

# 3DP RECRUITMENT PROPOSAL

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3D Printed Talent 2019



## 3D PRINTED TALENT

WE PRINT HIGHLY SKILLED 3D PRINTING PROFESSIONALS

3DP TALENT Search

I'm Feeling Lucky



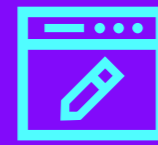
# OUR AREAS OF EXPERTISE



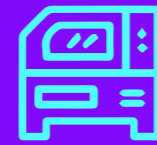
Machines



Materials



Software



Post-Processing

**AM MANUFACTURERS**  
(Metal - Polymer - Ceramic)



Aerospace



Automotive



Medical



Consumer Goods



Industrial Customers

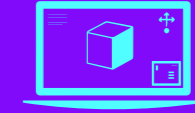
**AM END USERS**



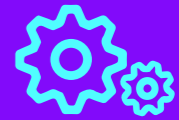
Training



Quality



Design

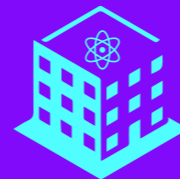


Engineering

**AM CONSULTANCY**



**AM DISTRIBUTORS**



**RESEARCH CENTERS**



**SERVICE BUREAU/ CONTRACT MANUFACTURERS**



Robotics



Internet of Things



Cloud Computing



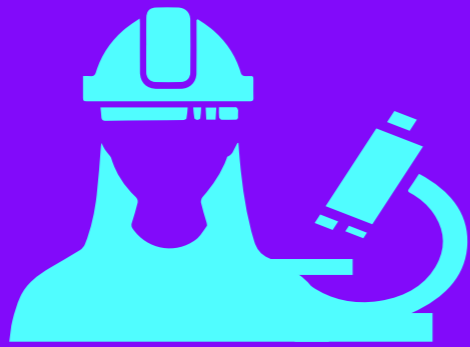
Augmented Reality



All new manufacturing Technologies

**ADVANCED MANUFACTURING TECHNOLOGIES**

# DISCIPLINES OF OUR CANDIDATES



R&D



SALES



APPLICATION  
& CONSULTING



SOFTWARE



ENGINEERING



SERVICE



MARKETING

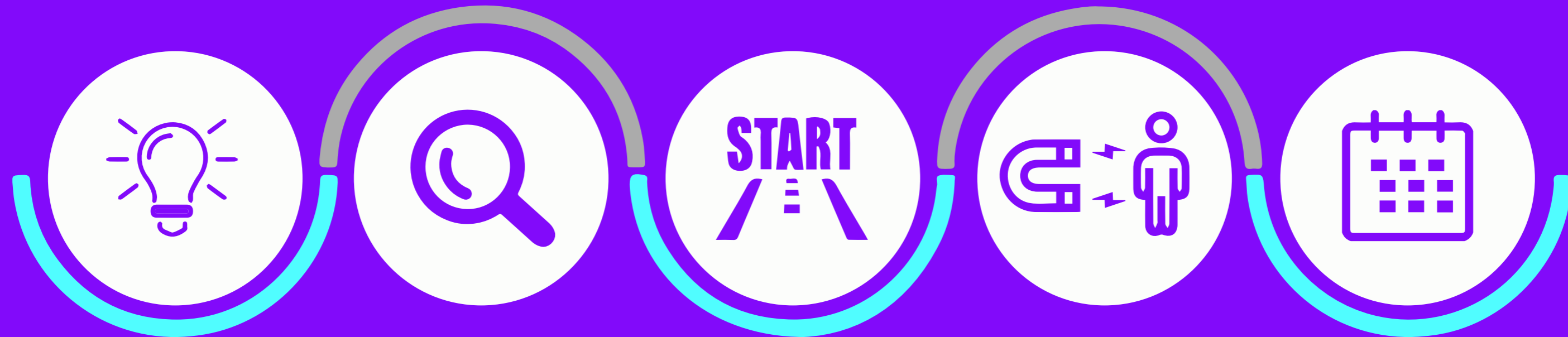


PhD



Executive

# OUR PROCESS



## UNDERSTAND THE NEED

We receive the job description and we get familiar with the profile. Ideally, the recruiter will have a meeting with the hiring manager in order to get a better sense of the need

## IDENTIFICATION

We conduct an extensive market mapping and we target key competitors and organisations in which the relevant skills can be found

## STARTING THE PROCESS!

The first thing we do, is to look through our extensive database and 3D network. If the ideal candidate is not there, we start a direct sourcing through targeted headhunting to access passive candidates

## ENGAGE THE CANDIDATES

Motivations - Project - Location - Salary - Cultural fit. This sounds familiar?  
I'm sure it does!  
We analyse all these aspects and we ensure a good fit between your company and the candidate

## ORGANISE

We manage the recruitment process from start to finish and into supporting onboarding. The shortlist is delivered within agreed timeframes and interview dates fixed at the point of engagement

**WE ARE  
SOCIAL  
GLOBAL  
DIGITAL**

## Some facts about us

- ✓ WE HAVE +16.000K OF AM PROFESSIONALS IN OUR NETWORK, AND IS GROWING EVERY DAY
- ✓ WE WORK IN EMEA, US & APAC
- ✓ OUR AVERAGE HIRING PERIOD IS ONE MONTH
- ✓ WE ARE IN LOVE OF THE 3D PRINTING TECHNOLOGY
- ✓ WE REALLY UNDERSTAND THE INDUSTRY
- ✓ OUR CLIENTS ARE VERY HAPPY 😊, YOU SHOULD JOIN THEM!

# FEE STRUCTURES

OTHER SPECIALISED AM  
RECRUITMENT COMPANIES

FROM  
**23,5%**

UNTIL

**30%**

FOR SENIOR  
POSITIONS

BASIC

**20,5%**

**1**  
position

3 MONTH GUARANTEE

PLUS

**18,5%**

**+3**  
positions

\*6 month period  
between signing  
the first and the  
third contract

3 MONTH GUARANTEE

PREMIUM

**17%**

**+5**  
positions

\*6 month period  
between signing  
the first and the  
fifth contract

3 MONTH GUARANTEE

3D PRINTED TALENT PRICING MODELS

# LET'S BE A REAL TALENT PARTNER

**HOW?** Introducing 3D Printed Talent to a minimum of 10 companies of your 3D Printing network you will get permanent access to our Talent Partner Model.

## WHAT DO YOUR NETWORK WINS?

- ✓ All their hirings at 19%.
- ✓ If they become a Talent Partner they will also get access to the 18% Fee.

“ One of our main challenges is to develop and manage properly our international sales channel. Giving our resellers the option to recruit sales professionals with this Partner Model is key for us.

Channel Director at Formlabs ”

“ Some of our clients after buying one of our machines, they need professionals to maximize all their capabilities. It's very useful for us to give them access to a specialised AM Talent Partner.

HR Director in a leading metal machine manufacturer ”

## PARTNER MODEL

LIMITED OFFER FOR TALENT PARTNERS

# 18%

- ✓ We will prioritize your hirings
- ✓ Your customers, distributors and partners will also receive a special deal
- ✓ We will be your ambassador and we will promote your brand in our social networks to make your company even more attractive for all professionals in AM

LET'S BECOME PARTNERS!



# CANDIDATE TESTIMONIALS



## Jens Reimers

Senior Business  
Development Manager AWS  
Marketplace DACH

July 16, 2018, Jens worked with  
Edgar but at different companies

It was a pleasure working with Edgar on an interesting opportunity some time ago since he proactively kept me in the loop and supported me whenever possible so that the whole application process was very organized, smooth and professional. I can only recommend getting in touch with Edgar and his company.



## Carmelo García Guerola

Senior Firmware R&D  
Engineer en HP

June 20, 2017, Carmelo worked  
with Edgar in different groups

Thanks to Edgar I got an incredible opportunity to work in HP. He is one of the best international recruiters I have worked with. Motivated and inspiring, he seems to have that pure instinct to connect people with jobs, regardless the attached profiles. He is always very helpful and focused. Do not hesitate to trust him, because if someone can help you take your next step, that is him.

[See less](#)



## Vinesh Thota

3D Printing Competence  
Engineer at HP

May 17, 2017, Vinesh worked with  
Edgar in different groups

Edgar is one of the best International recruiting Expert I have come across. His motivation in his field is inspiring. It has been great knowing him. Edgar has been a great support whenever needed and throughout. His expertise recruitment in the field of Additive Manufacturing makes the whole recruiting process hassle free and explicit. His way of keeping others motivated and focused is commendable. It is truly a complete joy to collaborate with him. Would be looking forward to accompany Edgar in any of the future endeavors. [See less](#)



## Johann von Herwarth

Helping businesses scale  
their customer service with  
artificial intelligence - meet  
me at CCW 2019

March 16, 2017, Johann worked  
with Edgar but at different  
companies

I thoroughly recommend Edgar to any candidate with experience in Additive Manufacturing seeking a next step or Companies looking to 3D Printing Talent. He is extremely professional yet approachable & friendly. He goes the extra mile for his candidates and you can notice he really enjoys his job. He offers a personal touch, you don't feel like just a candidate and any positions he puts you forward for are really tailored to your skills. I would not hesitate to recommend Edgar as a recruiter for your next career move. [See less](#)



## José Maria Rodriguez Ramirez

Chemistry M.Sc. professional  
experienced in Product and  
Business Management

February 9, 2017, José Maria  
worked with Edgar but at  
different companies

Edgar is a committed professional who has an exceptional understanding of the 3D Printing/Additive Manufacturing industry Edgar is a pragmatic, resourceful, and a task-oriented professional who does a great job in keeping things moving at a fast pace and challenging work environments. Gives meticulous attention to detail. It's been a pleasure working with Edgar, he is a great asset to his company. [See less](#)



## Jorge Blanes Albors

Senior Talent Acquisition  
Consultant at HP

January 30, 2017, Edgar worked  
with Jorge in the same group

Edgar is a very valuable asset for any company as he is a creative professional with great capabilities in Strategy and Long Relationship Management. He stands out of the rest for his entrepreneurial spirit, his highly professional attitude and his good relationship with candidates and clients. He is capable of delivering results under a great deal of pressure or uncertainty. [See less](#)

//Thanks for  
your time!