



**tailor made
recrutement**

presentation



OUR BUSINESS is the **RECRUITMENT** of:
SENIOR EXECUTIVES, SPECIALISTS,
MEMBERS OF MANAGING COMMITTEE
and their direct Reports
within **FRANCE** and **WORLDWIDE**

OUR GOAL

is to offer our clients and candidates a top quality service based on effective communication, transparency and reactivity

WE SPECIALISE in the fields of:

CONSTRUCTION,

ENERGY,

INDUSTRY,

CORPORATE FINANCE,

PUBLIC PRACTICE,

SALES AND MARKETING,

HUMAN RESOURCES

OUR EXPERIENCE

was acquired by working in the recruitment market's leading international companies. We have in-depth knowledge of recruiting senior executives in our areas of specialisation.

TAILOR MADE RECRUITMENT



our approach



We are committed to providing a **quality recruitment** service which extends far beyond merely matching skills to a given job. This **involves delivering the best service** to every customer, at all times. Our first goal is to gain an **understanding** your business, your vision of its future, its company culture and key areas of competencies. This enables us to select and choosing the **most suitable sourcing**

UNDERSTANDING YOUR NEEDS

For each assignment we will conduct briefing sessions with the nominated contacts in order to define the job specifications and assignment protocol and to build on our relationship with the Client's contacts. During these briefings, we will provide advice on selection methodology, market conditions and the appropriate candidate attraction strategies.

CANDIDATE SOURCING

DIRECT SEARCH

After we establish the list of target companies we identify the eventual candidates (long list) and start making direct contact with them. A weekly report is available to follow the progress of every mission.

DATABASE

Our database is built and fed by our consultants during our recruitment missions by direct approach method, responses of advertising as well as consulting paying databases.

ADVERTISING

We advise on support, publication, timing, size and priority positioning options and pass on discounted advertising rates. The quality and volume of responses are measured and the candidates responding are carefully managed.

THE ASSIGNMENT BRIEF

We establish an assignment brief that includes a complete job description and propose the plan of action best suited to the assignment's requirements. Our sourcing strategy is based on three methods of approach: the direct approach, database screening and advertising. We may use each method individually or combine them if necessary, in whatever order seems most

RECRUITMENT PROCESS



our approach

Our **quality of service** is recognised by:

A **deep understanding** of the context and all issues of recruitment

A **recruitment process tailored** for each customer and recruitment

A **permanent attention** to our client's expectations and feedbacks

An **ongoing** clear and truthful **communication** during the recruiting process

CLIENT ASSESSMENT

We will liaise with the Client on appropriate times and venues for his interviews and we will coordinate them. Throughout the assignment, we will maintain contact with all parties, deliver prompt and relevant feedback to all sides and ensure that the process runs smoothly. Our level of participation throughout the assignment is at the Client's discretion and we can offer any level of assistance, including transferring relevant skills at any stage of the process.

FOLLOW UP

During the trial period of the candidate, we closely follow the success of his integration and work in the new company through contact with both parties. If any matters arise, and if it is appropriate, we would intervene to help resolve the issue.

If a candidate you have recruited through us leaves during the guarantee period, we will endeavour to find a replacement free of charge.

SELECTION

We combine our specialist working, business and recruitment knowledge to provide a comprehensive selection process through the following stages :

Telephone screening based on objective criterias

In-depth interviews to assess key elements such as :

the ability to work within the parameters of the role and organisation - the technical and behavioural competencies- the motivation, attitude and cultural fit

the synergy of career expectations with the opportunity

Language skills assessment & Reference checks

APPOINTMENT

We assist our Client with salary and package consultation prior to the offer being made, as well as handling the offer relay stage and ensuring acceptance.

Any concerns of the candidate will be managed and if significant, relayed to you to ensure swift resolution.

We will ensure that the signed contract is returned at the earliest possible..

RECRUITMENT PROCESS





contacts

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