Talent Showroom

Recruiting and contracting · Germany-wide

Look first, then decide.

The Talent Showroom works like a shop window: vetted specialists, pseudonymised, with availability and salary band on display. You receive a name and CV only once the candidate has approved your company.

- **Reference code, not a name** — Discretion for candidates and employers
- **Region, not a city** — Availability as a traffic light: available, open to offers, committed
- **Salary band, not a figure** — Released per company, by the candidate

THE SHOWROOM PRINCIPLE

Discreet for both sides.

Profiles in the Talent Showroom are pseudonymised. You see qualifications, availability and salary band, then decide whether you want the introduction. No match yet? Then we search for you, on a success basis.

MODULE A

Permanent placement

A success fee, due only when you hire. No upfront cost, no retainer.

30 % of gross annual target salary, due on placement

Loyalty bonus	**1 percentage point less** with every further placement, down to 25 % from the 6th placement
Showroom rate	**25 % off** if the profile was listed in the Talent Showroom when you enquired: first placement 30 % → 22.5 %
Two instalments	**50 %** on signature of the employment contract, **50 %** after two full months of employment. If employment ends earlier, the second instalment is waived

Success-based · No exclusivity · 12-month protection period

MODULE B

Contracting

Project specialists for a defined period, on a clear contract and day rate.

50 % of the placement fee if you hire the contractor permanently within 12 months

Contract type	Service contract or service-provision contract, **no temporary agency work**
Billing	**Hourly or daily rate**, by time spent
Profiles	Specialists in IT, energy, engineering and finance

Service contract · Hourly rate · Day rate

Fees as per Terms 1.1 of 5 Oct 2026, net of VAT. Module A is success-based: we invoice only once a placement is made.

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How it works

1

Enquire

Pick a profile in the showroom or describe the role to us. One dedicated contact takes it from there.

2

Meet

Once the candidate approves, you receive name and CV. You hold the interviews, we stay alongside.

3

Hire

Contract signed: first instalment. After two full months: second instalment. Every candidate hears back from us, including those not selected.

MARKETS

Four focus areas, across Germany.

IT · Energy · Engineering · Finance

Based in Berlin, mandates throughout Germany. We work with companies only.

TALENT POOL

Always free for candidates.

- Listed by opt-in only
- Released per company, never wholesale
- Feedback to every candidate, including rejections
- The fee is paid by the hiring company only

EXPERIENCE

Both sides, first-hand.

The founder has sold and recruited himself: high-ticket sales at an energy start-up, then international recruitment consulting focused on tech mandates. That shapes how we work: one dedicated contact who knows both the pipeline and the people.

Next step: a 30-minute call.

We clarify the role, salary band and timeline. Afterwards you know whether a showroom profile fits or we search for you.

Book a call · talent-showroom.de/termin

Robin Wirfler
Founder, Talent Showroom

robin@talent-showroom.de
+49 170 4984632
talent-showroom.de/termin
linkedin.com/in/robinwirfler

Robin Wirfler
Bartningallee 9 · 10557 Berlin · Germany

Book a call
Scan the QR code or open the link

Fees as per Terms 1.1 of 5 Oct 2026, net of VAT. Module A is success-based: we invoice only once a placement is made.

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