

CHOOSE A SUCCESSFUL RECRUITMENT TO OPTIMIZE THE PERFORMANCE OF YOUR ORGANIZATION



BDO's Talent Management department has proven expertise in the direct approach and assessment of talents and executives. We help you do more than just recruit.

Our proven approach guarantees the successful and lasting integration of your future executives.

PROFILES ON WHICH WE OPERATE:

- 1** Accounting and finance professions: chartered accountants, consolidators, accountants, CFOs, treasurers, management controllers etc.
- 2** Sales department: sales directors, sales managers, sales technicians, "Growth Hackers"
- 3** Consulting and human resources: legal experts, HR managers, payroll managers, etc.
- 4** Executive management: Partners, senior executives, etc.
- 5** Other support functions: communication, marketing, general resources, etc.

OUR BELIEF

We consider our business in terms "of relationship" rather than "resource".

Indeed, skill itself is no longer sufficient. We are confident that successful recruitment requires a fine appropriation of organizations and formal and informal interactions between people. We carry out our recruitment process in full and in line with the company's environment.



Gontran LEJEUNE



Sophie LACHAUX

Partners BDO Talent Management Department



Know-how

30 years expertise in Human Resources



Quality

Member of Syntec Recruitment and AFNOR quality certification



360° vision

Ability to intervene from the definition of the need up to the implementation of the project



Commitment

Missions completed in 6 to 8 weeks. Take-back guarantee

BDO offers you an innovative approach to identify the best talents and turn it into a performance lever for your organization.

THE SKILL AND WAY OF RECRUITING EFFICIENTLY

1

ANALYZE THE POSITION AND ITS INS AND OUTS

We support you upstream of recruitment to co-build a job profile in line with your real needs.

- ▶ Corporate culture
- ▶ Business sector, key figures
- ▶ Management structure
- ▶ Job environment

2

DEVELOP THE SOURCING STRATEGY

- ▶ Dedicated team of research fellow
- ▶ Setting up a direct approach scenario
- ▶ Database of 10,000 qualified profiles in the finance and accounting fields
- ▶ Sourcing tools: CV Library (Cadreemplois, efinancial, région-jobs, LinkedIn)

4

MONITOR THE ONGOING INTEGRATION

We support you beyond recruitment to ensure a successful and lasting integration.

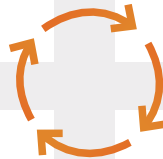
- ▶ Dedicated support
- ▶ Communication with the management
- ▶ Candidate follow-up
- ▶ Performance guarantee

3

SELECT WISELY & SUPPORT THE DECISION

We evaluate the candidate to assess his/her skills, soft skills and potential.

- ▶ Evaluation of the potential and suitability for the position
- ▶ Study/analysis of soft skills
- ▶ Testing and taking references
- ▶ Complete file
- ▶ Decision making support



BDO

Our team of specialists help you meet your business challenges, from the definition of the need up to the end of the trial period of the selected candidate

BIENFAIT ET ASSOCIES, specialist in recruitment and human relations, joins BDO France. Through this merger, BDO strengthens its expertise in the field of human resources consulting by creating the Talent Management department.

Discover this new offer on bdo.fr

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