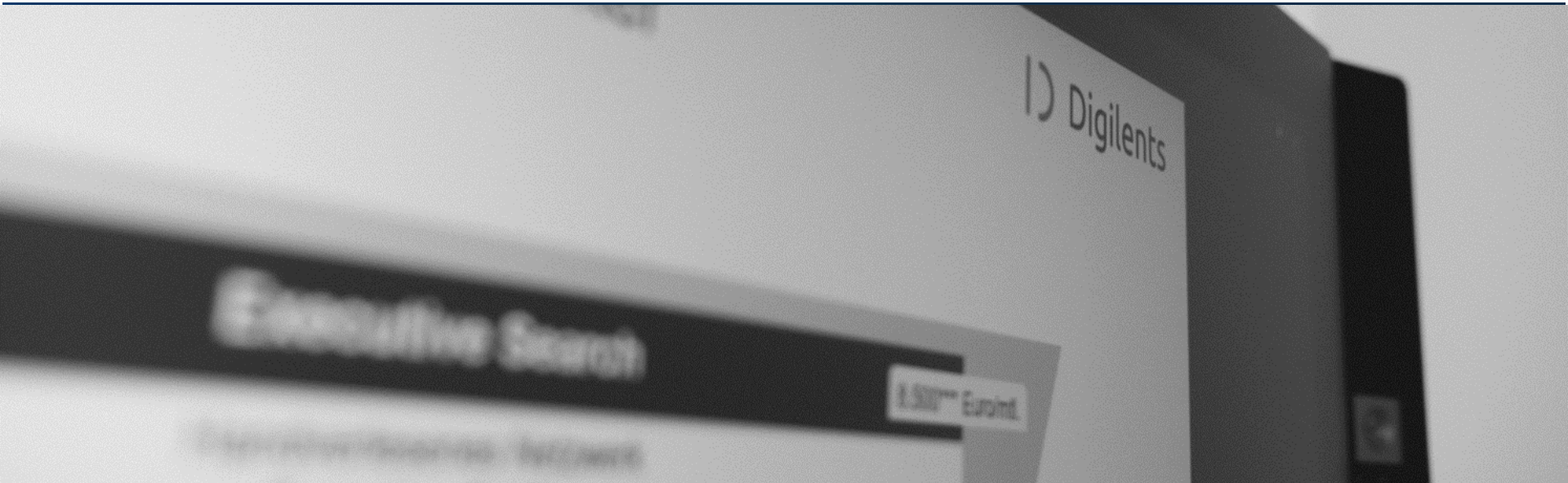
Advisory board and
shareholder
Digilents GmbH

adrian.hotz@digilents.com



"We do not only have the opportunity, no, we also have the responsibility to take advantage of the opportunities of our time."

- Over 12 years of relevant experience as a speaker, founder and entrepreneur, including
 - Founder - Digilents GmbH (formerly CEC Connect eCommerce)
 - Founder - factor-a (today DEPT Marketplaces)
- Keynote speaker at numerous e-commerce & digital events
- Entrepreneur with a special feeling for the most important topics of the future. After completing his studies, he founded various companies, which he successfully built up and developed. His success is based on his clear forecasts combined with his willingness to take risks.



Digilents GmbH

Marienstraße 17, D-70178 Stuttgart

T: +49 (0) 711 9958576-0 (24/7)

F: +49 (0) 711 9958576-9

www.digilents.com

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Your personal contact persons:



Niels Haußmann

General Manager

Phone: +49 (0) 711 995857-60

Mobile: +49 (0) 151 19115431

Email: niels.haussmann@digilents.com