



Cross-border Executive Search
to large and small corporations
through personalised and flexible services

In-depth local knowledge of each job market as well
as reliable information on compensation, industry
trends, and talent pool

Consistency of processes, services and delivery
across the network, overseen by a Standards &
Quality Committee

Worldwide or Regional frame agreements,
Key Account Manager appointed in the
client's home market or Regional hub

Integration with the client's recruitment
processes and practices

International Training Academy
for consultants & researchers

International Best Practices



HIGHLIGHTS

Established in 1989, more than 90 offices in over 40 countries, English being the common language but able to conduct business in 30 languages

Among the largest Executive Search organization in the world by revenue and number of offices

Governed by an International Board, current Board consists of members from
Argentina • Belgium (Chair) • Italy • Malaysia • USA

Rigorous member selection criteria: experienced owner-operated businesses in each country with excellent reputation, local market knowledge and international recruitment experience

Each member committed to high professional and ethical standards

Shared values built around the global partnerships we forge with our clients: reliability, quality, effective and open communication with both clients and candidates as well as between the InterSearch partners involved in cross-border projects



EXPERTISE

For over 20 years, InterSearch consultants are multi-industry specialists. Our highly qualified local and international Best Practices make our services unique, especially in industries such as:

Automotive • Life Sciences • IT/Telco • FMCG • Energy & renewable Energy • Constructions and Environment.

THE INTERSEARCH KEY ACCOUNT MANAGER

Central point of contact and control for the InterSearch network, single point of reference for the client's HQs, the **InterSearch Key Account Manager** acts as a global/regional point of reference for any issues:

- ▶ negotiates the Master Agreement with the client and ensures InterSearch partners are committed to the terms of the arrangement, discounted fees for agreed volume of assignments, extended warranty on placements, off limits agreement.
- ▶ establishes a centre of excellence by forming a complete understanding of the client's business, culture and requirements in the various countries
- ▶ ensures quality, timeliness and consistency of service across assignments as well as continuous improvement focus
- ▶ maintains regular contact with the client's nominated representative, reporting against agreed service levels.

Global Reach. Local Impact.



Think Globally. Act Locally.

METHODOLOGY

Cross-border projects always have a Project Manager, who has the direct contact with the client's HQs and the Operating InterSearch partner, and monitors all the phases of the assignment.

The Project Manager manages all the phases until the proposal is accepted by the client, involving the IS Operator if necessary



The Operator is responsible for the Candidates' Research & Source: identifying & contacting target organizations, sources & potential candidates.

Interview & Competency Evaluation:

Interview of suitable candidates using competency-based profiling & behavioral event interviewing techniques to gain a full understanding of strengths, achievements, limitations & potential.



Probity Checks

Complete reference checks and, if required, police check, qualifications check & psychometric testing

Presentation of written short list reports detailing the most suitable candidates for the client's interview.

Co-ordination of the interviews incl. travel



Appointment

Assistance with letter of offer, package advice, negotiation with candidate, etc



Post Assignment Review



Guarantee & Follow up:

Regular follow up with appointee and client Replacement guarantee

Global Reach. Local Impact.



GLOBAL REACH.
LOCAL IMPACT

ENSURING OUR CLIENTS HAVE ACCESS TO HIGH QUALITY EXECUTIVE TALENT THROUGH THE PROVISION OF A CONSISTENT AND SUPERIOR GLOBAL RECRUITMENT PARTNERSHIP FOR BOTH IN-COUNTRY AND CROSS-BORDER REQUIREMENTS.

We are operating in over 40 countries worldwide. To identify the closest office and discover more about us please visit www.intersearch.org

contact our Operations & Communication Office
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• CHINA • CZECH REPUBLIC • DENMARK • FINLAND • FRANCE • GERMANY • GREECE
• HUNGARY • INDIA • IRELAND • ITALY • JAPAN • KOREA • LUXEMBOURG • MALAYSIA • MEXICO •
NETHERLANDS • NEW ZEALAND • NORWAY • PERU • POLAND • PORTUGAL • ROMANIA • RUSSIA
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