DRIVING SUCCESS THROUGH

Global Talent Acquisition

We create value
by connecting people across borders!

September 2026




25 years
icunet
connecting people across borders
ICUnet Group |
25 Years, 450+ Clients
& 70,000+ Talents
moved worldwide

Allow us | to introduce ourselves

ICUnet: 25 Years of Customer Centricity.



25
Years of Expertise

With 25 years of experience and over 70,000 successful assignments, ICUnet is the market leader in Germany.



24
Locations

Worldwide presence. We prioritize building strong, lasting relationships with our clients as a key strategic focus.



450+
Corporate Clients

Companies across various industries (retail, finance, automotive, and manufacturing) trust us and our expertise.



200+
Employees

Our employees are at home worldwide. With 40+ nationalities and 50 languages, diversity drives our success!

successfully supported 70.000+ global talents worldwide

ICUnet global presence | ensuring services 24/7

We are wherever your strategic focus lies, ensuring support across the globe.

AMERICAS HUB



Kathrin Sieger
Global Mobility Consultant
St. Thomas, Canada



Michael Todd Shinholster
Senior Intercultural Consultant
Atlanta & San Francisco, USA



Heidemarie Oberg-Fischer
Managing Director Mexico
Mexico City & Puebla, Mexico

EMEA HUB



Dr. Fritz Audebert
CEO & Founder
Passau, Germany



Matthias Würth
Managing Director CEE
Vienna, Austria

APAC HUB



Dr. Andreas Bastian
Managing Director China & Singapore
Shanghai, China



Suryaa Pawar
Managing Director India
Pune, India

25 Years | proven Success

Thanks to its customers, ICUnet.Group is the most awarded company in its industry!

AWARDS | A selection of our 70+ awards



KUNDEN | A selection of our 450+ customers



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ICUnet.Group

Your Partner in Global People Management

WE ARE A PEOPLE COMPANY!
GET IN TOUCH

Customer Value

Global Talent Acquisition

WIN | Find & Qualify
Profiling · Sourcing · Upskilling

MOVE | Enable Mobility
Visa · Recognition · Relocation

RETAIN | Integrate & Bind
Onboarding · Integration · Retention

Global Mobility

ADVISE | Understand your mobility
Mobility Strategy · Compliance · Governance

ENABLE | Simplify every move
Immigration · Relocation · Digital Guidance and Self Service

ACCOMPANY | Support on site
Personal Support · Transferee Care · Local Expertise

Business Consulting

BRIDGE | Intercultural Collaboration
Cultural Agility · Expatriate Trainings · Assessment Tools · Global Winning Teams

INCLUDE | DE&I & ESG
DE&I Strategy · Inclusive Teams · Anti-Discrimination · Inclusive Recruiting

TRANSFORM | Change Management
AI: Human-centric · Global M&A Transformation · Leadership Development

Platform Tool: Intelligent New Destination (IND)

AUTOMATE | Streamline your mobility processes
Mobility Management · Business Travel & Mobile Work Compliance · E-Learning & Assessments

PROTECT | Your data, your rules
GDPR-compliant · ISO 27001 certified · aEuropean solution hosted in Germany

EXPERIENCE | Designed with you, built for excellence
Award-winning Interface · Co-created with Customers · Continuous Quality Assurance

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About ICUnet

2001
Founded in Passau

25+
Years reliable Business Partner

500+
Global Experts

15+
Offices Worldwide

75+
Countries Covered

10.000+
Assignments & Business Trips

4x
Award Winner Top Service Germany

TOP SERVICE DEUTSCHLAND 2024



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connecting people across borders

Global Talent Acquisition |

Building O&M capacity that lasts.



ICUnet | Global Talent Acquisition

Securing global Talent, shaping Your future

WIN |
Recruiting and qualification of global talents, individually tailored to your wind turbines and systems.

MOVE |
Efficient handling of relocation – bringing technicians from around the world to your sites.

RETAIN |
Sustainable integration of technicians and lasting commitment – for long-term success.

Your Benefit

SIMPLE

Benefit from the expertise of the German market leader of the last 20 years **and over 70.000 successfully guided talents**.

FAST

All processes run through **digital and transparent solutions** – meeting highest standards of data-security.

SECURE

ICUnet stands for absolute reliability and offers a One-Stop-Shop-Guidance, which successfully and securely deals with your **Foreign-Local-Hire-Project.**

Pilot forecast

Value Chain | Example Timeline for qualified Wind Turbine Service Technicians

1 Recruiting

forecast 26-07: 1-3 moths

2 Language Qualification

Level A0	Level A1	Level A2	Level B1	Technology
0 months	50h lessons	50h lessons	60h lessons	10h lessons

26-07: 9 months

3b Immigration 26-07: 4-5 months

3a Certification 26-07: 0-4 months

4 Relocation

5 Integration 26-07 3 months

6 Digital support provided by IND

Talent location

Talent location

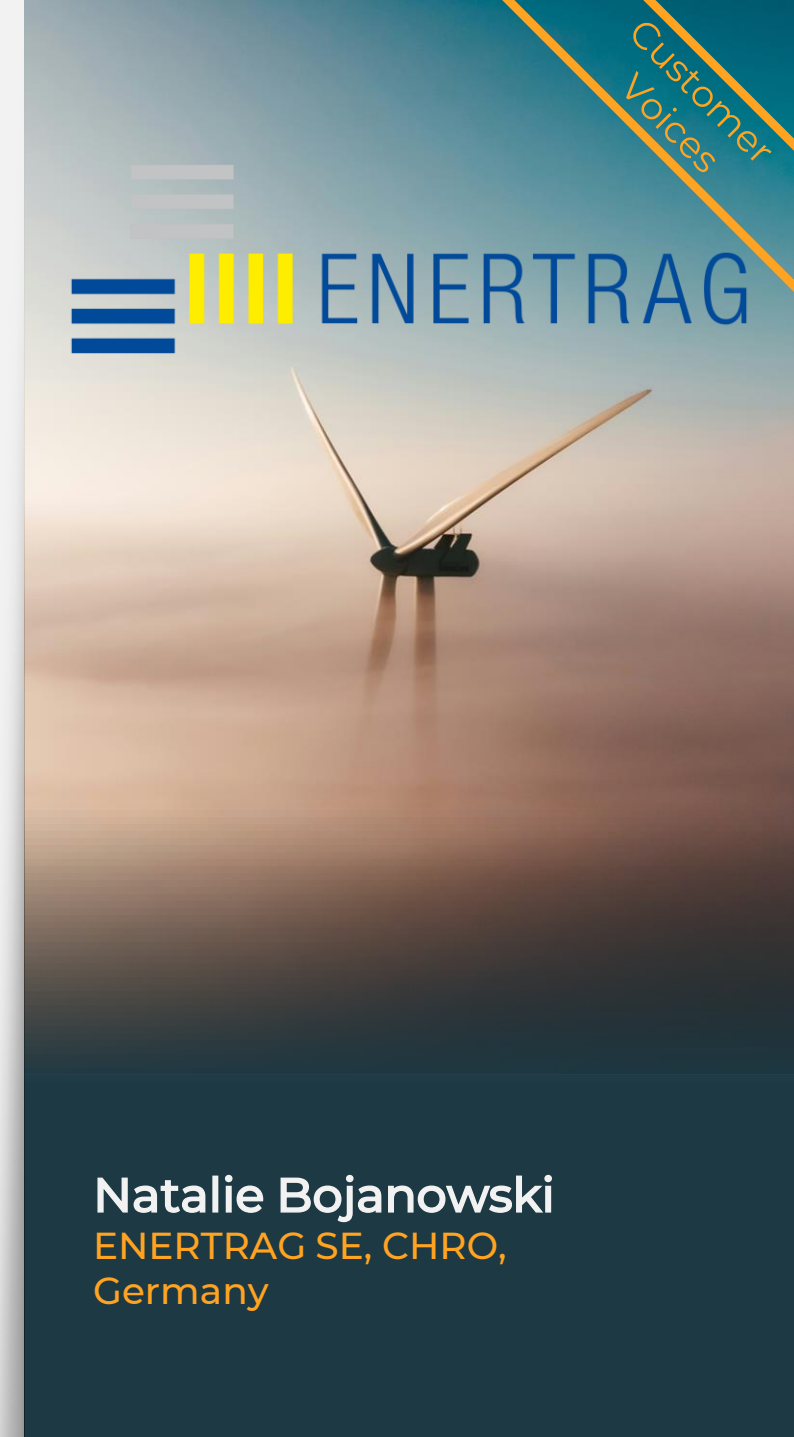
September 2026	October 2026	November 2026	December 2026	January 2027	February 2027	March 2027	April 2027	May 2027	June 2027	July 2027	August 2027

As of July 2026 – Forecast time until availability of the first Person: approx. 10 months.
Forecast depends on processing time of government agencies and can deviate in individual cases.

ICUnet x ENERTRAG | International Talent Solutions for Wind Energy Services

Delivering qualified service technicians, ensuring operational readiness, and sustainably expanding service capacity.

Together with ENERTRAG, ICUnet delivers a holistic approach to the international recruitment and integration of service technicians for wind turbines.
The focus is on providing fully qualified technical professionals who meet the technical, linguistic, and regulatory requirements of the wind energy service sector.
This also includes service technicians with industry-specific qualifications and certifications, including GWO training as well as OEM-specific experience and operational readiness in Nordex and Enercon environments.
By closely aligning recruitment, language qualification, immigration, relocation, and integration, ICUnet creates the foundation for stable international service teams and supports ENERTRAG in building service capacity sustainably over the long term.
Digital process management through IND™ ensures transparency, process reliability, and efficient delivery across all phases.



Natalie Bojanowski
ENERTRAG SE, CHRO, Germany



Ready

To walk the path together.



Marius Himbert

Head of Global Talent Strategy

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