

**cijays** enabling you to grow

FOUNDERFRAME Advisory

Build what matters.

VentureTalentArchitecture.

PeopleFirst + NetworkBased

Venture Advising

for Consulting SpinOffs + StartUps

1. **strukturierte Unternehmensgründung:** ganzheitliche Begleitung des Gründungsprozesses – von Gesellschafterverträgen über Rollen + Verantwortlichkeiten bis zur operativen Setup-Logik
2. **Advisory auf Founder-Level:** laufendes Coaching + Sparring für Founder, CEO und Investoren mit regelmäßigen Touchpoints und ad-hoc Support (monatliches Retainer-Modell)
3. **People-, Org- + Growth-Setup**  
Entwicklung von Vision, Purpose, Organisation, People- + HR-Strategie inklusive Compensation, Leadership, Career Frameworks und hybriden Arbeitsmodellen
4. **End2End Talent + Employer Strategy:** Aufbau EmployerBranding, TalentAcquisition, Recruiting-Prozesse und SeniorHire Scouting – von Storytelling bis Integration
5. **modular skalierbar mit Expert Services:**  
ergänzende Consulting-Produkte und Services (HR, Finance, Legal, Payroll, Tools & Systeme) über any.any.where und kuratierte Partner - klar abgegrenzt, transparent bepreist.

HR +  
PEOPLE  
SERVICES

FINANCE +  
ADMIN  
SERVICES

LEGAL +  
COMPLIANCE  
SERVICES

TALENT  
ACQUISITION +  
RECRUITING  
SERVICES

EMPLOYER  
BRANDING +  
COMMUNICATION  
SERVICES

LEARNING,  
WORK +  
MOBILITY  
SERVICES

### COACHING + SUPPORTING Founder / CEO / COO / CHRO

- Coaching und AdHoc Advisory: done by cijays
- Delivery: vorqualifizierte und rahmenvertraglich gebundene Partner
- Charakter: standardisiert, skalierbar, wiederkehrend
- Compensation: Fixpreise oder ServiceFees

#### HR + PEOPLE SERVICES

- Payroll- + HR-Administration
- SetUp + Betrieb HR-Services-Prozesse
- TravelExpense Reporting
- Mobility Allowance + Relocation Services
- LabourLaw-nahe HR-Services (operativ)
- Individual Benefit Administration
- Management Benefits Services

#### FINANCE + ADMIN SERVICES

- Accounting + Tax Services
- Reporting + Controlling Services
- Finance-nahe Legal Services
- SetUp + Betrieb Finance- + Reporting-Prozesse

#### LEGAL + COMPLIANCE SERVICES

- Labour Law Services (operativ, standardisiert)
- Vertrags- + Dokumenten Services
- SetUp Datenschutz + laufende DataPrivacy-Services

#### TALENT ACQUISITION + RECRUITING SERVICES

- Recruiting Services (End2End oder modular)
- Active Sourcing Services
- Talent Pooling Services
- Matchmaking Services
- Placement Services
- Senior Hire Support (operativ)

#### EMPLOYER BRANDING + COMMUNICATION SERVICES

- LinkedIn Management + Services
- Instagram Management + Services
- Controlling + Optimierung CareerSite
- Website Analytics & Performance Optimization
- Content-nahe Employer Branding Services

#### LEARNING, WORK + MOBILITY SERVICES

- Learning Offering / Learning Platform Services
- CoWorking + Co-Living Services
- Mobility Services
- Hybrid/Remote Work Enablement Services