

Phase 1

- Familiarization with the mandate
- Client briefing / objective of the job position
- Corporate culture / team chemistry
- Preparation of the presentation
- Interview and evaluation
- Analysis / selection of candidates
- Preparation of the dossiers

Phase 2

- Database analysis / market intelligence
- Elaboration of longlist profile
- Longlist / selection of profiles to address
- Direct address
- Job specification, profile
- Search strategy / planning
- Elaboration of the target company list

Phase 3

- Presentation of the selected candidates
- Briefing / coordination VSG
- VSG of final candidates
- Reference checks, assessments
- Final discussion candidates
- Support of the further process
- Accompaniment of candidate / client