



Identifying talents



## RECRUITMENT AGENCY

Finding and selecting the right candidate is fundamental in making your business succeed. Félicia will take care of your hiring needs – from finding the right profile to the candidate's integration.

We will also assist you with the different steps of your hiring process:

- Profile-elaboration.
- Induction process.
- Team-building.

## RECRUITMENT TRAINING

We will train your managing teams and staff in HR issues in order to optimize and structure your hiring process, as well as to make it more effective.

· In conjunction with Kahler Communication Europe, we offer Process Com training sessions. Process Com is a proven, powerful tool which identifies personality types and thus improves the way your team members communicate with each other as well as with their clients.

## HUMAN RESOURCE ENGINEERING

We will create your tools and documents and formalize your policy in order to simplify Human Resource Management in your company.

- Implementation of profile-selection tools.
- Elaboration of job descriptions.
- Introduction schedule.



Our key value proposition is to select your ideal candidates in terms of knowledge, proficiency and attitudes according to your values and needs.



#### SELECTION PROCESS

Each candidate follows a 4 step selection process:

- Exploratory interview,
- Personality tests,
- Skill-assessment,
- Synthesis.



#### REFERENCE CHECK

We offer a reference check, e.g. by contacting former employers in order to obtain realistic information regarding a candidate's personality or job-relevant skills.



#### WE SUCCEED, YOU PAY

We will only get paid by completion of the hiring process or the effective hiring of the candidate.



#### GUARANTEED PROBATION PERIOD

If the hired candidate leaves his job prior to the end of his probation period, we guarantee his replacement.

#### Your contact

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**félicia**   
RECRUTEMENT

« Les aptitudes sont ce que vous pouvez faire.  
La motivation détermine ce que vous faites.  
Votre attitude détermine votre degré de réussite. »

LOU HOLTZ