



Executive Search. Since 1996.



Eric BOHN,

Founder of EURO CONSULTING CARRIÈRES.

In addition to a master's degree in Economics, Eric possesses a degree from the Institut de Gestion Internationale Agro-Alimentaire (Institute for International Management - Food Processing Industry), and a MBA from the ESSEC After working for 14 years in executive and sales development positions at Nicolas, Vittel and Sodexo, Eric became Marketing Director at the Editions Atlas (Publishers) and Mail-Order Selling Development CEO at the Editions Prat-Europa, before working for five years as a Partner /CEO for a recruiting firm in Paris specialized in recruiting executives and managers.

As Founder of EURO CONSULTING CARRIÈRES (1996) , Eric is responsible for headhunting for global business functions in France and abroad. He is also member of the APM, Vice president of the Wine and Business Club of Reims and a guest lecturer at the Reims Management School and the IAE of Lille.. He coordinates the international activities.

More than a logo, a symbol



The rook of the chess game, the most well-known strategy game, was chosen as the logo for the company.

Indeed, the strategic qualities deployed during a chess game are the same as in our business of Human Resources Consulting: observation and active listening, understanding circumstances, ability to put oneself in the other's place and to adapt, reactivity and respect for the other person.

The rook represents a privileged observation post as that of the job market in our business. It is also the most solid part of a fortified castle, on which one counted in the old days. Finally, its rectilinear movements on the chessboard reflect our commitment to reliability and uprightness.

Advice in recruitment

Whether regional, national or international, recruitment assignments are the core of the firm's activity. The fact that our consultants are specialized in multiple areas enables us to operate efficiently in all economic sectors, and for all types of functions. We systematically involve our teams based on their experience and professionalism in order to refine the definitions of functions, optimize remunerations and adapt the structures pertaining to the proposed recruitment..

Consulting is an integral part of our mission. The variety of our assignments leads us to use two main techniques: **direct approach and mixed approach.**

1: DIRECT APPROACH.

Also known as "executive search", the direct approach is used to recruit specialists or senior managers. Combined with a thorough knowledge of all the sectors and a proven methodology, this approach enables us to identify, contact, and then select the potential candidates. We use various tools like databases (in-house file of 16,000 candidates), sourcing, Internet sites, address directories, direct identification within company.

Direct approach, the firm's core business, represents more than 70% of the recruitment assignments. An assignment tracking reporting system, integrated with the information system (ERP), makes it possible to monitor their progress in real-time. Two consultants work on the assignments, in particular in view of their domain and skills expertise.

2: MIXED APPROACH.

The mixed approach provides a wide range of possibilities combining advertisement in the press and the direct approach. It concerns a very large population of executives. The professionalism of our communication agency enables fast and appropriate editing of the advertisements, optimized targeting of the media, follow-up of the returns, all this in direct liaison with you.

The 4 stages of recruitment:

Whatever the technique opted, we propose a 4 stage methodology.

1: Drafting a Job Description:

This document is the specifications of the assignment, created after analyzing the post. It reflects the culture and distinctiveness of your company, after exploring its technical and human environment (the consultant visits the sites and meets the operations staff). After you have validated it, it ensures a uniform communication among the candidates, the search teams, the consultant and yourself.

2: Three complementary investigations:

- - An initial telephone call by a search executive
- - An interview with the consultant(s)
- - The professional references of the candidate and the verification of his diplomas and qualifications
- - Based on your request, a consultant psychologist can conduct assessment tests (psychological profile, aptitude for management, Assessment center, Psychological tests...)

3: A quick presentation of the candidates: The candidates are presented to you within a timeframe of around 3 to 6 weeks.

4: A guarantee of successful conclusion: The candidates are all tracked during their integration.

E.C.C. *Sélection* : Customized recruitment

This solution concerns the SMEs that wish to outsource all or part of their recruitment process for a very reasonable price.

This option has the advantage of being:

- - Clear and defined in advance
- - Simple and modular
- - Customized
- - Quickly put in place
- - Financially attractive

ECC Selection enables you to benefit from the professionalism of a headhunting firm in the framework of a really innovative **method**.

Company area

People, your wealthness

As part of each of their mission, our consultants demonstrate their professionalism and their commitment, fully sharing the concerns of the company they will be fully committed. The challenge is to understand the culture, operations and structures, to discern the expectations.



Two Complementary Activities

- Executive Search : 80 % of our billings, of which 50 % direct and 30 % mixed
- HR Solutions : 20 % of our billings.

The French Team

- Executive Search Consultants : 5
- HR Consultants : 2
- Commercial development : 1
- Search Assistants and Administrative : 2

Offices

- Head Office : Paris & Reims
- Regional: Nancy, Strasbourg, Lyon, Lille,
- International: Barcelona & Madrid.
- Member of PRAXI ALLIANCE :
- 50 offices in Europe, Asia, The Americas.

Clients Breakdown by size

- Key Accounts : 50 %
- Small/Medium : 40 %
- Administrations : 10 %

Clients Breakdown by sector of activity

<input type="checkbox"/> Banking, Finance, Insurance :	10 %
<input type="checkbox"/> Industries (Automotive, Food :	28 %
<input type="checkbox"/> Télécoms, IT, New Technologies :	12 %
<input type="checkbox"/> FMCG, Distribution, Retailing :	18 %
<input type="checkbox"/> Direct Selling, Call Centers, e-Business :	10 %
<input type="checkbox"/> Luxury Goods, Pharmaceuticals :	15 %
<input type="checkbox"/> Others, Agencies, Services	7 %

Breakdown of billings

- Annual financial package > 100 K€ : 40 %
General management, Marketing/Sales management, Financial, HR, IS, Manufacturing, Technical & Quality management....
- Annual financial package > 40 - <100 K€ : 40 %
Field sales, Marketing, Engineers, Support functions (HR, Financial...)



EURO CONSULTING CARRIERES is the exclusive representative of France and Spain of the International Network of Executive Search PRAXI ALLIANCE that brings together independent firms of head hunting in 35 countries in Europe, Asia and Americas More

About Us

PRAXI ALLIANCE is a worldwide network of independent Executive Search and Selection firms considered to be leaders in their respective local markets. Our global alliance provides **specialized Executive Search and HR Consulting services across a broad spectrum of industries**, based on the solid and successful practices of each of our local Member firms and the finest operational standards.

We offer our Clients expanded global reach through our international Executive-level services and our ability to undertake large cross-border assignments at the national level.

Our Vision

Starting from the reputation of each Member, PRAXI ALLIANCE aims to support its Clients in the face of **global competition while still catering to local needs**, skills and specializations.

Levering on the **pride and entrepreneurial spirit** of its Members, PRAXI ALLIANCE aims to become a leader in HR Consulting services in the Executive, middle management and professional level segments.

PRAXI ALLIANCE proactively fosters **knowledge sharing and idea exchange** regarding methodology, processes, competencies, best practices and market intelligence through its international "HR Technology Laboratory".

Worldwide coverage is guaranteed by a continuous quality-driven investment in **selective network development**: Members have carefully chosen one another based on meeting the highest standards in Client support and project management while always respecting the **Code of Ethics**.

PRAXI ALLIANCE FRANCE

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