



European head hunter

Franco-German specialist



IMS is a recruitment company specializing in the head hunting of Franco-German and European profiles:



- all responsibility levels (support roles, technical, sales, middle management and senior executives),
- with considerable mobility and response,
- targeted, personalized efficient quality work,
- with guaranteed total confidentiality.

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company

Recruitment company



IMS is a **specialized head hunting recruitment company** mainly active in the **Franco-German market** but also in other **European countries**, since its founding in 2001.

IMS, a multicultural company, the head office of which is located in the Paris area and a branch office in Freiburg, Germany, is controlled by its founder and managing associate, Mr. Jan Philip Caulier.

Mr. Caulier has completed several international commercial courses both in Germany and France, i.e. INSEAD and CEGOS. He holds an MBA (Master of Business Administration) from the International School of Management, New York.

Of German nationality, Mr. Caulier is perfectly trilingual, and has a French, German, and English multicultural background. He left Germany at the age of 19 to study and work in Great Britain, South Africa, and the United States. He has been resident in France since 1985, and has since been highly active in Western and Eastern Europe, Asia, Australia, North America, the Middle East, and Africa.

Although a member of the **ICN INTERNATIONAL CONSULTANTS NETWORK**, **IMS** nevertheless independently manages all stages of your mission. Mr. Caulier remains your **sole interlocutor** throughout the entire duration of the assignment.

IMS philosophy



A small company, **IMS** proposes a **targeted personalized recruitment** service. We commit ourselves uniquely to established customized assignments. To guarantee a **result of quality** within the **utmost confidentiality** and granting **each customer satisfaction** are our absolute priorities.

IMS relies upon its expertise, its experience, its human qualities, its professional sensitivity, and the finesse of its judgment, determining factors when approaching the best potential multicultural candidates. Constant contacts with the professional teaching environment along with **IMS exclusive methods of research and identification** throughout Europe allow for an **efficient rapid direct approach** to candidates.

IMS bases its customer relationships on values of commitment, responsibility and sincerity.

fields of activity

Industries and Services



We intervene in all types of industries and services, in France and in Germany, but also in the rest of Europe. More generally, our customers are active in the following fields:

- Equipment goods,
- Investment goods,
- « B to B » services,
- « B to C » services.

Sectors

IMS contributes knowledge and references in numerous sectors:

- Aeronautical equipment manufacturers
- Automation
- Automobile industry equipment manufacturers
- Bathroom furniture and accessories
- Cables
- Chemistry
- Civil Engineering
- Civil Engineering equipment manufacturers
- Distribution (various)
- Energy
- Fine mechanics
- Food processing industry
- Forges
- Franco-German legal practices
- Heavy duty vehicle equipment manufacturers
- Hydraulic pumps
- Industrial cleaning machines
- Industrial sensors and connectics
- IT
- Kitchen equipment
- Logistics
- Machine tools
- Measuring instruments
- Mechanical transmission
- Medical industry
- Office furniture
- Packaging
- Pharmaceutical laboratories
- Photovoltaïque
- Plastics and Polymers
- Printing
- R&D laboratories
- Railway materials
- Sanitary equipment
- Special metals and alloys
- Swimming pools
- Transport and handling devices
- Telecom
- Turbines
- Water pumps
- Windows, roller blinds, sun protections

direct approach

IMS is a hunter and not a fisherman in his data base



Efficient and **multicultural** managers, executives, engineers, technicians and sales staff tend to be rare. This factor especially applies for the most important sector of economic cooperation in Europe: the **Franco-German market**.



The search for qualified staff has become complex and the simple publication of an advertisement, for a long time now, is not longer sufficient. Recruitment is carried out amongst well targeted individuals and requires considerable **geographical mobility** along with the capacity to open new resources.

IMS is a multicultural consultancy

Which is mainly active on the **Franco-German market** but is equally present in other European countries. Many companies are developing their activities **throughout Europe**, with the quest for staff and the approach becoming cross-border.

IMS is specialised in head hunting

This methodology consists of a targeted search for profiles which are difficult to identify by other means. Head hunting is a **direct approach**, a **proactive undertaking** which is based upon an **in-depth knowledge of markets**. By using a direct approach, we supply a **customized response** to our customer's requirements.

IMS is active in all types of industry and services

In **France**, in **Germany** and **throughout Europe** and is able to offer you considerable **mobility** and **responsiveness**.

Our commitment:

Supply you with more than just a simple list of contacts

The more time we devote to establishing and updating a data base, the less time we have for selecting really appropriate candidates.

Present only suitable candidates

Having the personality, capacity and skills both professional and personal, which correspond exactly to your needs and culture.

Identify and attract our candidates

at their place of work and not where they are concealed amongst others. The best of them do not spend more than two months actively seeking a position; generally the major part of a data base only contains candidates who have remained inactive for a long time, or the least suitable candidates.

Guarantee a total confidentiality

Throughout the entire assignment: a sole interlocutor for the entire research process.

work method

Search and selection



IMS works in France, Germany, and throughout Europe and offers you considerable **mobility** and **responsiveness**.
With our **locations in Germany and France** we are present on both of these markets and very close to our German and French customers.

One sole interlocutor deals with your entire case study. We work exclusively on the basis of a signed agreement for a defined position.

IMS proceeds by candidate **direct approach**, communications are focused which accelerate research and at the same time limits costs.

Approach and selection are carried out in accordance with **IMS exclusive methods** which guarantee **absolute confidentiality** and **respect of the Syntec recruitment code of ethics charter**.

IMS selects candidates as a result of personal interviews, certificate verification (studies, marks, written references, etc.), character references and a personality test.

IMS knows how to implement the confidential selection of candidates in accordance with pre-established customer criteria.

Presentation of candidates



After **research and analysis**, IMS presents several candidates for each search agreement. A synthesis per candidate, encompassing all information and analyses, is submitted prior to presentation. The duration of search for an applicant varies depending upon the complexity and technicality of the position concerned: this can extend from **4 weeks to 3 months**.

Guarantees

The customer benefits from a **performance guarantee** according to which IMS undertakes to bring the search to term. During the first year, **IMS assists the recruited candidate** via regular meetings in order to ensure good integration.

Assistance

The customer benefits from a **recruitment guarantee** according to which **IMS** repeats the search without any additional cost, in the event of the candidate's departure during the twelve months following his joining the company. **Confidentiality, customer satisfaction, and code of ethics** are the three essentials which underpin the work of IMS throughout all its recruitment assignments.

Fees

IMS invoices contracted and non-revisable fees, including all expenses arising from the assignment. Fees are determined by common agreement in accordance with two criteria: the complexity of the search and the position's degree of responsibility. They are to be settled at each stage of the process which guarantees payment related to success.