

CORPORATE PRESENTATION

Executive decisions leave no room for trial and error.

 **servitalent**

GLOBAL NEEDS, LOCAL LEADS



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All information shared in this document is confidential.

Mission and vision

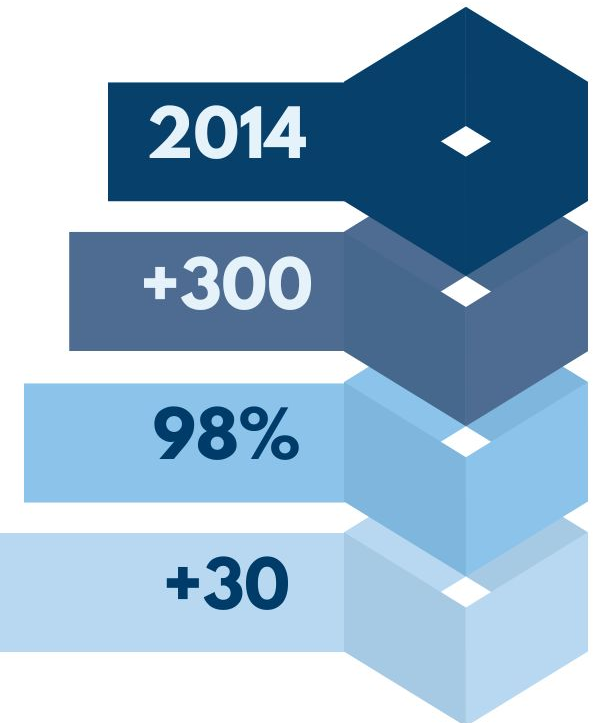
Executive decisions leave no room for trial and error.

Our mission is to **support and accompany CEOs and HR Managers of industrial sectors** in decision making, so that their companies have the necessary **talent to compete and achieve their strategic objectives**, both in Spain and abroad.

We want to be the **global talent partner** for all our clients.



Our track record in numbers



2014

Over a decade specialised in executive talent for industrial sectors.

+300

Industrial companies that have trusted us.

98%

Success rate thanks to our methodology.

+30

Since 2020, we have supported Spanish companies across more than 30 countries on 5 continents.

How we make the difference

From interim to search, without changing partner.



We cover the immediate need and the strategic hire with the same team that already knows your company.

We help you decide with data, not intuition.



We integrate AI across all our processes so every recommendation is backed by analytics, not impressions.

Our consultants talk to people, they don't just process files.



Technology handles the operational side. Our consultants spend their time listening to your teams and candidates — that's where the insight behind every decision comes from.

Genuine industry specialists.



Years in the sector, a track record of success to prove it, and a network of industrial professionals who trust us.

Sectors where we add the most value



Energy and
renewables



Aerospace and
defence



Health and
biotechnology



Shipbuilding and
metal industry



Automotive and
mobility



Capital goods and
industrial equipment



Food industry



Chemicals and
advanced materials

Our services

01

Executive Search

Senior Leadership & Board Search

A bad hire at the top can cost you an entire financial year — we make sure it doesn't.

C-Level Search
Board Search
Confidential Search
Cross-Border Search

02

Professional & Technical Search

Middle management and engineering recruitment

We fill the engineering and middle-management roles that keep your operation running, even when they're scarce in the market.

Middle management
Engineering profiles
Site and project management
Technical office and R&D

03

Interim & Fractional Management

Temporary and part-time leadership

We bring in an executive from our network with a clear mandate, KPIs and an exit date — on board in days, not months.

Interim Management
Fractional Management

04

Talent Advisory

Talent decision tools

We provide the data so you can make talent decisions without relying on intuition.

Executive Assessment
Compensation Benchmarking
Background Check
Management Due Diligence

National and international reach

From our headquarters in **Vigo (Spain)**, we can support you in more than **50 countries**, with local consultants through our international network, NPAworldwide.



Europe

Spain

Vigo (headquarters)
Madrid
Barcelona
Bilbao
Seville
Valencia
Austria

Belgium

Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Denmark

Estonia

France
Germany
Greece
Hungary
Ireland
Italy
Kazakhstan

Latvia

Lithuania
North Macedonia
Montenegro
Netherlands
Norway
Poland
Portugal

Romania

Serbia
Slovenia
Sweden
Switzerland
Turkey
Ukraine
United Kingdom

Americas

Argentina
Brazil
Canada
Chile
Colombia
Ecuador
Mexico
United States

Oceania

Australia
New Zealand

Africa

Egypt
Kenya
Morocco
South Africa

Asia

Bangladesh
China
Hong Kong
India
Indonesia
Israel
Japan
Malaysia
Oman

Philippines
Saudi Arabia
Singapore
South Korea
Taiwan
Thailand
United Arab Emirates
Vietnam

The team

The founding partners and area directors who define our methodology and oversee every process, from first contact through to closing.



Alberto Fernández
Founding Partner &
CEO



Pío Iglesias
Founding Partner and Director
of Executive & Interim
Management



María Calviño
Director of Talent



Laura Comesaña
Director of Consulting





NEREA CASTRO
Senior Talent Consultant



HADRIÁN PÉREZ
Talent Consultant



DIANA VARELA
Talent Consultant



LUCAS MIRANDA
Talent Consultant



PAULA SAIZ
Talent Consultant



LUIS LÓPEZ
Talent Consultant



EVA SILVA
Marketing, Communications &
Strategic Partnerships Manager

The team

The team that works alongside our clients and turns methodology into results, process by process.

Teamtailor

Our core platform for smooth, transparent interaction with candidates and clients, optimising the experience for everyone involved.

Steelter

A fundamental 360° tool for behavioural assessment, enabling precise profile definition and advanced comparative analytics.

LinkedIn

An essential source for global candidate sourcing, ensuring access to the best talent on the market.

taleva.

A powerful AI-driven engine for predictive matching, guaranteeing an objective first technical screening.

PROSFY

A market intelligence tool that provides precise insight into the current pay positioning of each role.

Claude

Cross-functional AI support for analysis and internal organisation, freeing up more time for the work that truly adds value to our projects.

Technology support

Commitments



Quality

Our internal work processes have been validated and certified under the Certified Management System ISO/IEC 27001:2022 for Information Security, Certified Management System ISO 9001:2015, and ISO 10667-2:2013 for Procedures and Methods for the Assessment of Individuals in Work and Organizational Settings (Part 2. Service Provider Responsibilities) with [ID 9108642502: Information to interested parties.](#)



Confidentiality

Our work systems, IT support, and professional relationships, both internal and with suppliers, are supervised and protected by protocols that ensure all information provided by our clients is kept safe throughout the audit and curriculum certification process.



Code of ethics

Our team is committed to and has contractually accepted our [professional code of conduct.](#)



Security

We implement strict security measures across all our technological platforms, ensuring that our systems and those of our providers comply with applicable security regulations regarding server hosting, information transfer, and user access, in accordance with current standards and our internal security management policies.



Data protection

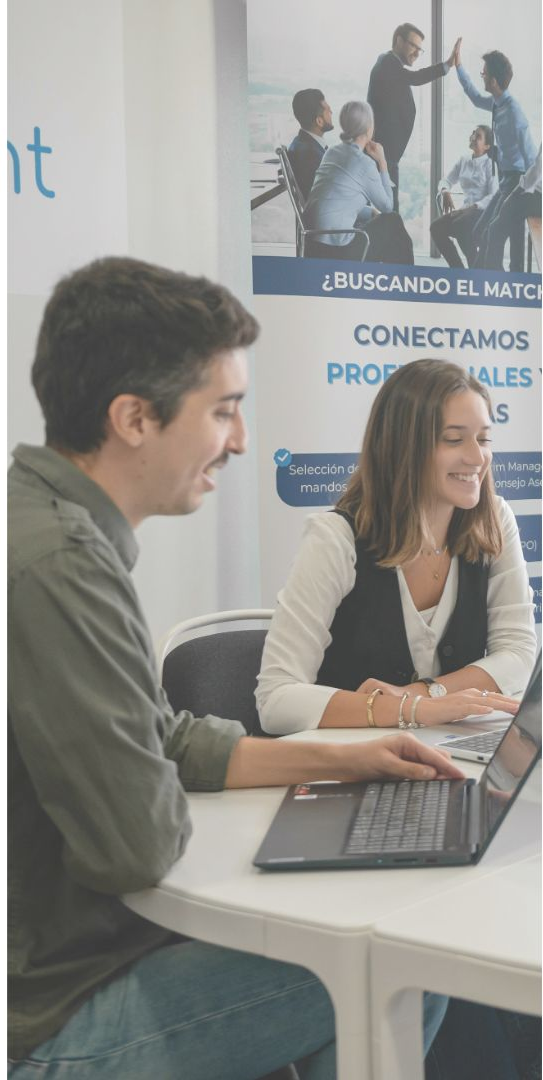
Servitalent commits to strict compliance to maintain the confidentiality and exclusive use of all personal data provided by its clients. We adopt all necessary technical and organizational measures in accordance with the European General Data Protection Regulation 2016/679/EU and the Spanish Organic Law 3/2018, of December 5, on the Protection of Personal Data and Guarantee of Digital Rights.

2026 Interim Management Guide

We're now on our **8th edition**, a recognised benchmark in Spain on this executive figure. Each edition captures **how the use of interim management is evolving across Spanish industry**.

Inside, you'll find the **full map of the process**: when it makes sense to activate it, how the mandate is carried out, and how it closes once the objective has been met.

Access the 2026
Interim Management
Guide



Resources to support your decision

Compensation Competitiveness Study in Galician Industry

We analyse real compensation data across **Galician industry**, cross-referencing salary bands, variable pay and benefits from companies comparable to yours.

It lets you check whether your pay policy is retaining or pushing out talent compared to what your competitors are already paying — before staff turnover gives you the answer instead — and proposes an action plan to fix it.

Access the
compensation study



From profile to data

At Servitalent, we turn the subjectivity of talent into measurable, actionable indicators. The technical rigour of our reports is the value our clients highlight most.

Report	Technical description	Strategic value	Sample report
SPA Report (Steelter Professional Assessment)	A 360° assessment of the competency profile: 26 variables grouped into competencies, attitudes and values.	Identifies strengths and development areas for decisions on role fit or professional growth.	
SBA Report (Behavioural Appraisal)	Groups the 26 variables into 8 key categories of positive behaviour.	Ideal for agile feedback and for understanding how a person interacts with the team.	
SAE Report (Self Awareness Exploration)	Compares self-assessment against the view of up to 4 external observers.	A blind-spot detector: key for coaching plans and for improving a leader's self-awareness.	
SOA Report (Operational Appraisal)	An operational summary of results in a single visual format, optimised for quick, direct interpretation.	Gives business managers an immediate, easy-to-consult operational tool.	

From profile to data

Report	Technical description	Strategic value	Sample report
Candidate Comparison Report	Final weighting of candidates based on technical and cultural fit.	Supports the hiring decision with a combined view of technical and cultural fit.	
Candidate Profile Report	A technical dossier covering career background, validated references, digital footprint audit and competency profile.	A complete picture of the candidacy, with technical and cultural confidence ahead of the final decision.	
Benchmarking Report Model	A hybrid methodology: fixed salary bands, variable pay and benefits, adjusted by geography and sector.	Optimises investment in talent, ensures internal equity and strengthens retention against the competition.	
Sample Background Check Report	Validates education, career history and references against official sources, with digital footprint analysis and compliance risk assessment.	Turns the candidate's story into objective evidence, for confident decision-making.	

"The executive your company needs and doesn't have yet"

APD

*"Interim management takes hold in industrial SMEs:
Servitalent closes its best half-year yet"*

Diario PYME

*"Algorithms applied to worker selection: 'We need something
that gives us metrics'"*

La Voz de Galicia

"Servitalent secures a place in Spain's Top 40 headhunters"

Expansión

"Interim executives for SMEs at key moments"

La Voz de Galicia

See more



Media

These are some of the **industrial companies** that have entrusted us with talent projects in recent times.

ACERINOX SA
ACITURRI AEROENGINES SL.
AFHER EUROBELT S.A
AL-JAZEERA FACTORY FOR PAINTS CO.
ALTRI SGPS. S.A
ARGAL ALIMENTACIÓN, S.A..
ATARFIL SL
THE BOSTON CONSULTING GROUP S.L.
BORGES BRANDED FOODS, S.L.U.
BORGWARNER EMISSIONS SYSTEMS SPAIN,
S.L.
CABOMAR CONGELADOS, S.A.
CAF TURNKEY & ENGINEERING SOCIEDAD
LIMITADA
CAFES CANDELAS, S.L.
CELTIC ESTORES, S.L.
CELULOSAS DE ASTURIAS SA (ENCE)
CHINA THREE GORGES SPAIN S.L.
COOPERATIVAS OURENSANAS S.C.G
CONSERVAS RIANXEIRA, S.A.
CONSTELLIUM AUTOMOTIVE SPAIN
SOCIEDAD LIMITADA
CONSTRUCTORA SAN JOSÉ, S.A.

DELOITTE CONSULTING SL
DELTA GROUP SPAIN, SL
DENSO SISTEMAS TÉRMICOS ESPAÑA, S.A.
DGH ROBÓTICA AUTOMATIZACIÓN Y
MANTENIMIENTO INDUSTRIAL
DS SMITH PACKAGING
EMBUTIDOS F.MARTÍNEZ R., S.A.
EUROPASTRY, S.A.
FICHTNER GMBH. CO.KG
FINANCIERA MADERERA, S.A.
FRANS BONHOMME ESPAÑA SL
FRUTAS TERESO – COMÉRCIO DE FRUTOS E
HORTÍCOLAS LDA
GRUPO ALIMENTARIO CITRUS
GRUPO EMPERADOR GESTIÓN
GRUPO EMPRESARIAL COPO, S.A.
GRUPO GANAIN, S.L.
GRUPO INGEMAR
HIJOS DE CARLOS ALBO, S.L.
HYDRO EXTRUSION SPAIN S.A.U.
IBERCONSA SEAFOOD PROCESSING, S.L.
INDUSTRIAS DELTA VIGO, S.L.
INLEIT INGREDIENTS S.L.U.
INNOLACT, S.L.

Our references

KAESSBOHRER IBERICA SLU
KEY PLAN, S.L.
KIMAK SOLUTIONS S.L.
LECHE CELTA, S.L.U.
MARINE INSTRUMENTS, S.A.
MEGATECH INDUSTRIES ORENSE, S.L.
MILLASUR, S.L.
MINILAND SA
NORVENTO ENERXÍA, S.L.
PESCAPUERTA, S.A.
PERNOD RICARD ESPAÑA, S.A.
PUENTES Y CALZADAS GRUPO DE EMPRESAS,
SA
QUANT MAINTENANCE SPAIN SL
REGENASA NORTE, S.L.
RENEWABLE JAPAN CO.LTD
REX NORDIC OY
RUSSULA, S.A.
SCANIA HISPANIA SA
SESDERMA SL
TORRE DE NUÑEZ DE CONTURIZ, S.L.U.
URO, VEHICULOS ESPECIALES, S.A.
VERDIFRESH SL
ZENNIO AVANCE Y TECNOLOGIA SL

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