

consulteam

# Proposal

Recruitment and selections  
service for

**The Members of Confindustria**



- Established in April 2000 by group of professionals with profound knowledge and wide experience in the human resources field.
- Today ConsulTeam is leading HR Consultancy in SEE with 14 offices in Bulgaria, Croatia, Romania, Russia, Serbia, the Baltic and partnership in other countries in the Southeastern Europe.
- As of July 2011, Consulteam is part of GI Group – World Leading HR Company



The approach, which we will use is Head-hunting - using various channels based on our contacts for identifying and targeting applicants with suitable professional background.

All candidates with job matching applications will be invited to **assessment sessions**:

- **Competency-based interviews** - targeted **structured questioning** that aims to identify relevant past experience and corresponding knowledge, abilities and behavioral trends
- **Thomas International Assessment tool (optional)**



- The profiles of the best **5 applicants per each vacancy**, who prove to be the most suitable during the competency-based interviews, will be presented to our **Client** for further assessment and selection.
- **The guarantee** period offered by ConsulTeam is **1 year** (365 calendar days) appointed through ConsulTeam counted on the first day of employment.



Project phase/ Calendar (day)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Developing target list	█														
Direct Search		█	█	█	█	█	█	█	█						
Competency Based Interviews						█	█	█	█	█	█	█	█		
Provision of the short-listed candidates														█	█



<b>Position</b>	<b>Service fee (VAT is not included)</b>
<b>one vacant position</b>	<b>20% of the annual gross salary</b>

***Terms of payment:***

- *15% of the service fee is paid in advance upon assignment*
- *The remaining 85% of the fee is paid upon successful placement*



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Consulteam Recruitment and Selection would like to thank you for your interest in our services

Should you have any questions or need additional information, please do not hesitate to contact us.

Kind regards,  
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