



## Recruitment & Search Charter

**Search & Selection** believes in the following principles, laying the foundations for serious high-quality recruitment and search in a competitive candidate-driven job market:

- **LOYALTY AND EXCLUSIVITY**

By accepting only a limited number of non-conflicting missions, Search & Selection accurately prepares, structures, plans and monitors each campaign for better results and improved service.

- **CLEAR COMMUNICATION**

Search & Selection attaches great importance to clear and detailed recruitment communication and messages. Multiple recruiters working on the same mission can increase confusion within the target group and this in turn can lead to the premature dropout of potential candidates.

- **CONFIDENCE**

Serious candidates are wary of a superficial and careless approach. They are rightly concerned about confidentiality and the intrinsic value of the vacancies, as well as the legitimacy and credibility of a superficial and poorly prepared recruiter. As we care about your image as well as our own in terms of a reliable partner, we strive to create a climate of confidence in our mutual relationships with potential candidates.

- **WIDE FOCUS**

Search & Selection's recruitment campaigns strategically focus on a larger pool of potential candidates. Latent (inactive) target groups also receive our full attention. We explore the breadth and depth of the job market and we do not believe in a one-sided, opportunistic approach whereby a valuable source of latent talent remains untapped.

- **SUSTAINED COMMITMENT**

Search & Selection does not rely on fluke or easy solutions. We firmly believe that successful recruitment requires a quality and thorough approach. Undeterred by the difficulties of the mission, we continue our search until it yields a positive result.

- **QUALITATIVE APPROACH**

Far from simply collecting CVs and making them available, Search & Selection invests time and energy in a thorough intake, deep preliminary analysis, strategy development, selection, screening, interviews, evaluation, process and quality control, reporting and client interaction.

- **RESPECT**

At Search & Selection, clients and candidates are treated with equal respect. At any time during the whole procedure, candidates can contact us for appropriate feedback, clarification and dialogue. We proudly consider ourselves ambassadors for our clients. By doing so, we contribute to the formation of a strong 'employer brand' within a selected target group of managers and experts with a view to future recruitment needs.

By choosing a reliable and professional recruitment partner, our clients show their will to invest in attracting serious and skilful candidates that can and want to make a real difference for them.