

HUMAN VALUE INTERNATIONAL

**EXECUTIVE
& KEY PEOPLE SEARCH**

METHODOLOGY

humanvalue
INTERNATIONAL
www.humanvalue.eu

■ Summary

We provide both collectively and locally tailored **executive and key people search** services **on a premium level** to organizations, regardless of the sector or geographic location in which they work.

Executive search professionals working on the highest standards at Human Value International, representing a unique key personnel search and selection model, in the CEE and Mediterranean regions **from 5 countries** (Bulgaria, Cyprus, Hungary, Romania, Serbia) adapted to the specifics of local markets.

We provide you the solution to support your efforts in gaining and retaining Human Value!

During our active 8-year presence on the executive search market, our firm view has always been to take the followings into consideration in our search & selection methods:

In today's race to identify and retain talent, the practice of executive search techniques becomes a necessity for any kind of position;

A winning strategy is to increase efforts every day to motivate your existing and future candidates;

■ Milestones of our business process

Stage one – Searching your competition and other relevant markets

One of the keys to our resounding success is our strong market search methodology. Appropriately focused and timely research reveals sources of potential. Human Value International provides a snapshot of the human market from your business point of view.

Stage two – Pre-screening and drafting a preliminary shortlist

The initial market research involves collecting all the relevant details of suitable candidates whom we have identified, pre-screened and juxtaposed with the position requirements.

Stage three – Interviews

Human Value International consultants design an interview structure tailored to the specifics of the given project and based on up-to-date information gathered from the relevant market. The purpose is to compile the most appropriate information to reveal traits associated with the future work of the candidates, as well as to explore areas of interest of the client. During the interview we check the overall compatibility of the candidates' profile with the requirements previously specified by the client.

Stage four – Definition of a shortlist

Based on the pre-screening, selection and finally the interviews conducted by Human Value International, a short-list is drafted of the best-suited candidates for the respective position.

Stage five – Choosing the most suitable candidate from the shortlist

Human Value International takes full responsibility for the coordination and organization of your interviews as well as of employment negotiation in between your decision makers and selected candidates.

■ Executive instruments used

We use the following instruments to check the compatibility of the candidates with the job and personality requirements on the basis of equal comparison throughout the recruitment procedure:

Market research is probably one of the most important factors for the success of the executive search and recruitment process. Quality is fundamental to any further steps in human resources projects. We use a special technique to provide a snapshot of the relevant market.

Interview inventories explore the characteristics of relevant candidates in depth, such as their expertise and knowledge, work attitudes, motivation for professional development, working environment preferences, expectations of the management, salary expectations, ambition, motivation, commitment and flexibility. We apply common standards for evaluating individual skills and potential in order to ensure comparability between the assessments.

Tests are specifically designed to explore applicants' skills and knowledge in depth, such as tests in administrative skills, fluency in English, IQ and PC literacy tests based on your requests.

Reference Check On request from our clients, Human Value International checks the references of candidates short-listed after the final interview with the client.

■ Timing and duration

The tentative duration for accomplishing any executive search project using the selected search method is usually 4 - 6 weeks per position, starting from the day of signature of the particular proposal.

■ Guaranty

For each position you are entitled to a 6-MONTH UNCONDITIONAL GUARANTEE for each candidate placed through Human Value International.

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