



THE GLOBAL RECRUITMENT AGENCY

TAKING RESPONSIBILITY FOR GENERATIONS

Coming together is the beginning.
Keeping together is progress.
Working together is success.

Henry Ford

Jobagentur Europa

Our philosophy	Page 3
Foundation	Page 3
The Jobagentur Europa success story	Page 4
Short profile	Page 5
Our values	Page 6
Quality management	Page 6
Innovation, growth and strategy 2019 +	Page 7
Our network of partners	Page 8
Global presence	Page 9
For our clients	Page 10
Successful cooperation	Page 11
For applicants: simple and different	Page 13
Our global services	Page 15
Contact	Page 18

Our philosophy

In recent years the global financial and economic situation combined with very high unemployment in various countries has changed the labor market dramatically.

Countries where the economic situation is favorable are experiencing demographic changes and an increasing demand for skilled and unskilled workers. In our ever changing world, workers have become mobile. Job seekers are looking for work in the countries where jobs are vacant. The language and cultural problems that go hand in hand with working in a foreign country can be overcome. Only the professional degrees and qualifications have to be adapted. We are excited to tackle this future challenge in cooperation with our international partners.

Foundation

Rudolf Stagner founded Jobagentur Europa in 2013. At this time he had already founded Aktion Personal. In 2019 his daughters took over the family-operated, certified personnel agency Aktion Personal.

Since 2019 Jobagentur Europa has been an ideologically and financially independent international recruitment agency with its headquarters in Augsburg, Bavaria (290,000 inhabitants).



The Jobagentur Europa success story

- 2002** **Aktion Personal for healthcare, household and office jobs**, founded in Augsburg by Rudolf Sagner (franchise headquarters) www.aktion-personal.de
- 2003** **Foundation of the GoGesund healthcare platform** (Address and information platform for the social and healthcare sector) www.gogesund.de
- 2004**
- **hs-GESUNDHEITSMANAGEMENT** founded in Weissach (Baden-Wuerttemberg) by Jürgen Hallanzy & Rudolf Sagner
 - **Foundation of the epers jobs portal** for social and healthcare jobs www.epers.net
 - **Foundation of the ASG internet portal** (healthcare evaluation system) www.hs-gm.net
 - **Aktion Personal in Stuttgart** (Franchisee) owner: Jürgen Hallanzy www.aktion-personal.de
- 2007**
- **Expansion of the epers jobs portal** for the social and healthcare sector into the European market www.epers.net
 - **Employment project “pro Pflege”**
Training of unskilled workers in nursing care by Aktion Personal
- 2008**
- **Opening** of the branch office in Ulm
 - **Opening** of the branch office in Weilheim
- 2009** **Model project** on home care for dementia patients
- 2010**
- **Introduction, management system, certification**
 - **Distribution of the mobility system “Modis” in Swabia** www.modis.at
- 2011** Editor of the guidebook **“Rund um die Uhr Versorgung”** (“Care 24/7”)
- 2012** **Employment project “Familie und Beruf” (Family and Work)**
- 2013** **Foundation of Jobagentur Europa** (network of international personnel service providers) www.jobagentur-europa.de
- 2019** Company transfer to my daughters who continue to lead Aktion Personal GmbH & Co. KG as a family-operated company

Short profile

Jobagentur Europa is a global recruitment agency with a long tradition which aims its services at the new generation.

Our long experience in global personnel recruitment has enabled us to build up an international network of partners. This means that the services we offer go far beyond personnel recruitment and selection. We use our skills and experience so you can achieve your goals.

We qualify candidates from different countries and conduct German language training in the applicants' home countries. Furthermore, we assist qualified applicants in getting the acquired professional qualifications from their home countries officially recognized.

We have the greatest respect and tolerance for people from different cultures and countries, are unbiased, independent and have a global reach.

We support your company, both nationally and internationally, in the search for and selection of skilled and unskilled workers as well as highly qualified experts.

Naturally we keep your budget in mind and can support you whether you are looking for personnel for a specific project or permanent fulltime employment.

Jobagentur Europa is not a temporary employment agency but brings applicants and prospect employers together directly.

We have always worked at continuously improving existing processes. We have always worked closely with our clients to find the best approaches for optimization and to implement the knowledge gained from this work to the advantage of our clients.

Having a global structure, we have established lasting relationships in all countries we serve and combine the advantages of our global coverage and local experts.

Our global perspective makes all the difference.

Yours

Rudolf Sagner



Our values

The ethical standards we are committed to are derived from human and civil rights. The European Convention for the Protection of Human Rights and Fundamental Freedoms is one of our essential guidelines in the field of human rights.

We always treat employees and applicants, clients and competitors with fairness, trust, respect and appreciation.

The human values that guide how we treat applicants, employees, clients and colleagues are integrity, fairness, reliability, respect and trust. The appreciation of our employees is a central concern in our work. Naturally we comply with the laws and regulations of the countries we work in. Legal compliance is indispensable to what we do.

We at Jobagentur Europa are resolved to comply with all legal and ethical requirements.

Quality management

Our quality management system and our code of ethics are the foundation of the international, respectable, professional and high-quality HR work and fair social conditions we offer.



Innovation, growth and strategy 2019 +



Cooperation with our partners worldwide

Our professional international partners specialize in finding suitable employees for our clients. Our local presence in various countries has given us specialist market and economic insight that benefits the complete network – employers and applicants.

Our network partners are independent entrepreneurs as defined by the applicable legal regulations of their home country. Their business standards are geared towards their respective companies. Our network partners agree in writing to uphold all applicable labor, trade union and social welfare laws of their home countries and of other countries involved, in particular the German General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz). They agree to comply with all wage and labor conditions stipulated by labor agreements and labor protection laws.

We insist that all our network partners, network users, employers, clients, colleagues and employees adhere to these principles. We monitor compliance with these principles and any breach is penalized.



Global presence

Germany
Hungary
Poland
Croatia
Greece

Bulgaria
Slovakia
Romania

India
Italy
Nepal

Netherlands
Spain
Switzerland

Albania
Kosovo
Serbia
Montenegro

Philippines
Vietnam
Ukraine
Turkey



For our clients – diverse and innovative

- Our strategic approach to HR consulting and our excellent industry know-how help your company to save time and valuable resources when searching for and recruiting new employees. We also assist people with a high potential to find jobs where they cannot only prove themselves but also further develop their skill set.
- If you wish, we offer a full-service approach to recruiting and hiring international skilled and unskilled workers.
- Thanks to our global network of professional partners we are able to improve all relevant aspects of the hiring process, such as costs, time and results.
- It is crucial that new employees fit your company. They will speak your language and know your culture and business practices.
- Our hands-on experience is what makes our HR consulting and recruitment approach so successful.

Jobagentur Europa can assist you in recruiting skilled and unskilled workers, and experts in the following sectors:



Close client relationships based on international professionalism

Examples of successful cooperation



**Bayerisches
Rotes
Kreuz**

Presence:

Global, Germany, regional

Types of institutions:

Hospitals, nursing homes, facilities for the disabled, kindergartens, schools, institutions for vocational education and training, nursing training etc.

Required qualifications:

Doctors, nurses, nursing assistants, physiotherapists, speech therapists, doctor's assistants, nursing students, midwives, youth and childcare workers, social pedagogues etc.



Presence:

Global, Germany, regional

Types of institutions:

Hospitals, nursing homes, facilities for the disabled, kindergartens, schools, institutions for vocational education and training, counseling, nursing training etc.

Required qualifications:

Doctors, nurses, nursing assistants, physiotherapists, speech therapists, doctor's assistants, nursing students, midwives, social pedagogues, nursing assistants, youth and childcare workers etc.

Cooperation with companies from the field of crafts and trades

Presence:

Global, Germany, regional

Sectors:

Electrics, metal, construction, wood, plumbing and heating, air conditioning, concrete engineering, logistics, automotive, painting, electronic engineering, welding etc.

Required qualifications:

Painters, electricians, bricklayers, bakers, carpenters, mechatronic engineers, plumbers and heating engineers, electronics technicians, machining technicians, welders, truck drivers, train drivers, logistics specialists, apprentices and trainees etc.

Cooperation with industrial companies

Presence:

Global, Germany, regional

Sectors:

Metal, wood, pharmaceuticals, electrics, IT, management, production etc.

Required qualifications:

Engineers, certified master technicians, skilled workers etc.



Presence:

Germany and regional

Types of institutions:

Hospitals, nursing homes, facilities for the disabled, kindergartens, schools, institutions for vocational education and training, counseling, nursing training etc.

Required qualifications:

Doctors, nurses, nursing assistants, physiotherapists, speech therapists, doctor's assistants, nursing students, midwives, youth and childcare workers, social pedagogues, teachers etc.



Presence:

Germany and regional

Types of institutions:

Hospitals, nursing homes, facilities for the disabled, kindergartens, schools, institutions for vocational education and training, nursing training etc.

Required qualifications:

Doctors, nurses, nursing assistants, physiotherapists, speech therapists, doctor's assistants, nursing students, midwives, youth and childcare workers, social pedagogues, counselors etc.

Close client relationships based on international professionalism

Examples of successful cooperation

Successful cooperation with service providers

Presence:
Global, Germany, regional
Types of institutions:
Hotels and restaurants, call centers, language centers, etc.

Required qualification:
- All professions related to hotels and restaurants
- All professions related to call centers
- Language teachers



Presence:
Regional
Type of institution:
University hospital with 25 clinical departments and centers, pediatric clinic, outpatient clinic, Academy of Healthcare Professions

Required qualifications
Doctors, nurses, nursing assistants, physiotherapists, speech therapists, doctor's assistants, nursing students, midwives etc.



Presence:
Regional
Type of institution:
Nursing home, nursing training etc.

Required qualifications:
Nurses, nursing assistants, cooks, housekeepers, nursing students etc.



Presence:
Regional
Type of institution:
Nursing home, outpatient care for the sick and elderly, day care, nursing training

Required qualifications:
Nurses, nursing assistants, cooks, housekeepers, nursing students etc.



Presence:
Regional
Type of institution:
Hotel for families

Required qualifications:
Chambermaids, housekeeping assistants, cooks, service staff etc.



Presence:
Germany and regional
Type of institution:
Recruitment agency for
- The social and healthcare sector
- Crafts and trades
- Industry
- Service providers

Required qualifications:
- All professions in the social and healthcare sector
- Professions in the field of crafts and trades
- Industrial professions
- Service professions

For applicants: simple and different

People are different. They have different personalities, cultures, mindsets, dreams, plans and desires. Each career is different. Jobagentur Europa is also different. Your personality is at the heart of our work when we assist you on your way into a new professional future.

Our services and the way into your professional future

- We receive your complete application documents as a PDF file
- We check your application documents individually
- You cannot make a decision regarding your professional future without receiving information and personal counseling regarding your options and requirements. Therefore – based on the professional qualifications acquired in your home country (training, university education) – you will first receive information regarding the target country, its mindset, the healthcare and social welfare systems, work and earning opportunities, the living and housing situation as well as the professional requirements (language skills)
- You then receive customized career advice
- You also receive information regarding the recognition of professional qualification in the European Union based on the qualifications acquired in your home country, and we take care of the recognition process.
- We look for a job with a reliable employer based on your individual professional qualifications and your language proficiency.



For applicants: simple and different

- We will plan, conduct and co-finance language courses in your home country
- We will co-finance the acquirement of certified translations of documents and certificates necessary for the recognition process
- We will prepare you for and take part in job interviews with prospect employers. We will support you during these interviews and negotiate the best-possible conditions
- If the employer offers you a job after the interview, you will receive a written employment contract which you will need in order to apply for a work permit at the responsible government office while still in your home country (applicants from non-EU countries will need a visa)
- If you wish, we check whether your employment contract complies with applicable legal and labor agreements
- We will support you and your employer in finding suitable accommodation. No applicant will travel to Germany to start a job without having secured accommodation first.
- We will help you and your employer to plan your journey. Together with the responsible representatives of your employer we can also support you during your integration and when dealing with government agencies during the first few months.



Apply with just a few clicks and your application profile for the jobs at Jobagentur Europa. We look forward to hearing from you!

www.jobagentur-europa.eu



Our global services

- **Personnel recruitment and placement**
For recruiting, we use detailed job profiles (job descriptions) provided by clients/employers and a recruitment contract.
- **Staffing**
We search our international network for employees that fit your job profile and detailed job description.
We pre-select applicants while you are responsible for the job interviews and the hiring process.
- **Recognition of foreign professional qualifications**
Jobagentur Europa has many years of experience with the recognition process of qualifications from various countries for regulated professions (in the social and healthcare sector) in the individual German states.
- **Adaptation measures**
The recognizing authority will give written notice of which adaptations measures have to be carried out. We will plan these measures and the applicant will implement them at an approved training institution.



- **Knowledge test**

If, after receiving the written decision of the recognition authority, the applicant decides to take the knowledge test, we will plan the preparatory course and arrange for the knowledge test to be taken at a certified training institution.

- **Placement of apprentices/trainees**

It will be our pleasure to find apprentices and trainees for your company. All apprentices and trainees from various countries will have successfully attended school for 10 to 13 years and have passed at least a level B2 German language test.

- **Projects**

International recruitment may be a strategic decision for the future of your company. Germany competes for talents with other European countries which are also confronted with an aging population and are therefore looking for young skilled and unskilled workers and leaders abroad. This means that companies can no longer rely on Germany's strong economic and social position alone to attract talents. This is not least due to the fact that the German language is rather difficult to learn and not widely spoken. Within the framework of your anticipatory analysis for staffing requirements and planning, we are able to develop a project to attract, qualify and finance foreign applicants based on a win-win approach.

- **Win-win approach**

Our win-win approach aims at finding solutions that are beneficial to all parties involved. Each partner respects their counterpart and tries to take their (personal, professional and financial) interests into consideration. This means that the benefits generated through personnel recruitment founded in close and aligned cooperation outweigh the costs for all sides, i.e. all parties involved benefit enormously from the agreed cooperation.



- **(Paid) internship/job shadowing**

If a jobseeker or trainee from another country applies for a position in Germany, the future employer has no way of assessing their personality, past work history and experience as they cannot present any references. Moreover, many applicants from abroad have often benefited from excellent theoretical education, yet they might lack practical know-how and experience. Therefore we offer our clients the opportunity to test applicants in a one-week internship.

- **Business consulting**

Among our most important offers is the specific support of companies in implementing personnel recruitment projects and their tools. We see ourselves as partners of HR departments and company leaders. Having a sustainable and anticipatory personnel development/staffing strategy which is closely aligned to the objectives of organizational development measures is becoming ever more important. Only properly qualified and highly motivated employees are able to significantly contribute to the success of your company. Today there is an impressive toolbox of targeted methods, measures and instruments that can be used to attract, qualify and develop the workforce. Being experienced international experts in personnel recruitment and selection, we are aware of the respective challenges in Germany, elsewhere in the EU and in non-EU countries. Moreover, we are convinced that personal ambitions are crucial for business success. We would therefore love to advise you. Our global perspective can make the difference both for your industry and your location.

- **Applicant**

The international recruitment exchange of Jobagentur Europa provides access to qualified and motivated jobseekers from all over the world.

You can find it at: www.jobagentur-europa.eu/bewerberpool

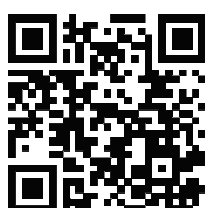
- **Language courses**

When applicants can show that they have the necessary qualifications, we offer German language courses in cooperation with international language schools in order to bring the applicants' language skills to the required level. If an applicant is unable to pay for the course themselves, we can co-finance the course in cooperation with the employer.





Contact me personally



Jobagentur Europa
Kobelweg 68a
D-86156 Augsburg

www.jobagentur-europa.eu



+49 (0)821 455 157 20



+49 (0)178 764 650 9



rudolf.sagner@jobagentur-europa.eu



[jobagentur-europa](https://twitter.com/jobagentur-europa)



www.facebook.com/jobagentur-europa



de.linkedin.com/in/jobagentur-europa



www.xing.com/profile/Rudolf_Sagner/cv



Official Jobagentur Europa app –
starting point of digital transformation

Legal note/property rights

This company presentation and the data contained in its pages (including, but not limited to, texts, images and graphics) are protected by copyright and other laws for the protection of intellectual property. Unless otherwise stated, all trademarks are protected by trademark laws. This applies in particular to the logos and company name of Jobagentur Europa. The trademarks and layout elements contained in these pages are the intellectual property of Jobagentur Europa. We reserve all rights in this respect. This company presentation is solely intended to provide the reader with information about our international company and may not be used within the scope of other displays, in particular, but not limited to, websites without our prior express written permission. Jobagentur Europa will not be responsible for direct or indirect damages arising from the use of the information and data contained in this company presentation. The pronouns and other terms contained in this text are to be understood as gender neutral. They are chosen solely to improve readability.

© Jobagentur Europa