



## EUROPEAN HEAD HUNTER

*Franco-German specialist*



**IMS IS A RECRUITMENT AGENCY SPECIALIZING IN THE HEADHUNTING OF FRANCO-GERMAN AND EUROPEAN PROFILES:**

*With guaranteed total confidentiality...*

*We are very mobile and can respond quickly...*

*At all levels of responsibility (support roles, technical, sales, middle management and senior executives)...*

*Our high-quality services are targeted, personalized and efficient...*

### PARIS

Headoffice, Jan Philip Caulier  
18, rue de la Barre  
F-95880 Enghien-les-Bains  
(+33) 1 34 17 30 85

### MARSEILLE – AIX-EN-PROVENCE

Nathalie Faivre  
913, chemin de Saint Alban  
04100 Manosque  
(+33) 7 71 85 09 74  
(+49) 152 26 736302

### FREIBURG

German office, Jan Philip Caulier  
Jakob-Saur-Strasse 9  
79199 Kirchzarten  
(+49) 7661 6298769

### PARIS

Tel. : (+33) 1 34 17 30 85

### MARSEILLE – AIX-EN-PROVENCE

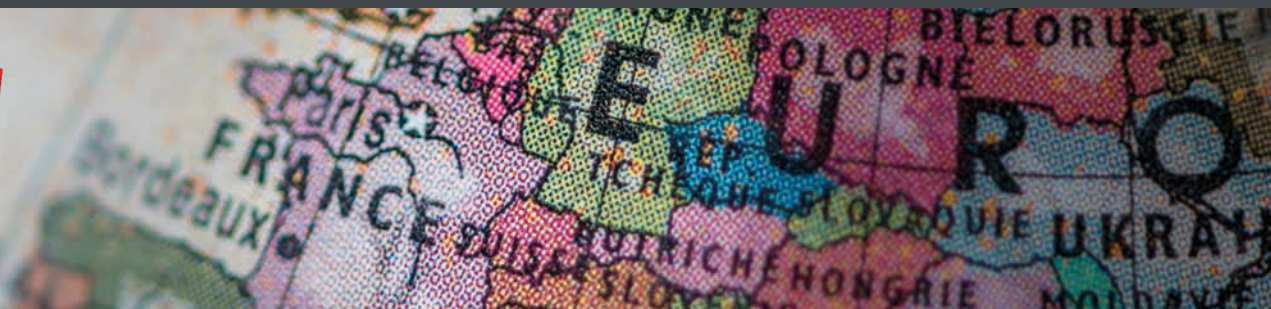
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www.ims-mgt.com – info@ims-mgt.com

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*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*

## COMPANY

### French-German Recruitment Agency

**IMS** is a multicultural company managed by its founder and managing partner, **Mr. Jan Philip Caulier**. The company's head office is based in the Paris area. Further to an exclusive cooperation, **Nathalie Faivre** became co-associate at IMS in 2017 and participates ever since actively in the management and development of the company.

**Mr. Caulier** has completed several international business studies 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 with a French, German, English multicultural background. He left Germany at the age of 19 to study and work in Great Britain, South Africa, and the United States. Resident in France since 1985, he has been highly active in Western and Eastern Europe, Asia, Australia, North America, the Middle East and Africa.

**Nathalie Faivre** is of German and French nationality. Bilingual, she was educated at the ESK - European School of Karlsruhe and studied Intercultural Communication at Saarbrücken. She started her carrier in a regional recruitment agency acting in the Saar-Lorraine-Luxemburg area. Mrs Faivre then joined the HR-Services in the textile and metalworking industry before she returned working for a French-German recruitment company. After 40 years living and working in Germany, she moved with her family to Southern France in 2018.

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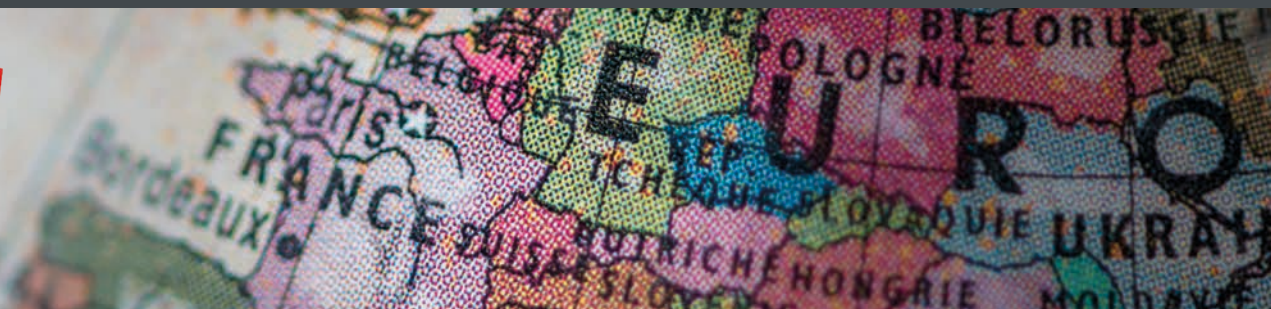


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## COMPANY

### IMS' philosophy

As small company, **IMS** offers targeted and personalized recruitment services. We commit ourselves to established, exclusively customized assignments. Our priorities are clear: give our customers high-quality results, utmost satisfaction and guarantee the highest level of confidentiality.

**IMS** relies upon its expertise, its experience, its human qualities, its professional sensitivity, and the finesse of its judgment, factors which are essential when approaching the best potential multicultural candidates.

Permanent contacts and exchange with the leaders in professional education along with the exclusive research and identification methods of **IMS** throughout Europe allow for an efficient rapid direct approach to candidates.

The **IMS** customer relationship is based on values like commitment, responsibility and sincerity.

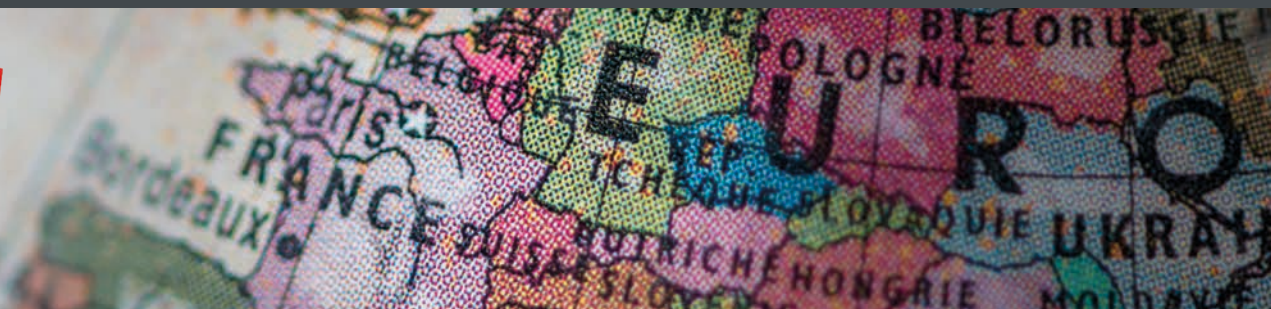
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*IMS works in France, Germany and throughout Europe and offers you considerable mobility and responsiveness. With our locations in Germany and France we are present on both markets and very close to our German and French customers*

## WORK METHOD

### Search and selection: One sole contact deals with your entire search project

**IMS** proceeds by direct candidate approach; the short communication lines are focused, accelerate research and are very cost effective. Approach and selection are carried out in accordance with the exclusive methods of IMS which guarantee absolute confidentiality and respect the Syntec recruitment code of ethics charter.

**IMS** selects candidates on personal interviews, verification of certificates (studies, marks, written references, etc.), character references and a personality test.

**IMS** assures a 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 search period for an applicant varies depending on the complexity and the qualification requirements of the position concerned: this can take between 4 weeks to 3 months.

#### 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..

#### Guarantees

During the first eight months, **IMS** assists the recruited candidate via regular meetings in order to ensure good integration.

#### Fees

We work exclusively on the basis of a signed agreement for a defined position. **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.

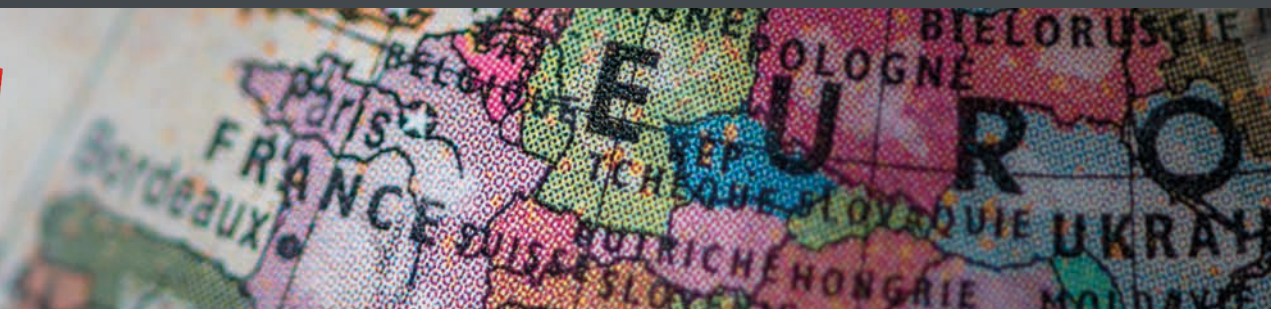
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*The search for qualified staff has become complex and the simple publication of an advertisement has proved to be insufficient for quite some time now. Recruitment is carried out amongst well-targeted individuals and requires considerable geographical mobility along with the capacity to open new resources*

## DIRECT APPROACH

### **IMS is a hunter... and not a fisherman in his database**

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

**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 customers' requirements.

**IMS** is active in all types of industries and services in France, in Germany and throughout Europe and is able to offer you considerable mobility and responsiveness.

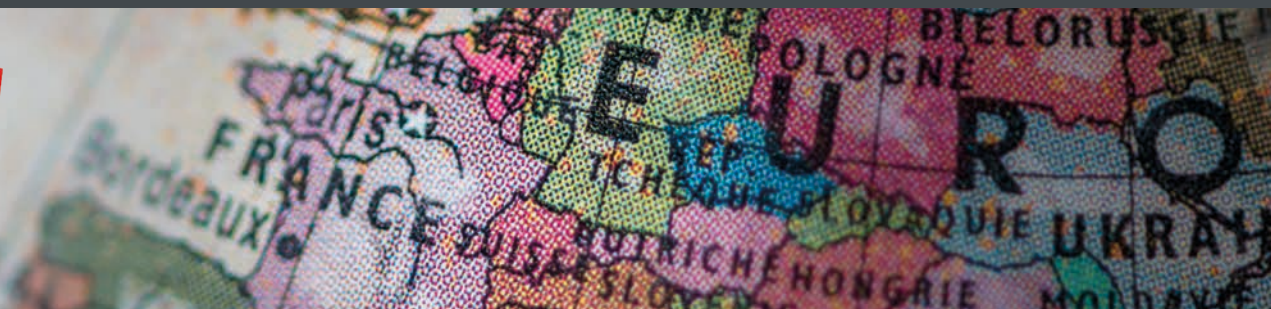
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## **DIRECT APPROACH**

Our commitment...

### **Provide you with more than just a simple list of contacts**

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

### **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 ones.

### **Present only suitable candidates**

Whose personality, as well as professional and personal skills and capacities correspond exactly to your needs and culture.

### **Guarantee a total confidentiality**

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

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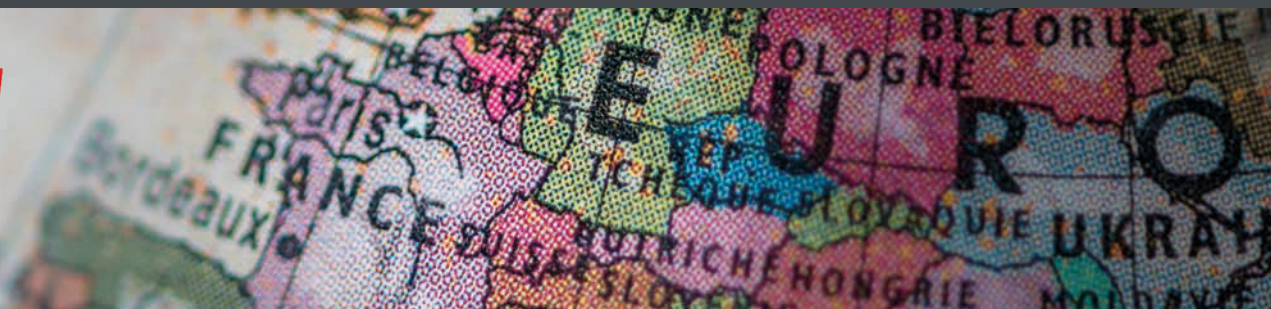


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*We intervene in all types of industries and services, in France and Germany, but also in the rest of Europe*

## FIELDS OF ACTIVITY

### Industries and Services

More generally, our customers come from the following fields:

- ⊙ Equipment goods
- ⊙ Investment goods
- ⊙ Consumer goods
- ⊙ "B to B" services
- ⊙ "B to C" services

### Sectors

**IMS** has industry experience and can provide references in numerous sectors:

- ✓ Aeronautical equipment manufacturers
- ✓ Automation
- ✓ Automobile 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 connectors
- ✓ IT
- ✓ Kitchen equipment
- ✓ Logistics
- ✓ Machine tools
- ✓ Measuring instruments and 3D Scanner
- ✓ Mechanical transmission
- ✓ Medical industry
- ✓ Office furniture
- ✓ Packaging
- ✓ Pharmaceutical laboratories
- ✓ Photovoltaics
- ✓ Plastics and Polymers
- ✓ Printing
- ✓ Recyclage
- ✓ 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

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