



De Bernt
Entschev

HUMAN CAPITAL

S i n c e 1 9 8 6



ABOUT DE BERNT ENTSCHEV



Founded in
1986



INTERNATIONAL
NETWORKS



OFFICES IN
São Paulo – Rio de Janeiro
Curitiba – Porto Alegre– Joinville
Miami



OUR MISSION





Headcount

Executives	07
Senior Consultants (some are flex! ES&TM)	19
Executive Search Consultants	15
Talent Management Consultants	09
Staff	10
TOTAL	60

Our Business Profile 2014

Service	(%) of Revenue
Executive Outplacement	14%
Outplacement Groups-Downsizing	5%
Assessment	4%
Executive Coaching	2%
Training	1%
Executive Search	74%
TOTAL	100%
TOTAL REVENUE	4,2 M Euro
Revenue Talent Management	1,1 M Euro
Revenue Executive Search	3,1 M Euro



CLIENTS



CLIENTS – MULTINATIONALS

- Automotive (BMW, Land Rover, Harley Davidson, Harman, Volvo, Scania)
- Healthcare/Lifesciences (Edwards, Fresenius, Werfen, BD)
- Pharma (Bayer, Merial, Pfizer)
- Industrial (Valmet/Metso, Votorantim, Huhtamaki, Trelleborg, Sandvik)
- FMCG (Coca Cola, Heineken, Mars, Avon)

BRAZILIAN MARKET

Market situation:

- The economic cycle is strongly in favour for Outplacement
- Bad leadership from Government
- Manufacturing sector struggling due to cost pressures
- Consumer and business confidence low

Products:

- Talent Management services to manage economic cycle

Clients / Candidates:

- Strong 'awareness' marketing campaign OIGP needed

Challenges / Opportunities:

- Roll out of new services (Training, Coaching, etc.)
- Leveraging OIGP relationship
- Low prices of competition is a huge challenge

HOW DO WE RUN THE BUSINESS?

Business model

- Mix of Experienced and Junior Consultants
- Consultant delivery model
- “One stop shop approach”
- Job search is always done

Systems

- CRM/ERP is HR Smart (cloud based per user subscription) with an Intranet for Outplacement clients
- OI Solutions: not using yet, due to English language barrier

Obrigado



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