



TALENTTREE

We help the
brave create
impact.



“At Talent Tree we channel outstanding leaders into innovation and climate tech champions to create impact that really matters!”

Julian von Blücher | CEO & Founder



About.

Talent Tree is an executive search boutique for the European tech start-up- and digital ecosystem.

Mission.

We seek to be different by leveraging our innovative and disruptive nature, incomparable level of customer intimacy and therefore revolutionize the industry.

Approach.

Our diverse team of world-class experts combined with an entrepreneurial background enables Talent Tree to develop a holistic perspective on how to achieve outstanding results together with our customers.

Success.

We do not simply match profiles. We connect what belongs together. Making our clients successful and candidates happy is what drives us to push further.

Talent Tree services at a glance.

Talent Tree core Business

Our focus is centered around finding the best fit for organizations and executives as well as non-executive candidates. In order to deliver best-in-class services, we aim to establish long-term business relationships with our clients.

Core Business

**Executive
Search**

**Professional
Search**

**Candidate
Management**

Additional Premium Services

**External candidate
management**

Best practices that can be adopted in a plug and play manner

Assessment

Cultural
Technical

HR-Strategy consulting

Lift your HR-Strategy to the next maturity level

Our core business in depth.

Your One-Stop-Shop for tech- and
digital growth

Executive Search

C-Level

e.g. CEO, CFO, CTO, CMO,
COO, CPO, Country
Manager, Co-Founder,
General Manager

Professional Search

Tech

e.g. Software Development, Big
Data, Business Intelligence, Cloud
(Architecture), IT Management,
Cyber Security, Blockchain,
Hardware, Robotics, AR/VR, IoT

Non-Tech

e.g. Performance Marketing,
CRM, Sales, Finance, Business
Development, Product
Management, Account
Management, Operations
Management, UX Design,
Management Consulting

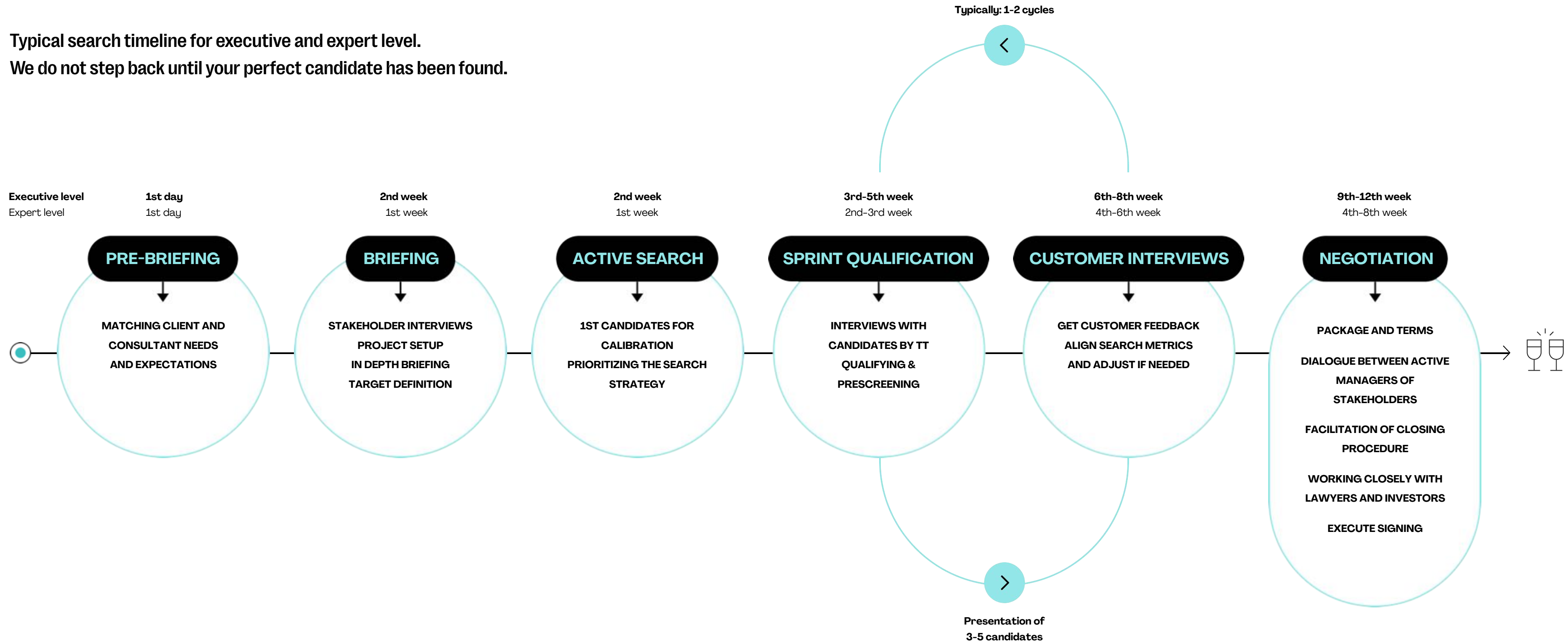
Candidate Management

We screen, select and
coordinate all incoming
applications so that your
time is focused on the
best candidates.

Talent Tree selection process.

Typical search timeline for executive and expert level.

We do not step back until your perfect candidate has been found.



Meet our diverse team.

World-class people experts at your disposal



Philipp Thun

Senior Recruiter



Miriam Zecha

Recruiter



Dragana Gjorgjievska

Head of Recruitment Operations



Maria Ballerstein

Recruiter



Lina Wüstefeld

Tech Recruitment Consultant



Anica Rodewald

People & Culture Manager



Patrick Hellermann

Recruiter



Tobias Burkhardt

Recruitment Consultant



Sofia Borodulina

Associate Partner



Melina Schulmeister

Associate Partner



Nina Haffner

Senior Recruitment Consultant



Diana Schneider

Finance & Operations Manager



Mia Milosevska

Talent Scout



Alina Maiorova

Talent Scout



Walter Witthüser

Associate Partner



Fabienne Finger

Senior Recruiter



Anastasiia Dyshko

Talent Manager



Milosh Krstevski

Senior Talent Scout



Anna Sießenbüttel

Recruiter



Aleksandra Karatanovska

Senior Talent Scout

Our management and advisory board.

Talent Tree is backed by a diverse group of cross-industrial leaders



Julian von Blücher

Founder & Chief Impact Officer

SERIAL ENTREPRENEUR
FOUNDED TALENT TREE IN 2015

CLIMATE TECH ACTIVIST

GRADUATED FROM KIT AND UC
BERKELEY



Andreas Oetker

CEO

PARTNER & DIRECTOR POSITIONS AT
CAREER TEAM AND BITS & BIRDS

HEAD OF TALENT ACQUISITION (ARVANTIS),
RECRUITING MANAGER (PROSIEBEN SAT1)

MSC. PSYCHOLOGY AT SALZBURG
UNIVERSITY



Mathias Gerhardt

COO

SERIAL ENTREPRENEUR & PROCESS
ENTHUSIAST

(CO-)FOUNDED COMPANIES IN FMCG,
PROF. SERVICES & E-COMMERCE

GRADUATED FROM ZEPPELIN
UNIVERSITY



Michael Hagenau

Ex-CEO | Delivery Hero
Germany



Yann Mauchamp

CEO | Mutual Benefits |
Internet Industry Pioneer



Adrian Frenzel

Global COO | Gorillas



Sohaila Ouffata

Director | BMW iVentures



David Wortmann

Founder & CEO | DWR Eco



Jan Michael Hess

Founder & CEO | EcoSummit



Johannes Thanner

Corporate Innovation &
Insurtech Expert



Lorenz Illing

Managing Partner | TAM
Akademie

We live customer intimacy.

Selection of our trusted partners

Climate Tech

1KOM
MA5°

Entrix

tado°

 polarstern

Sustainable Food Tech

yfood®

share

 SPR
global impact

etepetete
schlau. frisch. anders.

Future Mobility

TESLA

elvah

 VOLOCOPTER

CAZOO

Health Tech

medbelle®

SARTORIUS

teleclinic

Johnson+Johnson

Fin Tech

 FINVIA
FAMILY OFFICE

 scalable
.CAPITAL


Munich RE 

GETSAFE

SaaS | Marketplace

gridX

LCM
DIGITAL

 Masterplan

 Lumenaza

Smart Lifestyle | eCommerce

VIU

klæny

everdrop

 Picanova

IoT | Deep Tech

WINGCOPTER

PARK
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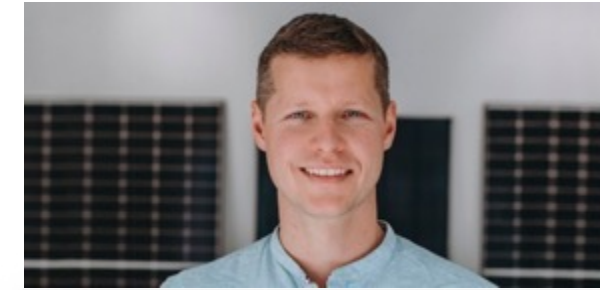
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Clients value our extremely high service level.



Kilian Wagner | CEO @ VIU

“A cast that understands and can serve two different worlds – Talent Tree realized this wish for us.”



Benjamin Rauser | COO @ Zolar

“Talent Tree was able to convince us with speed and structure in the hiring process during a strong growth phase.”



Gowry Nath Sivaganeshamoorthy | CEO @ Elvah

“We wanted a line-up that thinks out of the box and really wants to make a difference – we found them in Talent Tree.”



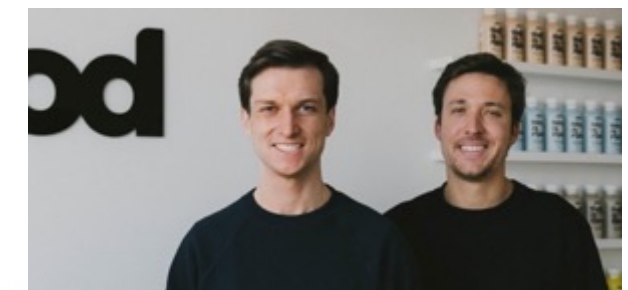
Fabian Emilius | Co-Founder @ pink.gg

“Talent Tree has enabled us to grow very stable across many successful hires in the Core Team. This also includes the search for executives.”



Christopher Hallhuber / Georg Lindermaier | Co-Founder @ etepetete

“Talent Tree knows and understands the executive market.”



Benjamin Kremer & Noel Bollmann | Co-Founder @ YFood

“The balancing act between the complexity of our requirements and interview speed has been very well achieved by Talent Tree.”

YFOOD

Hiring of three country managers to conquer Europe.

As a scale-up, the goal for yfood was to internationalize into several European markets in 2022. The company was looking for three Country Managers with a broad knowledge of performance marketing and P&L experience, as well as an excellent understanding of the customers in the target market.

[→ COMPLETE CASESTUDY](#)

Benjamin Kremer | Co-Founder

"The balancing act between the complexity of our requirements and casting speed has been very well achieved by Talent Tree."

Challenges

**COMBINATION OF
ENTREPRENEURIAL THINKING +
DETAILED KNOWLEDGE OF
CANDIDATES**

**RE-RECRUITING IN MARKETS WITH
DIFFERENT CULTURAL SENSITIVITIES**

**URGENCY OF FILLING MULTIPLE
ROLES AT THE SAME TIME**

Result

yfood wants to replicate the great success that the company has enjoyed in Germany since its founding in other EU countries. The demands on the respective country managers are therefore correspondingly high: In the coming years, sales in the individual markets are to follow the "growth trajectory" in Germany.

The individual country managers are responsible for the associated business plans in theory as well as in practice, and must understand and adapt the consumer behavior of the respective markets at all times. With full P&L responsibility, the absolute focus is on the development of the company and the related sales in the respective countries.

VIU Eyewear

Hiring for a pioneer in craftsmanship x technology

VIU Eyewear is rethinking a traditional industry in an omnichannel way. Therefore, the desire with regard to hiring was also to work with an innovative partner, like Talent Tree, which guarantees industry knowledge, an eye for detail and a sure instinct.

→ COMPLETE CASESTUDY



Kilian Wagner | CEO & Founder

"A cast that understands and can serve two different worlds - Talent Tree realised this wish for us."

Challenges

HOLISTIC MARKETING PERSPECTIVE IN THE SENSE OF THE OMNICHANNEL APPROACH

SENIORITY OF THE ROLE VS. EXISTING HIERARCHIES

LONG PREVIOUS SEARCH ON THE PART OF THE COMPANY

Result

The Head of Marketing role filled for VIU Eyewear is responsible for increasing brand awareness in the market. As the experience of the past few years has shown, marketing must be thought of much more holistically in an omnichannel approach. Pure performance marketing is by no means the only key to success here. A high-quality and complex product such as (corrective) eyewear wants to be handled and customized. Therefore, it is important to marry both worlds - online and offline - in the best possible way. With the role of Head of Marketing, VIU Eyewear has been able to close this gap and at the same time set the course for further growth as well as the international expansion of the company.

Get in touch with us.

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