

RECRUITMENT SPECIAL EDITION

Cibr morning memo, April 2014

Our recruitment services



The demands of the 21st century enterprise require HR leaders with cross-functional skills and experience to balance immediate, transactional priorities with the need to forge longer-term talent management strategy – from workforce alignment and organizational development to succession management and talent supply chain issues.

We offer complete solutions within recruitment where advertisement, networking, databases and search is included. We differentiate by offering search as a natural part and complement of the recruitment process. This will give the full picture of the candidates that are available on the market and we will select the best candidates for the assignment. We assign our experienced recruitment consultants to clients according to the number of positions which need to be filled. If requested, these consultants will take over the entire recruitment process, including interviews and candidate selection, advising respective departments and drafting contracts. If needed we hire the candidates for our clients and register the labor contracts.

Executive search and middle management

We are specialized in the recruitment of executives, management and specialists in engineering and sales. We implements demanding and interesting recruitment assignments for domestic and international companies. We work with targeted direct search in the market, including executive searches, handling advertisements and recruitment processes.

Employees and workers

We help companies to find workers and employees on a tailor made basis. Our “organized recruitment” of workers and employees is a system of recruiting unskilled and skilled labor for industry, construction, transportation, and farming. Recruiting the best employees for your organization is an ongoing challenge for every manager, supervisor and human resources professional. If you're looking for solid, proven best practices and up-to-the-minute ideas in recruitment, interviewing and selection, you've found the right partner in recruitment. Our approach is tailor made and we provide you with workers and employees that will fit in your organization with the defined skills and experience.

Here is what we offer:

- Analyzing your business strategy and personnel requirement.
- Evaluating employee qualifications.
- Identifying the skills and staff you'll need today and in the future.
- Designing a recruitment strategy around your business goals.
- Implement national and international recruitment programs.
- Integrated management of all channels in order to find the right candidates.
- Assessments using a wide range of recruitment procedures and skill profiles.

Outsourcing: we install and manage your workforce in Romania !

Today labour cost is high. Most organizations and companies can outsource part of the administrative and engineering work to Romania. We can host your “unit” in our business and incubation center.

The quality of your people is what gives your organization the edge. To maintain that edge in an increasingly competitive world, you need to become ever more adept at recruiting and retaining talent with impact. Our recruitment process outsourcing provides local, regional, and national outsourcing recruitment services to a wide range of organizations around the country. Addressing all areas of talent management strategy, we help businesses attract better people while simultaneously reducing cost and time to hire. A unit in Romania should be less expensive and perform at the same level.

The services we offer are based on experience and knowledge accumulated over time, modern work methods and techniques, knowledge in Romanian market and clear understanding of the clients' needs. We create new solutions to our customers in order to efficient the HR processes and reduce costs. We are trusted advisers to our clients, and help them to build capacity and capability – often during periods of major change. Using its own methodology and its own database, our company will ensure perfect compatibility between job requirements and candidates proposed by performing such preselecting required.

On top of that we host the selected employees in Romania and manage them (including pay roll administration). We commit to make the “outsourced” unit work.

Executive search procedures for Romania

High-caliber and committed leaders are an essential component for business success. Top appointments transform organizations: selecting the right executive recruitment search firm is essential.

We know that what we do really matters. Our long experience of executive recruitment and strong principles enable us to provide a thoroughly discrete and wholly professional service to both clients and candidates. Selecting the best is a matter of judgment. Clients get the best results from an executive recruitment firm whose values they share. Search requires skill, expertise, knowledge and determination, and the highest standards.

We see our strength, uniqueness and difference being our passion, team work, collegiality, commitment and culture. Our clients enjoy working with us, and genuinely feel they gain outstanding talent that makes a difference to their organization.

From initial executive search strategy formulation through to successful appointment, we deliver tangible results. We have outstanding reach to a national talent base and deep industry expertise delivered through sector specific practices with consultant's expert in their fields. Our ability to deliver diverse shortlists through a wide ranging candidate network and our refreshing approach to business, explains why clients choose to work with us on a long-term basis.

Whether a company is looking to introduce a new seat on the board, replacing a key executive, or bringing in fresh talent for a major transformation programme, our company's experience, reach and expertise will support them to build a world-class leadership team.

We understand that our recruitment services play a crucial role in the development and success of our clients' business. Each assignment is unique and we tailor the approach depending on the needs of the client and the sector.

We take a thorough, research-based approach to finding the best candidates. We then approach these individuals to understand their aspirations and, if we feel there is a potential fit, inform them of the opportunity. The result from this proven process is a concise, vetted shortlist of the strongest candidates in the marketplace.

We personally meet/interview each individual. We describe and build interest in the opportunity while closely reviewing their professional background and experience by conducting competency-based interviews.

Lastly, we choose the most qualified talent and create interview assessment briefs that detail our evaluation of each top candidate. This process adds critical value, as the client is provided with a meaningful overview of the candidate's history, both professional and personal. Ultimately, this will provide an early indication of the match for both the candidate and the company.

Finally, the selected candidate - the best candidate for the job - is ready to begin a new job and start contributing to the client's business success.

Manpower recruitment process in Romania

An organization's performance and resulting productivity are directly proportional to the quality and quantity of human resources.

Employees are the most important asset for a business. They serve to create or promote an organization's culture, and they significantly affect the success of a business. In challenging economic times, the cost of hiring inefficient personnel may prove to be detrimental to the profitability of an organization. An effective and thorough manpower-recruiting process requires an employer to carefully choose the most talented employees who will positively benefit the organization or business.

Selecting the most suitable candidate entails counterchecking with the references provided. References offer information about the character and competencies of the applicant.

Employers also carry out background checks to establish criminal records and driving offenses. A final interview may be carried out with the selected applicant to discuss matters such as salary, wages and working schedules. The selection process ends when the employer offers the vacant position to the most qualified candidate.

Proper selection and placement of human resources would not only contribute to achievement of objectives and smooth running of an organization but also offer significant potential for future development. Therefore building and maintaining effective human resources is very important function of human resources management.

Our high completion rate, repeat business from major clients and extensive client and candidate recommendations demonstrate the level of satisfaction that clients gain from partnering with us. Our highly professional approach provides speed and efficiency, driving down the search time-scale without compromising quality standards.

Finding people with an exact set of skills is something we can do quickly by accessing our proprietary database and information tools. Research is part of the team process of our company and every client project is unique in its strategy and our approach to the market.

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