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### BIOGRAPHY

Marcus de Heus studied philosophy, logic, business economics and macroeconomics at the universities Frostburg (USA), Genève (CH) and Duisburg-Essen and holds a diploma in economics.

Alongside his studies he worked as a market researcher in Switzerland, at Douglas Holding and at The Boston Consulting Group in Duesseldorf.

As a consultant he was employed for three years at Ray & Berndtson in Frankfurt/M. with a focus on direct searches for the investment banking industry and six years at Roland Berger in Duesseldorf, where he led the professional services practice as a Partner.

### EXPERTISE

- Direct Search of Top Management Consultants and Top Talents for multinational companies and major banks
- Conducting Management Audits
- Conception and implementation of a professional Human Capital Management