



# Global Talent Career Festival Introduction

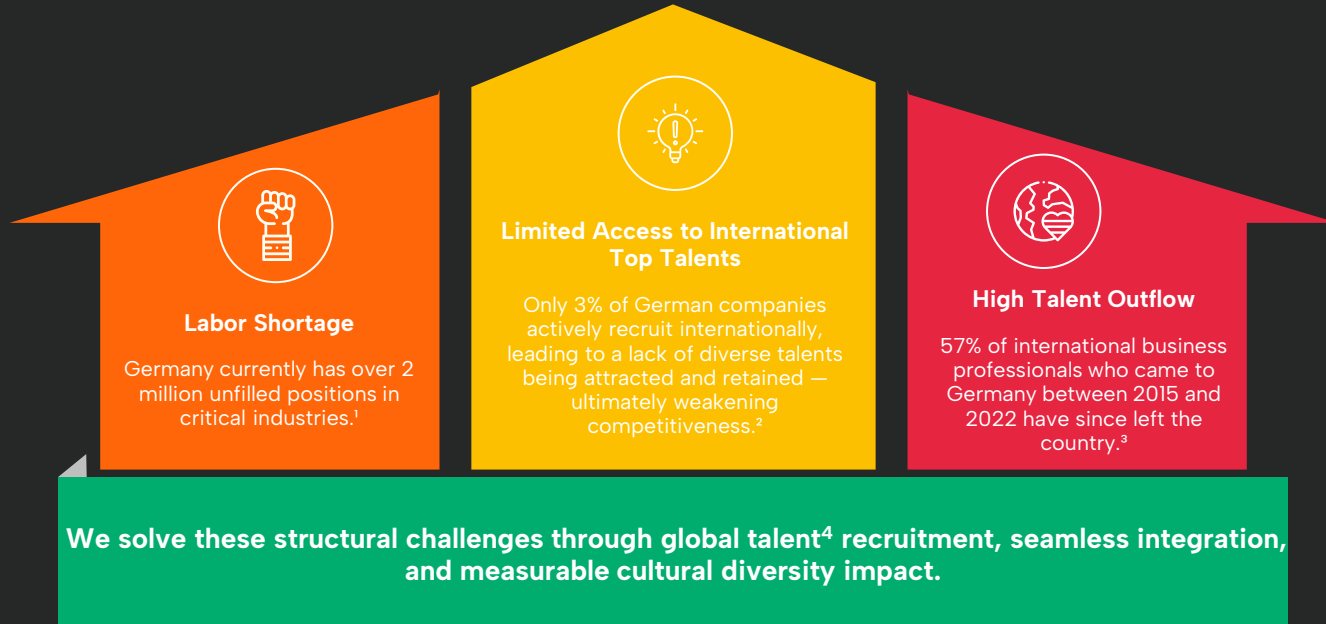
Win top global talent and support cultural diversity!

Q2 2026

*Global Spotlight GmbH*



# We help you bridge the gap to recruit next-generation talent—from Germany and around the world

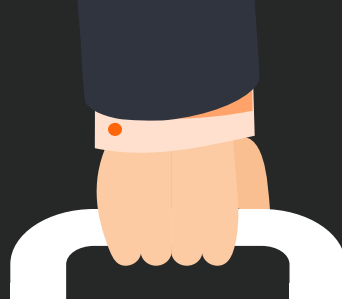


1) Bundesagentur für Arbeit, 2023; 2) PwC Deutschland, 2022; 3) Welt.de, 2024; 4) Global Talent are talent from Germany and around the world with global mindset and experience

# Global Spotlight Introduction

Global Spotlight GmbH is an international recruiting and retention consultancy that helps German employers attract, hire, and integrate top global talent in areas like Business & Commercial, Technology & Data, Engineering & Industrial, and Sustainability— turning cultural diversity into measurable performance and employer branding advantage.





## Global Spotlight Service Portfolio

01

### Global Talent Headhunting

End-to-end recruitment, talent sourcing



02

### Global Talent Consulting

Strategies for successful onboarding, cultural integration, and long-term talent retention



03

### Global Talent Career Festival

Europe's flagship diversity & career event with the Global Talent Employer Award



04

### Global Meet Local Night

One evening of curated talent, leadership dialogue, and high-impact networking.



05

### Global Talent X- Day

Exclusive company open house day connecting curated global talents with employers



03

# Global Talent Career Festival

Building Future-Ready Workforces  
Through Cultural Diversity



# Global Talent Career Festival – Shaping the Future Workforce Through Cultural Diversity



The leading career festival in Germany connecting global talent<sup>1</sup> with inclusive employers shaping the future of work. With 500+ attendees, 20+ corporate partners and a strong focus on cultural diversity, the festival creates authentic employer branding with real recruiting impact.



**Inspire**

- Welcome Speech by Political Leaders
- Keynotes by industry leaders
- Global Talent Recruiting Panel Talks
- Global Talent Success Stories
- Ask a Recruiter Sessions



**Impact**

- Global Talent Employer Award 2026
- Fast-Track Recruiting Sessions
- Case Studies & Workshops
- Hackathons & Tech Challenges
- Talent Coaching Corner
- LinkedIn, CV & Interview Clinics



**Connect**

- Career Networking
- Global Leadership Lounge
- Global Talent Community Lounge
- Interactive Social Media Wall
- Global Talent Profile Spotlight

*1. Global Talent are talent from Germany and around the world with global mindset and experience*



# Talent knows no borders – equal career chance for all Global Talents



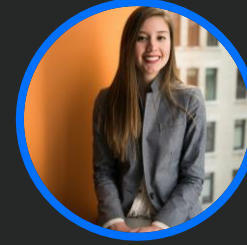
## **German Citizens** with international career plans

Talents with German citizenship who want to work in an international and inclusive environment.



## **German Citizens** with international backgrounds

Talents with German citizenship and migration background who embrace diversity and bring global perspectives.



## **World Citizens**

International talents who are already studying or working in Germany.

**Global Talent are talent from Germany and around the world with global mindset and experience**

Candidates shall be selected based on equal hiring standards  
— regardless of nationality or cultural background.

# Global Talent Career Festival March Recap





# Global Talent Career Festival March Recap



Successfully launched the first Global Talent Career Festival Kick-off Night at RheinRiff Düsseldorf on 26 March 2026. Event highlights as below:

- 280 attendees with 10 inclusive employer partners
- Global Leaders Lounge in cooperation with WHU – Otto Beisheim School of Management
- Global Talent Employer Award – Founding Partner Edition
- Top professional backgrounds<sup>1</sup>:
  - Business / Consulting / Administration (~53%)
  - Tech / IT / AI / Data (~29%)
  - Engineering (~9%)
- Approximately 50/50 balance between German-speaking and international English-speaking talent<sup>1</sup> (24% *native/bilingual German speakers*, 23% *advanced German level B2–C1*)

<sup>1</sup>. Data reference: Based on non-compulsory attendee survey (sample size: 115 participants out of ~280 attendees / ticket holders), thus data deviation may exist due to voluntary participation. Compulsory attendee survey is planned for October session.

# Event Day Time Plan schedule

## ➤ Morning Schedule

| Time          | Session                                                         |
|---------------|-----------------------------------------------------------------|
| 09:00 – 09:20 | Registration & Welcome Coffee                                   |
| 09:20 – 09:25 | Festival Welcoming Speech                                       |
| 09:25 – 09:40 | Festival Opening by Political Leaders                           |
| 09:40 – 09:55 | Festival Co-Initiator Panel Talk: Festival Purpose              |
| 09:55 – 10:10 | Industry Leader Keynote                                         |
| 10:10 – 10:40 | Panel Talk #1: Global Talent Recruiting Trends & Best Practices |
| 10:40 – 11:00 | Panel Talk #2: Global Talent Career Advice                      |
| 11:00 – 12:00 | Employer Booth Visits & Career Networking                       |
| 11:15 – 11:35 | Ask a Recruiter Sessions                                        |
| 11:35 – 11:50 | Global Talent Success Stories                                   |
| 12:00 – 13:00 | Lunch Break & Networking                                        |
| 13:00 – 13:30 | Hackathon & Tech Challenge Opening + Challenge Briefing         |

## ➤ Afternoon Schedule

| Time          | Session                                   |
|---------------|-------------------------------------------|
| 13:00 – 17:00 | Employer Booth Visits & Career Networking |
| 13:30 – 16:30 | Global Leadership Lounge                  |
| 13:30 – 16:00 | Hackathons & Tech Challenges              |
| 14:00 – 16:00 | Fast-Track Recruiting Sessions            |
| 14:30 – 16:30 | Workshops & Case Study Sessions           |
| 15:00 – 16:00 | Talent Mentoring Corner                   |
| 16:00 – 17:00 | Hackathon Pitch Session & Jury Evaluation |
| 16:00 – 17:00 | Global Talent Community Networking        |
| 17:00 – 17:45 | Global Talent Employer Award Ceremony     |
| 17:45 – 18:00 | Closing Keynote Speech                    |

# Benefits for Universities & Higher Education Institutions as Festival Partners



**01**

## **Supporting the long-term integration of international students into the Job market**

- Improve employment opportunities for international graduates
- Connect international talents directly with suitable employers on-site



**02**

## **Expanding international career opportunities for local students**

- Access to international employers and global career pathways
- Early networking opportunities with top employers



**03**

## **Strengthening the institution's profile as an international & inclusive university**

- Positioning as a leader in diversity and internationalization
- Visibility within a highly qualified and international environment



**04**

## **Showcasing commitment to diversity and equal opportunities**

- Active contribution to diversity in the labor market
- Collaboration with Swiss & German Diversity – one of Europe's leading DEI initiatives

“

**Europe is open to  
the best and  
brightest minds.”**

*Ursula von der Leyen*

*President of the European Commission*



# BACK UP

Global Talent Career Festival





# THANKS!

DO YOU HAVE ANY QUESTIONS?

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