

## Tailored Services



### Executive Search & Selection

Best in class methodology to support your search for top talent.



### Talent / Market Mapping

A flexible service for identifying potential talent in the market and/or relevant competitor companies.



### Assessment, Coaching and Onboarding

Solutions provided with our qualified specialists and partners to support our executive search practice.

## Core Functions

Director / VP / C-level

- Commercial Leadership
- Procurement & Supply Chain
- Finance & Human Resources
- Other Corporate Hub Roles

## Industry Practices

- Primary
  - Global Consumer Goods
  - Life Sciences & Agribusiness
- Specialty
  - Insurance & Financial Services
  - Media & Communications
  - Aviation
  - Sport



## Swiss based with a global reach



From our offices in Lausanne, we serve a client base of multinational and local companies across the EMEA and APAC.

## Team

A firm founded on 15+ years of international recruitment experience



Research associates from top tier firms

With minimum 10 years of expertise in international executive search



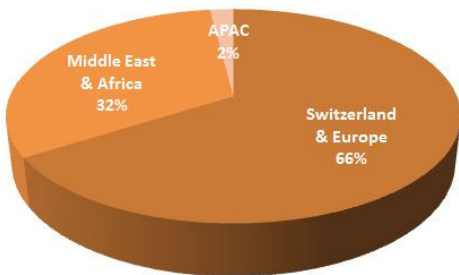
Specialists in the industries and areas we cover

## Success Track Record

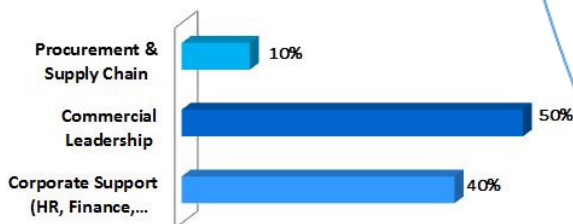
✓ **84% retention rate**  
Candidates who are still with the same company after 2 years.

✓ **60+ Mandates**

By region



By function



## Our Methodology

### Profile Sign-Off

Moment 0

- Client Brief:
  - ID Key mission & Ideal candidate
- Agree on:
  - Selection Criteria
  - Sourcing Strategy

### Talent Mapping & Candidate Development

Week 1 - 5

- Market Mapping
- Candidate Approach & Evaluation
- Technical & Behavioral Interviews
- Progress Report; Long List; Short list

### Client Interviews & Candidate Assessment

Week 6 - 7

- Internal client interview
- External assessment
- Candidate Reference Checking

### Offer & Negotiation

Week 8

- Selection
- Job Offer & Negotiation

Typical timelines run 8-10 weeks pending the complexity, urgency and confidentiality of each mandate.