



# Stanton Chase Czech Republic - Overview

For the Association for Foreign Investment (AFI)

Prepared by Dillon Werry

May 2024

Tailored for:



STANTON CHASE

# From your trusted advisor

To whom it may concern,

Thank you very much for taking the time to review our presentation of Stanton Chase Czech Republic.

As one of the top 10 global search firms, Stanton Chase represents a strong international presence in the field of Leadership Advisory & Executive Search.

However, it is our deep understanding of our clients' businesses, and our ability to attract strong leaders and performers from the local market that allows us to be successful year on year.

Our professional candidate network is second-to-none for the Czech market and Prague office team is comprised of qualified search professionals who can advise and execute search campaigns that can bring you the best leaders the market has to offer. I am very proud of our team here.

We also offer Leadership Advisory, Leadership Assessment and additional services to aid and augment your local business as you expand in the Czech Republic

We look forward to partnering with you!

Very Respectfully, **Jozef Papp**







# About Stanton Chase

STANTON CHASE

# About Stanton Chase

- Stanton Chase is a global retained executive search and leadership advisory firm.
- We represent our clients in recruiting leaders for Board, C-suite and upper mid management assignments.
- We find exception leaders, from Chief Finance Officer to HR to marketing executives to your Chief Executive Officers.
- We have 70+ offices on six continents that allows us to access global talent. We know the geographical hotspots for talent in every industry.

Proud member of:



An Introduction to our Services

Founded in

1990

CEO and Board

Placements Annually

300+

Customer Satisfaction Index

8.9/10

STANTON CHASE

# Global Perspective, Local Insight



70+

offices

45

countries

350+

consultants

## Expertise

### Business Sector

- > Industrial
- > Financial Services
- > Consumer Products and Services
- > Life Sciences and Healthcare
- > Natural Resources, Mining, and Energy
- > Professional Services
- > Technology
- > Social Impact

### Functional Sector

- > CEO
- > CFO and Financial Executives
- > Marketing and Sales Executives
- > HR and Talent Executives
- > Diversity, Equity, Inclusion, and Belonging
- > Sustainability and ESG
- > Data Management and Cyber Security
- > Supply Chain
- > Private Equity
- > Startups and Scale-ups

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# Business Sector Expertise

More information by sector on [www.stantonchase.com](http://www.stantonchase.com)



Consumer Products and Services



Financial Services



Social Impact



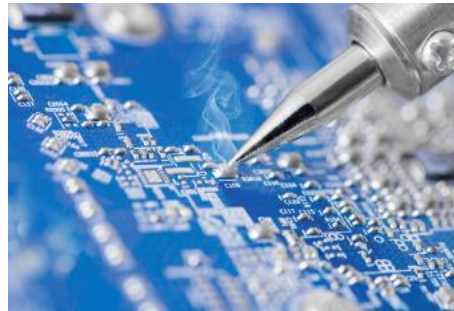
Life Sciences and Healthcare



Industrial



Natural Resources, Mining, and Energy



Technology



Professional Services

# Functional Expertise

More information by function on [www.stantonchase.com](http://www.stantonchase.com)



CEO Search and Succession



CFO and Financial Executives



Supply Chain



Sustainability and ESG



Startups and Scaleups



Human Resources



Marketing and Sales



Private Equity

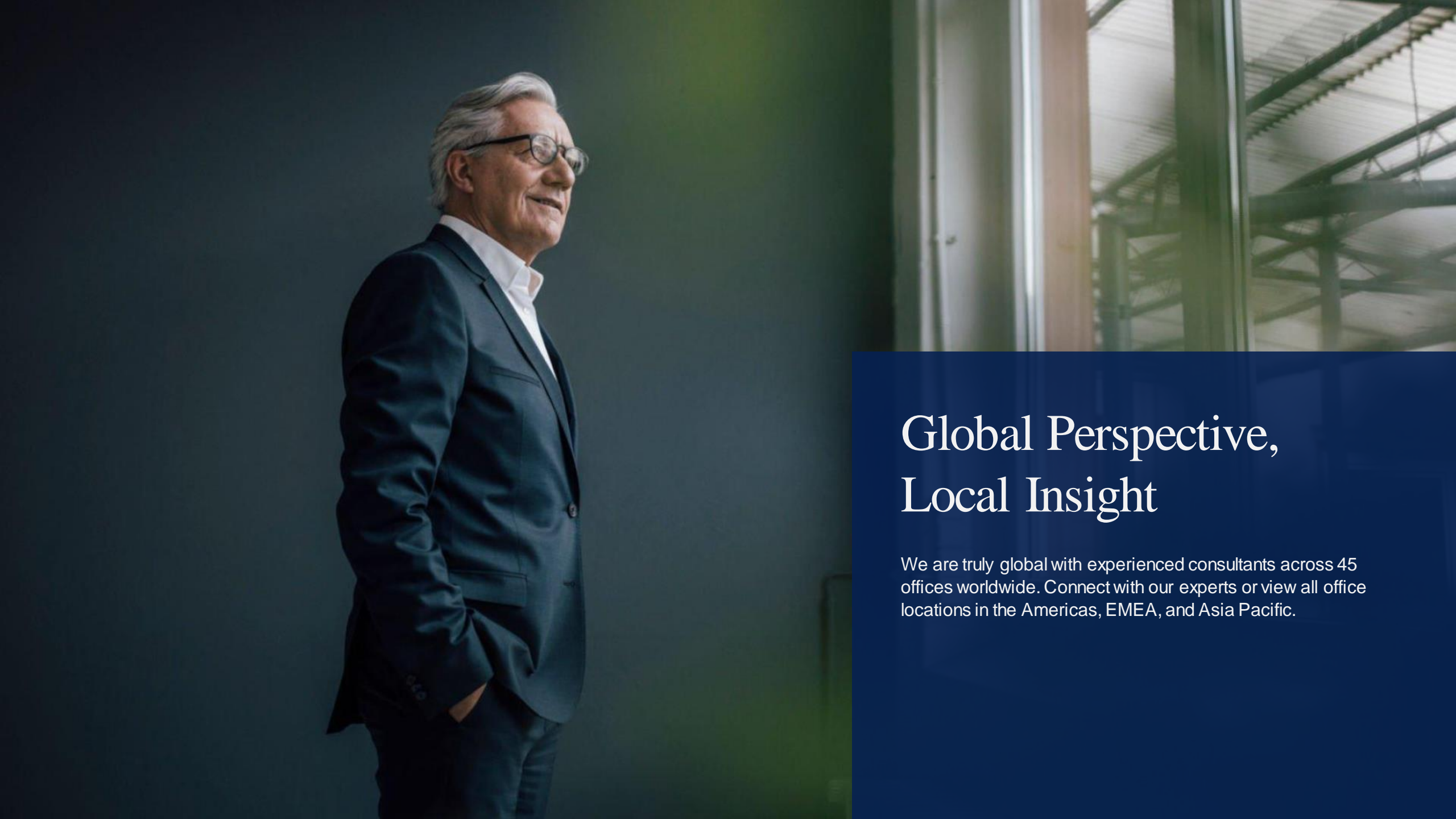


Data Management and Cyber Security



Diversity, Equity, Inclusion, and Belonging





## Global Perspective, Local Insight

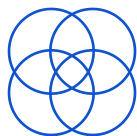
We are truly global with experienced consultants across 45 offices worldwide. Connect with our experts or view all office locations in the Americas, EMEA, and Asia Pacific.





## Global Perspective

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## Local Insight

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# Stanton Chase Prague

Vinohradská Business Centrum  
Vinohradská 1597/174 130 00 Praha 3

Stanton Chase is an executive search & recruitment firm in Prague, Czech Republic.

Our consultants help recruit top-performing executives.



STANTON CHASE



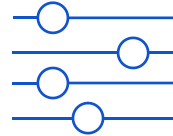
# Our Services

We offer an integrated suite of leadership services



## Executive Search

We are committed to finding transformational leaders who deliver exceptional results. Make the right hire the first time with our exclusive retained executive search process [Search+™](#).



## Executive Assessment

Our executive assessment services provide in-depth comprehensive candidate evaluations to help you make informed decisions for critical senior leadership roles. We assess individual leaders and executive teams, so you get insights into candidate strengths and areas for development.



## Leadership Advisory

We offer Leadership Advisor services, leveraging the experience of our consultants who themselves have been in key corporate leadership roles. We are able to furnish top management with new competencies and skills that can boost performance of the organization and solve critical bottlenecks in vision execution and realization.



## Succession Planning

As experts in candidate assessment and CEO recruitment, we are uniquely qualified to help boards draw up an effective and data-driven CEO succession plan.





# Our Strategy & Process

# Why Use Search+™ for Your Executive Recruitment?

Search+™ works for all C-suite roles in all industries.



## Recruit & Retain the Best Global Leaders

We connect with the world's finest executive talent. Our reach knows no borders or boundaries. We conduct searches across industries, regions, and executive functions. Our international presence means we know the geographical hotspots for talent in every industry.



## Improve Your Executive's Team Diversity

Search+™ champions equity in leadership. Built on the premise of fairness, we select diverse candidates based on merit and fit, fostering representative leadership teams. Experience reduced bias and enhanced objectivity.



## Make the Right Hire the First Time

Our exclusive Search+™ process brings data-driven tools and analysis to validate a candidate's fit. The process features our Fit-for-Purpose Assessment Framework. This thorough assessment methodology evaluates candidates' experience and performance and what they can do in the future. We provide insights into their leadership ability and cultural adaptability in the context of the business's goals and vision.



## Partner-Led Approach

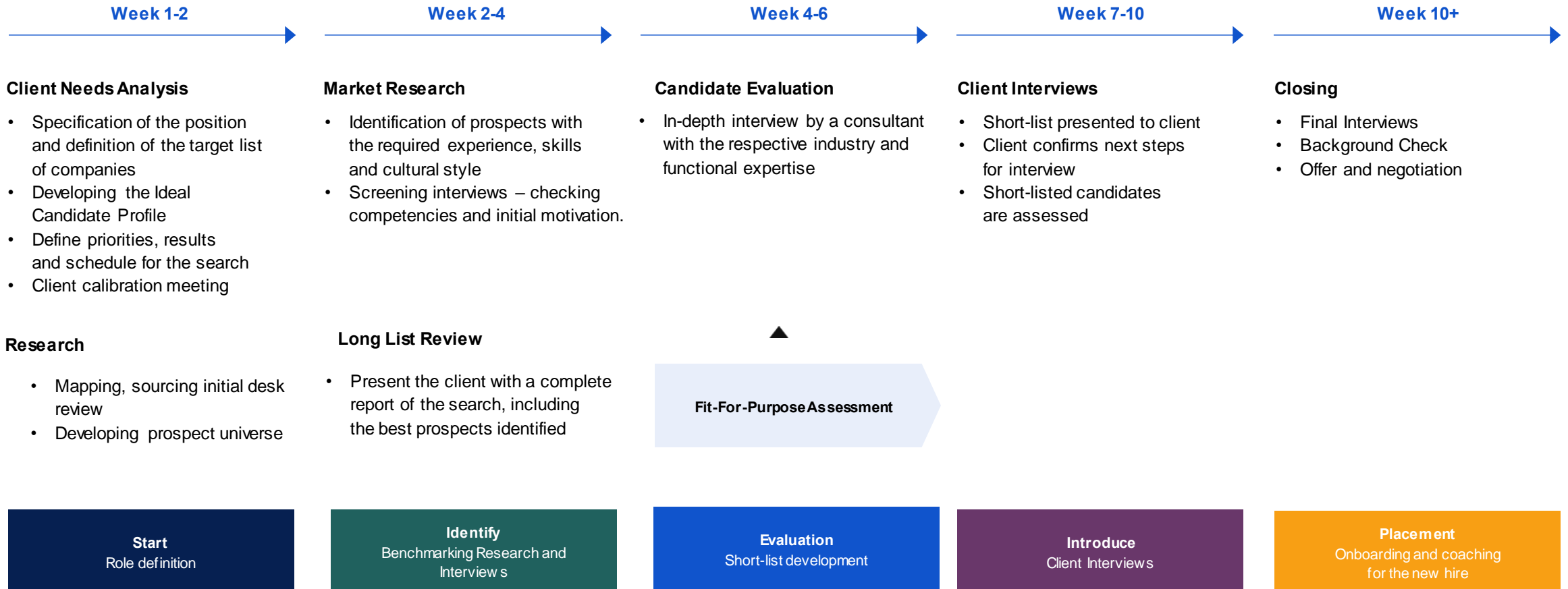
From start to finish, you always receive partner-level execution, no matter the scope and size of the project. Our partners also act as real brand ambassadors for your business, leveraging their deep industry expertise to provide strategic advice beyond the scope of the search project.



## Executive Onboarding

Our commitment does not end with the candidate's placement. We stay close until the candidate is fully onboarded and integrated.

# Our Search+™ Journey







# Project References

<b>Client</b>	<b>Position</b>	<b>Location</b>
Accenture	Technology Consulting Sales Director	Prague
Bodycote	Head of Internal Audit	Prague
Pluxee (Formerly Sodexo)	Regional IT Architect Europe	Prague
Hella Autotechnik	Head of Series Purchasing	Prague
FTMO	Chief Financial Officer	Prague
Mitsubishi Electric	Administration General Manager	Prague
Wilo CZ	Head of Strategic Business Development	Prague
Rotor Clip	Technical Engineering Manager	Prague
Strabag	Contract Manager Solution	Prague
Sev.en Energy	Senior M & A Lawyer	Prague

# Our Clients - Prague





# What Our Clients Are Saying

"I have had an excellent experience with Stanton Chase. They understand my business and are able to deliver the right professionals to help fill the senior roles we need. More recently for Threatmark, Stanton Chase have filled key senior roles in technology, namely Principle Architect and Data Architect roles. Their approach is highly professional, and I would surely recommend them."

**Michal Tresner**  
CEO – Threatmark s.r.o.

"Stanton Chase is synonymous with professionalism and expertise to me. In the past, its representative helped us find suitable candidates to cover key Director positions in our sales and HR departments.

**Konstantin Margaretis**  
CEO – Skladon



# What Our Clients Are Saying

"I am delighted to recommend the quality of Stanton Chase's services in the Czech Republic. We worked with Stanton Chase consultants on the recruitment of several leadership and senior management positions, and we successfully attracted highly qualified candidates to the organization who were also a perfect fit for the organization's culture. I was impressed by the quality of the recruitment process, the effective communication, the 360° consultative vision of the market, and the level of detail in the analysis of the candidates' profiles. All of this was achieved despite the challenging conditions of the local job market."

**Gergana Yordanova**  
VP Talent & Development - Pluxee



# Our Approach



## Exclusivity

Stanton Chase International requests exclusivity starting from the sign-of date of any potential partnership and does not undertake Executive Search engagements if a similar appointment has been made concurrently to another consulting firm.

Additionally, if we are requested to consider candidates from sources other than our own, such candidates will be included in the candidate pool so that a consistent and objective evaluation can be achieved. In that case we expect to receive all information pertaining to them. Should the candidate from the pool be appointed, the full fee is applicable (if required, we would conduct a full investigation and assessment on all candidates introduced).



## Confidentiality

Confidentiality is an integral part of our procedure. Likewise, clients are expected to maintain strict confidentiality regarding the identity of candidates presented by us. No information contained in our candidate reports should be circulated to third parties or used in any way violating this confidentiality agreement. In order to ensure this, all communication needed with any candidate before the end of the whole recruitment process will be conducted through Stanton Chase Int'l consultants involved in the project. More than that, any inside information received from our client is kept strictly confidential.

# Our Approach



## Guarantee

In case the hired candidate leaves the organization within six (6) months of the date of appointment, Stanton Chase guarantees and will execute a new search without additional fee, only invoicing the client for expenses made.

Exceptions on the above are illness, accidents and situations in which are concerned: significant reorganization, joint ventures, mergers, acquisitions, management changes and market circumstances, or significant deviations from the assignment agreed upon when profile and function, which are the basis of this agreement change in such a way that the basis of this assignment has actually disappeared.



## Off Limits

Stanton Chase will not recruit the candidate placed in this position at any time while employed by the client.

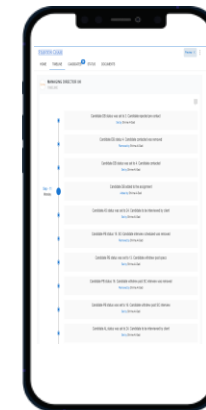
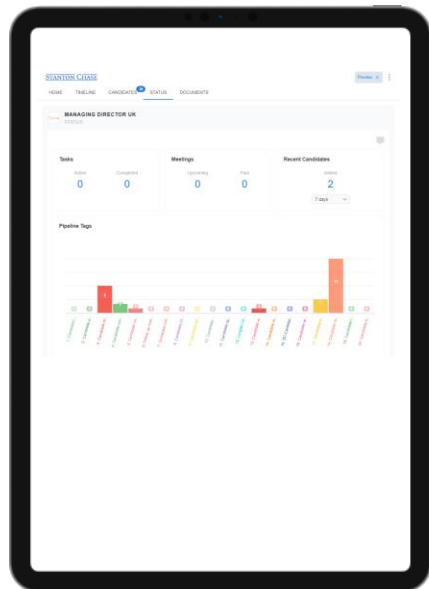
Exceptions to this policy occur when the client:

- ceases to exist;
- has a significant change in structure or in ownership;
- does not pay our fees;
- violates this agreement;
- supports certain employees in seeking other employment opportunities;
- authorize an exception.



# Real-Time Dynamic Reporting

To provide a transparent and tangible service, we offer the option of viewing the progress of the assignment 24/7 via our live portal.



- You have access to profiles and reports of prospects and candidates at any time and on any device, including dynamic reports of the candidate pipeline and search progress.
- This service is highly secure and password-protected to maintain the confidentiality of candidates and all search information.
- You can provide feedback or comment on each candidate in real-time.
- The Information stored by Stanton Chase meets all standards of local data protection laws.

# Our Commitment to Diversity, Equity, and Inclusion

At Stanton Chase, we firmly believe that embracing diversity, equity, inclusion, and belonging is not just a moral imperative, but also a strategic advantage.

We view candidates as individuals with unique experiences and backgrounds. In building our candidate pipelines for each assignment, we prioritize diversity and adhere to principles of non-discrimination, merit-based selection, and respect for all individuals.

Our commitment to diversity, equity, inclusion and belonging is evident throughout every stage of the executive search process, from our proposal and pitch presentations to our candidate interviews.

Our structured evaluation process ensures that all candidates, regardless of background, are interviewed in the same way, using the same criteria and the same metric for success.

By championing diversity, equity, inclusion, and belonging, we not only build stronger teams but also contribute to a more inclusive and equitable society.

[Read our DEI policy here](#)



# Our Team



Stanton Chase Prague  
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Vinohradská 1597/174  
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Czech Republic



[j.papp@stantonchase.com](mailto:j.papp@stantonchase.com)

## Jozef Papp

**Managing Partner**

Jozef has been in the executive search industry since 1998. He has expertise in acquiring candidates for middle and top management assignments in several market segments and is responsible for the company's management. Jozef joined the search industry from the management consulting division of Deloitte.

His professional career encompasses various sales roles within the IT industry, with a particular focus on ERP software sales in the Czech Republic and Slovakia. Jozef has been focusing primarily on the Technology and Industrial market sectors but he has conducted searches in all market sectors.

Born in Slovakia, Jozef graduated from the Faculty of Electrical Engineering at Technical University in Kosice, Slovakia. He has been a certified coach since 2009.

In addition to his native Slovak and Hungarian, he speaks fluent English and Czech. Jozef is married and has three daughters. He likes sports, especially motorbikes and scuba diving.

# Our Team



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[m.huml@stantonchase.com](mailto:m.huml@stantonchase.com)

## Marek Huml

### Managing Partner

Marek has over 15 years of human resources and executive search experience and is a trusted partner to many longstanding clients. Working with clients across Europe, mainly in the Czech Republic and Slovakia, the primary focus of Marek's practice is leadership roles within the industrial, private equity, financial services, technology, and consumer sectors.

Over the years, Marek has completed hundreds of search mandates with a track record of success that includes senior leadership roles such as CEO, CFO, CIO, COO, and key strategic hires in general management, finance, IT, sales and marketing, and operations.

In 2017, Marek was appointed Global Leader for the Telecommunication Segment of Stanton Chase's Technology Practice Group. He is also active in the firm's CFO & Financial Executives practice groups and in 2018 was appointed Regional Practice Leader EMEA – CFO & Financial Executives.

Marek is one of the founding partners of Stanton Chase's Prague office. Prior to his career in executive search, Marek worked as a Financial Director at a mid-size private company and as a controller for Apple Computers in the Czech Republic. He also spent several years as an SAP consultant.

Marek is an active member of the Czech Private Equity and Venture Capital Association and of the CFO Club in the Czech Republic. Marek holds a university degree from the Czech Technical University with a focus on economics. He is fluent in both Czech and English and welcomes the opportunity to work with clients in either language.



# Our Team



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[d.werry@stantonchase.com](mailto:d.werry@stantonchase.com)

## Dillon Werry

**Associate Partner**

Dillon Werry has more than 15 years of experience in recruitment and executive search, with lengthy experience in recruitment within the technology space. He has worked for both Czech-owned organizations as well as international recruitment firms. Dillon will focus on two practice groups: Technology and Consumer Products and Services. Dillon enjoys delivering quality recruitment work, hiring critical senior level roles, and ultimately bringing satisfaction to his clients.

Dillon is a native British national who came to Prague as a result of his father working as an expat here. Dillon later married and currently is raising a young family. In his spare time Dillon pursues his main hobby; music (he plays electric guitar) and composition. He enjoys good food, wine as well as the fantastic beer on offer in the Czech Republic. He speaks advanced Czech and is a native English speaker.

# Stanton Chase Prague – Our Team



**Marek Huml**  
Managing Partner  
*Technology, Industrial  
Private Equity  
CFO Executives*



**Jozef Papp**  
Managing Partner  
*Industrial  
Life Sciences & Healthcare  
Technology*



**Vladimír Polomský**  
Partner  
*Consumer Products  
Industrial, Life Sciences  
and Health care*



**Dillon Werry**  
Senior Consultant  
*Consumer Products & Services  
Technology*



**Ivan Šrámek**  
Partner  
*Industrial / Automotive  
Consumer Products*



**Rudolf Zvánovec**  
Partner  
*Leadership Advisory*



**Martina Hrušková**  
Partner  
*Assessment Services*



**Lucie Kafková**  
Consultant  
*Technology, Industrial  
Professional Services*



**Martina Uhrinova**  
Consultant  
*Technology  
Consumer Products*



**Lucia Kubalová**  
Consultant  
*Industry  
Logistics & Transportation*

- Highly skilled team is a logical complement in every assignment
- Partners and Consultants have worked for multinational corporations, completing managerial and senior searches within various roles
- Partners are personally involved in every assignment
- Meeting all critical success factors provides us with the ability to design a custom solution to deliver the results our clients expect
- We believe in developing healthy long-term relationships with all our clients

# What makes Stanton Chase unique?



## Personal Partnership

Deeper than superficial. Your personal partnership with us means we know your people, work culture, and business. While always professional, we believe in cultivating a friendly atmosphere, so the lines of communication stay open and comfortable.



## Commitment

We carefully select our assignments and focus on getting the job done. We go deeper to find those rare individuals who deliver results. And we stay close until the candidate is fully onboarded and integrated. We won't leave you hanging because we're committed to seeing you soar.



## Direct Senior Operation

The partner-led senior team you hire is the same team who'll work with you from start to finish. This reduces stress because you always know who you're working with and how to reach them.



## One Team

We operate as one global team of owners who take individual responsibility for delivering outstanding quality for each assignment.



# Thank You!

We're happy to answer all your questions.

STANTON CHASE