



# Chantal Baudron s.a.s.

conseil en recrutement de cadres et dirigeants



# Summary

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- Company structure
- Our clients, our projects
- Our references
- Recruitment Process
- Methodology
- Planning
- Our philosophy and Added Value
- Fees and terms
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# CHANTAL BAUDRON s.a.s.

- **1980** : creation of Executive Recruitment Consultancy **CHANTAL BAUDRON s.a.s.**
- **Mission** : recruit upper and mid-level managers,
- **Philosophy** : become a trusted partner to clients and candidates
- **Multi-Sector approach**
- **Our Team** : 10 consultants, including 3 psychologists, 5 search specialists and 2 administrative assistants
- **Our Commitment** : adherence to the code of ethics of SYNTEC- respect for confidentiality
- **Candidates** : Internal database with rapid access to candidates
- **Value Added**: assessment not only of relevant job experiences but interpersonal skills

# Company Structure:

➤ **Electre** : recruitment of upper-level management

*Department headed by Chantal Baudron*

- C-level executives and Executive Board members
- Co-investing Managers for Private Equity (LBO,LBI)
- Independent Board members

➤ **Chantal Baudron** : Recruitment of mid-level management

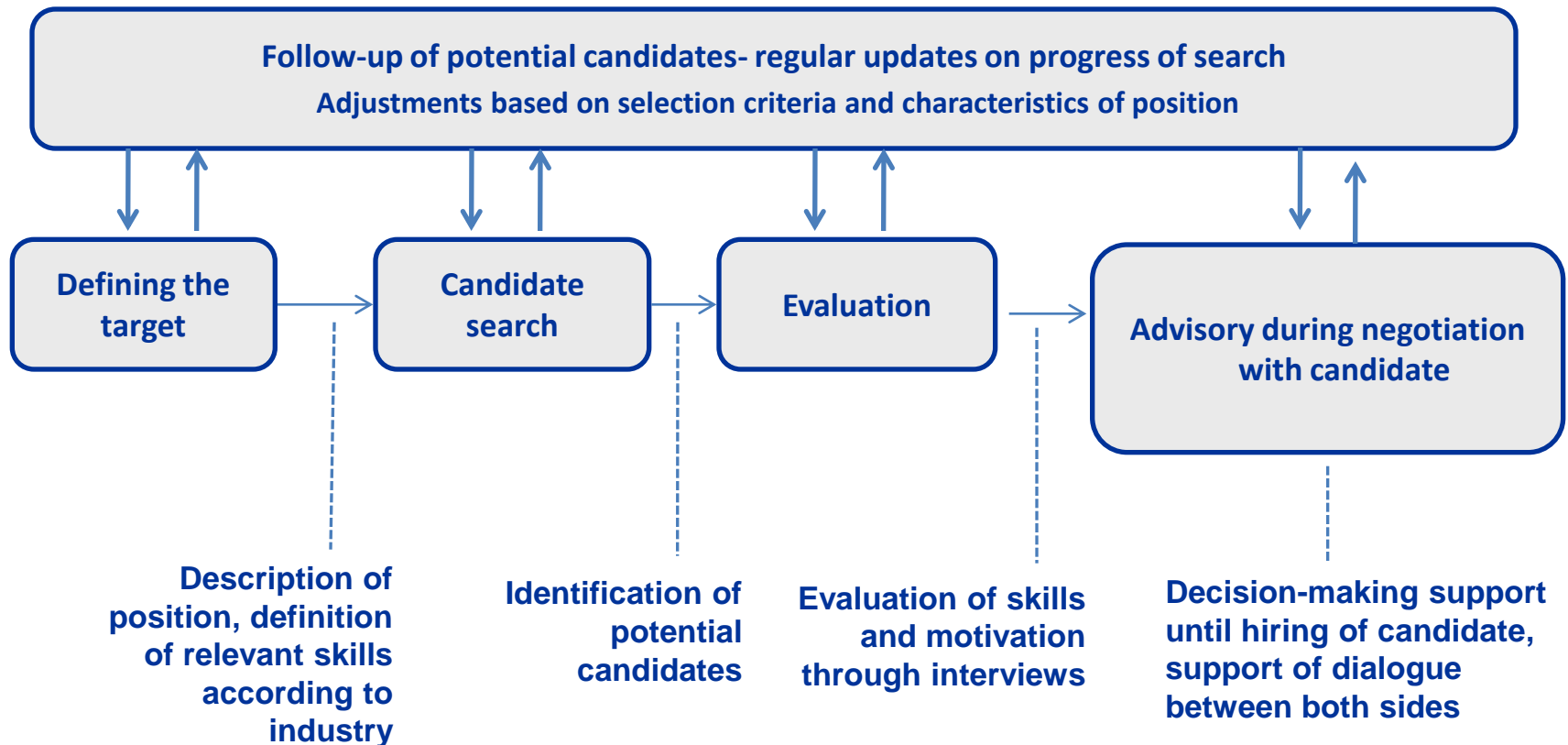
*Projects carried out by consultants and search team*

# Our clients, our projects

- ② **Over the last 30 ans**, we have worked with more thzn 150 companies, both French and international:
- ② Our clients by industry:
- ② Fashion, Luxury, Beauty
- ② Information Technology
- ② Communications
- ② Retail

# Recruitment Process: Searching for excellence at each step

- A proven process that is both flexible and rigorous



# Candidate Search:

## methodology of a direct approach

- **Candidate search by our multicultural search team ( British, Spanish and Italian) through:**
  - **Target companies** in Europe
  - **Professional contacts:** source of information
  - **Internal database and specialized websites**
  - Special relationship with **schools**
  - **Web-tracking** : social networks ( Linkedin, Plaxo,...)
- **Control of applications:** technical competencies, motivation and adaptability to culture of client company
- Verification of **professional references**

# Planning

## ➤ **Project Timeline:**

- Project begins at signature of contract
- First progress report and start of the interviews after 3 weeks
- Presentation of the candidates after 6/8 weeks from start

## @ **Based on:**

- Our experience
- Market conditions
- Client timeline and scheduling



# **Our philosophy:** become a trusted partner to clients and candidates

- **The success of a recruitment is based on a good understanding of the expectations of both clients and candidates, and the adherence to common values**
- **Involvement- Commitment: we remain active and at your service until complete satisfaction has been reached with the selected candidate,**
- **Our goal is to build solid and lasting partnerships with our clients**

# **Our added value:** the strengths needed for a successful recruitment

- **A highly qualified search and consultant team**
- **An extensive candidate database**
- **An in-depth evaluation of personality and motivation of candidates**
- **A qualitative approach regarding our clients and candidates, as many of our clients are former candidates**

# Fees and Terms

- **Fixed Fees** based on the position to be filled( level and difficulty))
- Factors affecting the fee include:
  - Search methodology (multimédia or direct)
  - Size of the target ( several countries, sectors, profile)
- **Payment** : 50% due at signature of the client contract, 30% at presentation of candidates et 20% at the hiring decision,
- **Possibility of partnership agreement**, depending on number of projects
- **Exclusivity** for reasons of credibility and efficiency
- **Guarantee** of mission resumption without fees

# Additional Expertise:

- **Evaluation and skills:** solutions to guide you through the integration of a new employee or in the evolution of a member of your team
- **Audit** of our management team and proposal of organizational changes
- **Coaching**, managerial development