

Recruiting for US Subsidiaries of European Companies

Value Proposition & Key Metrics

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DSML Executive Search is part of the ALEXANDER HUGHES Group

① A highly customized approach

- Search tailored to industry and region in the US
- Specific process & expertise for confidential searches

② A dedicated team with deep connections to our clients' culture

- Our DNA is European (several countries represented) but our execution is American
- International and multilingual team (5 languages spoken)
- Diversity of European countries served
- Offices in Chicago & Boston that cover the entire US

③ Strong values that positively impact the outcome of our work:

- Commitment and passion to succeed
- Collaboration throughout the process with a team work approach
- Reliable partner to achieve the best outcome possible
- Future ready and adaptable
- Inclusion and diversity in our search

④ A team mindset and true partnership with our clients

- We educate our clients who need assistance understanding the US workplace & market
- At least 3 consultants collaborate on each assignment
- In-depth interviews resulting in high quality candidates
- Commitment to success with client follow-up months after each search is completed

⑤ Technology to streamline the process

- Dedicated client online portal
- Improved data flow
- Real time status update of the search
- Access to targeted profiles' data

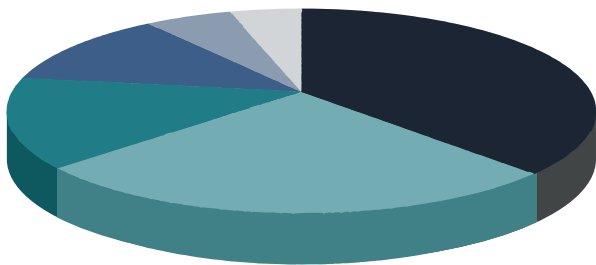
Multi-lingual Team

We are a strong multi-lingual team with international business experience and serve companies in the US from countries such as Austria, **France**, **Germany**, Italy, the Netherlands, **Spain**, Sweden and the UK.

95%
success rate for
executive positions

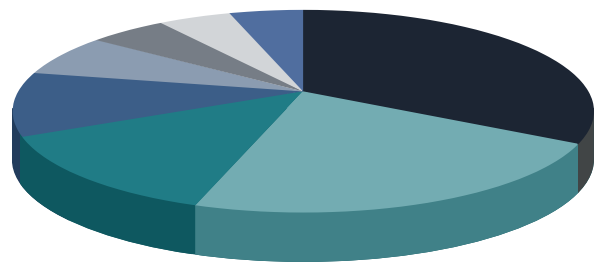
"DSML found our next Managing Director US and I have been very impressed and extremely satisfied with their professional approach, transparency, process and system, the communication AND not the least the high quality of candidates presented." – **JM | France**

Searches by Function



- Sales & Business Development **40%**
- C-Level **27%**
- Operations & Manufacturing **15%**
- Finance **13%**
- Marketing **6%**
- Human Resources **5%**

Searches by Industry



- Industrial Manufacturing **33%**
- Medical Devices & Pharma **22%**
- Consumer Goods & Food **13%**
- Capital Equipment **10%**
- SaaS & IoT **7%**
- Packaging **5%**
- Services **5%**
- Non-Profit **5%**

Recent Searches

COO

Medical Devices, Florida

General Manager

Electronics and Security, Texas

CFO

Automotive, MI

60%
of our searches from
return customers

"DSML Executive Search team really understood what we were looking for and they were able to introduce excellent candidates in a short period of time. The candidates presented were of great quality, so we did not need to have too many. We also knew the US market is hot and that we needed to move fast. The process was clear and smooth. I could see the entire team was committed." – **NM | France**