

## Executive search description

### Operating model

Profos Executive Search Ltd is an executive search specialist. We provide confidential and expert executive search services for demanding middle and senior management recruitment.

Profos Executive Search commits to paying particular attention to customer collaboration in its mandate. We study each recruitment target sufficiently for our customer's business goals and workplace culture. This ensures that we know the situation for which we are searching a new person.

The main steps of executive search are:

- Step**            **Client meeting** in which we ensure the expertise and the target profile of the people to be recruited, as well as the targets established for the position. In addition, we examine the operating culture and strategic orientations of the recruiting company.
- Step**            The **mapping of potential candidates** is a systematic and comprehensive personnel search. The consultant taking care of the mandate is responsible for the identification of the candidates, assisted by an expert research team. The result of the mapping is the so-called long list of candidates from which the most suitable people are selected for personal meetings.
- Step**            The **evaluation** of potential candidates is made more precise in personal meetings. Meetings are confidential discussions in which our consultants interview the candidates and assess their suitability for the job. During the meetings, the consultant presents the job and the recruiting company to the candidate.  
  
After the interviews, the consultant presents 3-5 of the most suitable candidates to the client for negotiations that will take place between the client and the candidates.
- Step**            The client is responsible for the primary arrangements **for the negotiations** between the candidates and client. The expertise of our consultants is, however, available during the negotiations.
- Step**            The goal of the **deepening evaluation phase** is to evaluate the suitability of 2-3 best candidates and choose from among them the most suitable for the job. As part of the assessment, our consultants check the candidates' references from previous employers. Profos Executive Search, when needed, can perform suitability assessment for the candidates.
- Step**            The client is responsible for the **contract negotiations** between the chosen person and the client. The expertise of our consultants is also available during the contract negotiations.