

IMMOBILIEN

SCOUT 24

Playbook Recruiting [Job Title]

www.scout24.com

Berlin | 12/10/2018 | CHolder

Agenda

1. Target Group Analysis
2. Score Card (Internal)
3. Job Description (External)
4. Interview
5. Shortlist

1. Target Group Analysis

Upcoming challenges within Scout24	Skill needed:	Target group	Priority 1 / 2 / 3

Upcoming challenges within ImmobilienScout24	Skill needed:	Target group	Priority 1 / 2 / 3

Upcoming challenges within segment	Skill needed:	Target group	Priority 1 / 2 / 3

1. Target Group Analysis

Current team structure		Priority 1 / 2 / 3
Number of team members		
Professional competence		
Social competence		
Methodological competence		
Seniority level		
Internationality		
Gender diversity		

What is missing in the current team structure?		Target group	Priority 1 / 2 / 3
Professional competence			
Social competence			
Methodological competence			
Seniority level			
Internationality			
Gender diversity			

2. Score Card (Internal)

Job Title:	
Vision (3 years):	
Mission (1 year):	
OKRs (90 days):	
Reporting line: Disciplinary: Technical:	Responsibilities Budget responsibility: Personnel responsibility:
Budget/Salary: <ul style="list-style-type: none"> Benchmark external: Benchmark internal: Position's budget: 	Main KPIs: <ul style="list-style-type: none">
Core Values	Leadership Values

2. Score Card (Internal)

Job Title: Product Manager Property	
Main tasks: <ul style="list-style-type: none">• ...	Education and experience: <ul style="list-style-type: none">• ...
Competencies: <ul style="list-style-type: none">• ...	Level of seniority: <ul style="list-style-type: none">• ...

3. Job Description (External)

ImmobilienScout24 is the leading digital real estate classifieds platform in Germany. The digital marketplace empowers people when making their most important real estate decisions and successfully brings together commercial real estate providers, owners, potential tenants, and buyers. More than 12 million users visit the portal each month. Throughout Germany ImmobilienScout24 achieves a supported brand awareness of 96 percent within the relevant target group. ImmobilienScout24 belongs to the Scout24 Group, which operates leading digital marketplaces in the real estate and automotive sectors in Germany and other selected European countries. Additional information is available at <http://www.immobilienscout24.de>

Tasks:

Profile:

What you can expect from us:

3. Job Description (External)

[...]

What awaits you at ImmobilienScout24:

Your style:

What you can expect from us:

4. Interview

Competencies & Seniority

Professional competence:

1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
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Comment:

Methodological competence:

1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
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Comment:

Social competence:

1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
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Comment:

Level of seniority:

1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
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Comment:

Average

1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
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4. Interview

Core Values				
...				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
Comment:				
...				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
Comment:				
...				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
Comment:				
...				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
Comment:				
Average				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)

4. Interview

Leadership Values				
...				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
Comment:				
...				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
Comment:				
...				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
Comment:				
...				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)
Comment:				
Average				
1 (Very weak)	2 (Weak)	3 (Average)	4 (Strong)	5 (Very strong)

5. Shortlist

Last name, first name	Profile link	Contact y/n	CV received y/n	Comment