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- RECRUITMENTS IN FRANCE AND INTERNATIONALLY -

The MS-search agency performs headhunting missions of managers, senior executives and other key players for the benefit of French and International groups, particularly for Nordic companies set up in France and its border states, as well as for branches of French companies located in Nordic countries such as Sweden, Norway, Denmark and Finland.

With the ability to be an actor in all types of business sectors and for any type of position, we wish to contribute actively and positively towards the development of businesses.

We use a trusted method for both the optimisation of our internal processes as well as to adapt to the evolving market, the candidates and their conduct.

Our approach is purely consultative and we endeavour to establish durable partnering relationships based on mutual trust with each of our clients. We hold detailed discussions with our clients so as to precisely define both the position at stake, and the competences and qualities required in order to facilitate the candidates' adaptation to the company's culture.

We use all the tools at our disposal in order to identify and contact candidates who fit our clients' requirements. We then evaluate them and select the best talents whose potential may fully blossom and whose personality may match those of their new working environment.

We assist our clients in the choice of the best candidate and during the latter's integration. We remain attentive to our clients and recruited candidates for the duration of their employment at the company.

Our Franco-Nordic expertise

Beyond our in-depth knowledge of the French market, we offer particular experience in the Franco-Nordic niche.

We provide our clients with our large network and profound understanding of the French and Nordic markets and of their specificities and we offer a significant multicultural competence in terms of evaluating candidates within the Franco-Nordic niche.



Our Values and Approach

Truly passionate about our profession, we are committed to providing our clients with a customised recruitment process, tailored to meet every need and face any specific situation by applying a qualitative and professional approach.

We wish to organise constructive meetings with each candidate. Our ultimate aim is to satisfy all of our clients and to make each recruitment a success.

- Flexibility, reactivity and adaptation to the needs of our clients.
- A strong results-driven culture with an obligation of means, we make sure we fulfil all of our commitments.
- We dedicate all of our expertise and professionalism to each stage of the process.
- We insist on maintaining a transparent, loyal and faithful relationship with our clients and candidates.
- We offer tailor-made services to adapt to the specificity of each of our clients and missions.
- Respect for our clients and candidates, open-mindedness and simplicity.
- Truly consultative approach and accompaniment through each phase.
- Real availability, interest and listening.
- A single consultant, responsible for every facet of each phase of the mission in order to guarantee the quality of service as well as optimal follow-up.

Founder profile: Marie Sundin



Having followed a double university curriculum in Sweden - a bachelor degree in marketing and French language - she moved to France in 2005 to finish her higher education business studies at INSEEC, Paris.

With a keen interest in intercultural management and motivated by her dual Swedish and French background, she quickly integrated an international Executive Search company.

Trilingual in Swedish, French and English, she has led search missions by direct approach of managers, senior executives and other key players for international groups in France, its bordering countries and Scandinavia, since 2006. With a generalist experience, she takes part in numerous business sectors, notably in industry.

In 2014, after 8 years spent working with various recruitment agencies in Paris, she decided to found MS-search.

She now wishes to use her recruiting, headhunting and evaluating skills for the profit of her clients. By virtue of her French and Swedish dual culture, she has naturally acquired a strong understanding of the French and Nordic markets and of their specificities and can therefore offer significant multicultural expertise in terms of evaluating candidates within the Franco-Nordic niche.



- OUR METHODS -

We work in tight collaboration with our clients and communicate about our progress through each stage of the recruitment. The same consultant is responsible for every facet of each phase of the mission, thus guaranteeing better follow-up and the quality of the service.

The different stages of a recruitment

1. LISTENING, UNDERSTANDING AND ANALYSING CONTEXT, STUDYING THE ENVIRONMENT OF THE POSITION TO BE FILLED

- Interviews with the Manager and/or the operational staff involved in the recruitment process, allowing us insight into the company in order to understand its values and to optimise the conditions of a tight collaboration.
- Analysis of the position and its functions, drafting of a description of the position.
- Definition of a provisional timetable for the recruitment.

2. CHOOSING THE METHOD

Selecting the right method for each specific context.

In order to reach out to the widest possible range of professionals, the best option is often to simultaneously combine these three approaches:

- Search CV-banks and external databases, social networks and networking, school networks and former student associations, professional organisations, salons, forums, etc.
- Headhunting: preparation of an exhaustive list of target companies inside of which we identify potential candidates. This method allows us to approach a great number of professionals who are not actively looking for a new challenge but whose profiles seem to be particularly compatible with the positions in question.
- By advertisement: to gain access to a large pool of actively searching candidates, we put an advertisement online, confidentially if necessary, on the appropriate media for the type of profile desired.

3. LAUNCHING THE SEARCH

Identifying the candidates who potentially meet the requirements of the position to be filled by using the methods described in the previous paragraph.

Organising the first telephone interviews with the identified candidates. We make sure during this first meeting of the coherence of the candidate's career path and professional projects, and we validate the first key points depending on the position to be filled and its particular context.

We inform the candidates of the demands, responsibilities and context of the position to be filled.

We then continue in the process with the candidates which match the profile for the position. During individual face-to-face interviews, we assess and evaluate the career path, competences, motivation and the personality of the candidates in order to determine their strengths and weaknesses as regards the requirements of the potential function within the client company.

4. SELECTION AND PRESENTATION OF THE CANDIDATES

Next, we present the candidates which are the best matches for the required profile to the client. The presentation can take place over the course of one day or over two half-days with the aim of helping our clients to make a quick and easy decision, all the while simplifying the organisation of the meetings so as to work around our client's schedule.

5. FINAL DECISION AND INTEGRATION

We accompany our clients in the decision-making phase by offering our advice during each stage, particularly during contract negotiations.

We organise a follow-up on the integration of the collaborator and stay connected, if possible, with our clients and recruited candidates for the duration of their employment in the company.



Some references



Types of recruited positions

We are able to assist for any type of function. Here are some examples:

- Sales Managers
- Business Developers
- Key Account Managers
- Area Sales Representatives
- Export Managers
- Sales and Marketing Managers
- General Managers
- Branch Managers
- Business Unit Managers
- Project Managers

- Purchase Managers
- Product Managers
- Project Leaders
- Heads of Research departments
- Technical Directors
- Production Managers
- Factory Managers
- Site Managers
- Logistics Managers
- Supply Chain Managers

- Financial and Administrative Directors
- Controllers
- Quality Managers
- Design Managers
- After-sales Services Managers
- Directors of Human Resources
- Legal Experts

And other key functions...

CONTACT US

If you need information or help with recruitment, please contact our headhunting agency.

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