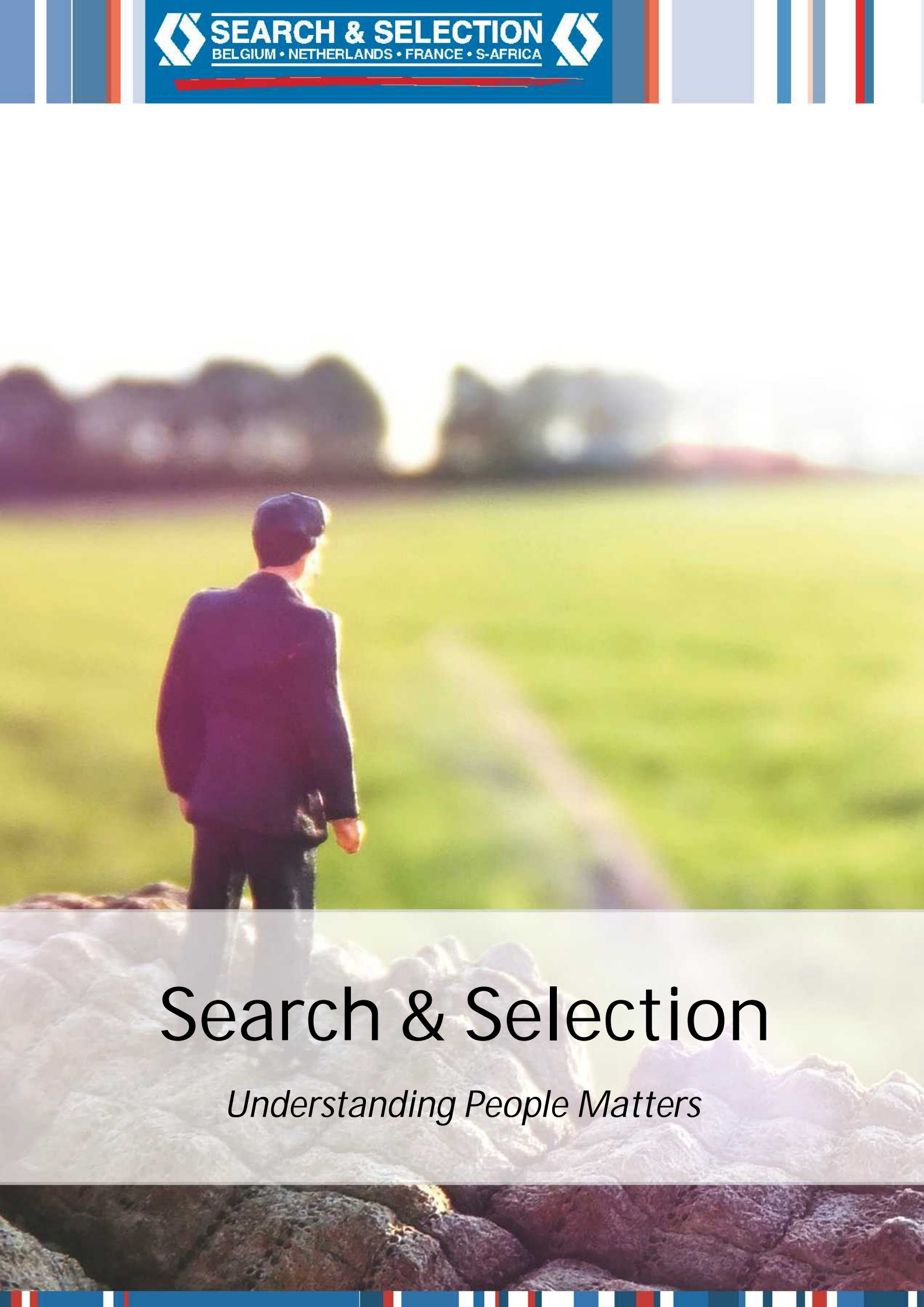




**SEARCH & SELECTION**  
BELGIUM • NETHERLANDS • FRANCE • S-AFRICA



# Search & Selection

*Understanding People Matters*

Search & Selection has references in a variety of industries.

We are specialists in recruitment, selection, assessment, coaching and HR Consulting for a wide scope of profiles – roles – positions ranging from specialist workforce to middle, high and top-management.

# Search & Selection

## S e r v i c e s P r o f i l e s I n d u s t r i e s

Search & Selection offers the complete range of its services throughout the EMEA territory. We have a solid client base of multinational/global companies, small & medium sized businesses and non-profit, public & governmental organizations and institutions.

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### Services

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- ✓ Recruitment with Advertisement.
- ✓ Database Recruitment
- ✓ Direct Mail/Direct Phone
- ✓ Direct Search – Executive Search
- ✓ Employer Branding
- ✓ Recruitment Communication Projects
- ✓ Cross-border Recruitment
- ✓ International Recruitment
- ✓ Expat Recruitment
- ✓ Campus Recruitment
- ✓ Web Based Recruitment
- ✓ Assessment Centres
- ✓ Psychometrical Testing
- ✓ Promotional Exams
- ✓ Performance Review Cycles.
- ✓ Coaching and Development
- ✓ HR Consulting
- ✓ HR Support
- ✓ Development of Competence Models
- ✓ In-house Interviewing & Screening

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### Profiles

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- ✓ Sales & Marketing
- ✓ Operations – Production
- ✓ R&D
- ✓ ICT
- ✓ Engineering
- ✓ Logistics – Distribution – Purchasing

- ✓ Administration
- ✓ Finance & Legal
- ✓ General Management
- ✓ HR
- ✓ Quality – Environmental – Safety
- ✓ Health Care & Social Services
- ✓ (...)

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### Industries

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- ✓ Manufacturing
- ✓ Trade & Distribution
- ✓ Logistics & Transport
- ✓ Technology
- ✓ Non-Profit & Government
- ✓ Building & Construction
- ✓ Business Services
- ✓ Health & Social Care – Education
- ✓ Tourism
- ✓ Diamond Trade & Industry
- ✓ Textile
- ✓ Telecom
- ✓ Energy & Environment
- ✓ Media
- ✓ Advertising
- ✓ Process Industry
- ✓ (...)

Search & Selection is a Belgian HR consulting agency with more than 35 years of experience and a solid reputation on the EMEA and AsiaPacific recruitment market.

We manage over 500 projects a year: recruitment and selection, search, assessments, coaching, HR consulting,...

Search & Selection is a specialist in cross-border campaigns and international recruitment projects.

### Expertise on-location in :

- Europe :
  - ↘ Western-Europe
  - ↘ Central-Europe
  - ↘ South-Europe
  - ↘ Eastern-Europe
  - ↘ Russia & CIS countries
- Africa :
  - ↘ South-Africa
  - ↘ Congo
  - ↘ Ghana
  - ↘ Nigeria
  - ↘ Senegal
  - ↘ Kenya
  - ↘ Botswana
  - ↘ Ivory Coast
  - ↘ Namibia
- Middle-East
  - ↘ Turkey
  - ↘ Gulf : Dubai
  - ↘ Qatar
- Asia
  - ↘ Thailand
  - ↘ India
  - ↘ Laos
  - ↘ China
  - ↘ Hong Kong

# Search & Selection

## Geographical Presence

Search & Selection operates from own offices in Belgium, The Netherlands, France and South-Africa. Our team of consultants is internationally mobile and works closely together with local recruitment partners and -media throughout the EMEA and AsiaPacific territory.

### Offices

- ✓ Brussels (Belgium)
- ✓ Ghent (Belgium)
- ✓ Antwerp (Belgium)
- ✓ Breda (The Netherlands)
- ✓ Lille (France)
- ✓ Pretoria (South-Africa)

From Brussels as a central and strategic location our cross-border European campaigns are being managed and coordinated.

From Pretoria we manage our projects and develop our tailor made strategies for the African continent.

Where needed our consultants work on-location in the entire EMEA and AsiaPacific territory using on-the-spot facilities and collaborating with local experts and specialists.

### Network & Partnerships

Search & Selection has its main focus on Europe, Middle East, Africa & AsiaPacific. Over the years we have developed an extensive sourcing network and partnerships in all the main recruitment regions. We can offer our clients :

- ✓ A powerful internal EMEA and AsiaPacific sourcing database.
- ✓ Our licence and professional expertise to search all major external CV-databases.
- ✓ In-depth exposure via all major written and web based recruitment media. Integrated multimedia & multichannel approach.
- ✓ Social Network and Online Communities Activation.
- ✓ Single Point of Contact with a dedicated consultant. Simplified processes and a direct, pragmatic and result-oriented approach.
- ✓ Our knowledge of local labour law, legal regulations, compensation & benefits.
- ✓ Extranet access with the possibility to monitor and co-manage the project via our own state-of-the-art interactive web enabled platform.
- ✓ On-the-spot, on-line and remote screening and assessment facilities.
- ✓ Our partnership with universities, campus-communities, professional federations etc.

# Search & Selection

Success stories with actual clients.

Short summary of recent successful campaigns and projects for actual clients like :

## Vlisco

Textile Products

## OIP Sensor Systems

Optical Instruments

## Siemens

Electric & Electronica Equipment

## IGC Group

Diamonds Manufacturing & Trading –  
DTC Sightholder

## Alfa Laval

Process Equipment

## Flir Commercial Vision Systems

Infrared Camera Technology

## Daikin

Air Conditioning Equipment

## Rio Tinto Diamonds

Diamond Mining & Marketing Group

## Vlisco

- ✓ Country Managers Ghana, Congo, Ivory Coast.
- ✓ Marketing Manager Nigeria
- ✓ Production Managers
- ✓ Process Engineers
- ✓ Technical Director Ghana
- ✓ (...)

## OIP Sensor Systems

- ✓ Groupleaders Electronical & Mechanical Engineering
- ✓ Head of QA-QC
- ✓ System Engineers
- ✓ Manager Control & Planning
- ✓ Manager Engineering & Operations
- ✓ Project Managers
- ✓ (...)

## Siemens

- ✓ Project Manufacturing Engineers
- ✓ Sales Manager After Sales Services
- ✓ Production Managers
- ✓ International Sales Managers
- ✓ (...)

## Rio Tinto Diamonds

- ✓ International Account Managers
- ✓ International Marketing Manager
- ✓ Market Intelligence Manager
- ✓ Marketing Advisors
- ✓ Business Analysts
- ✓ Manager Administration & Control
- ✓ HR Specialists
- ✓ (...)

## Alfa Laval

- ✓ Inside Sales Engineers
- ✓ Outside Sales Engineers
- ✓ International Sales Managers
- ✓ (...)

## FLIR Systems

- ✓ Eurasia Service Manager
- ✓ European Distribution Sales Director
- ✓ Finance & Administration Manager
- ✓ Country Managers
- ✓ Middle East Business Dev. Manager
- ✓ (...)

## Daikin

- ✓ HR Officers
- ✓ New Business Executives
- ✓ Applied Systems Engineers
- ✓ Local Controllers
- ✓ Strategic Marketing Engineer
- ✓ Logistic Planning Manager
- ✓ Technical Service Engineers
- ✓ IT Operations Manager
- ✓ Area Sales Engineers Middle East
- ✓ Distribution Network Planner
- ✓ Finance Manager
- ✓ Financial Analysts
- ✓ CAD Manager
- ✓ (...)

## IGC Group

- ✓ Factory Managers SE Asia & Africa
- ✓ International Sales Managers
- ✓ International Marketing Manager
- ✓ Technical Directors
- ✓ Stock Control Auditor
- ✓ (...)