



HUMAN ROAD
Conseil en ressources humaines

Our expertise in the recruitment of rare profiles
at work for **your company**.

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HUMAN ROAD,

Our profiles make the difference

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Our business

Human Road, a Human Resources Consultancy specialising in the **direct approach**, was created from a desire to instil genuine human values into recruitment by offering personalised assistance.

Our expertise lies in the recruitment of **rare profiles** (directors, managers, technical experts, etc.) at a **national** level.

Our organisation

In order to ensure the best understanding of the specific issues related to your business sector, the firm is divided into **Sector Expertise divisions**:

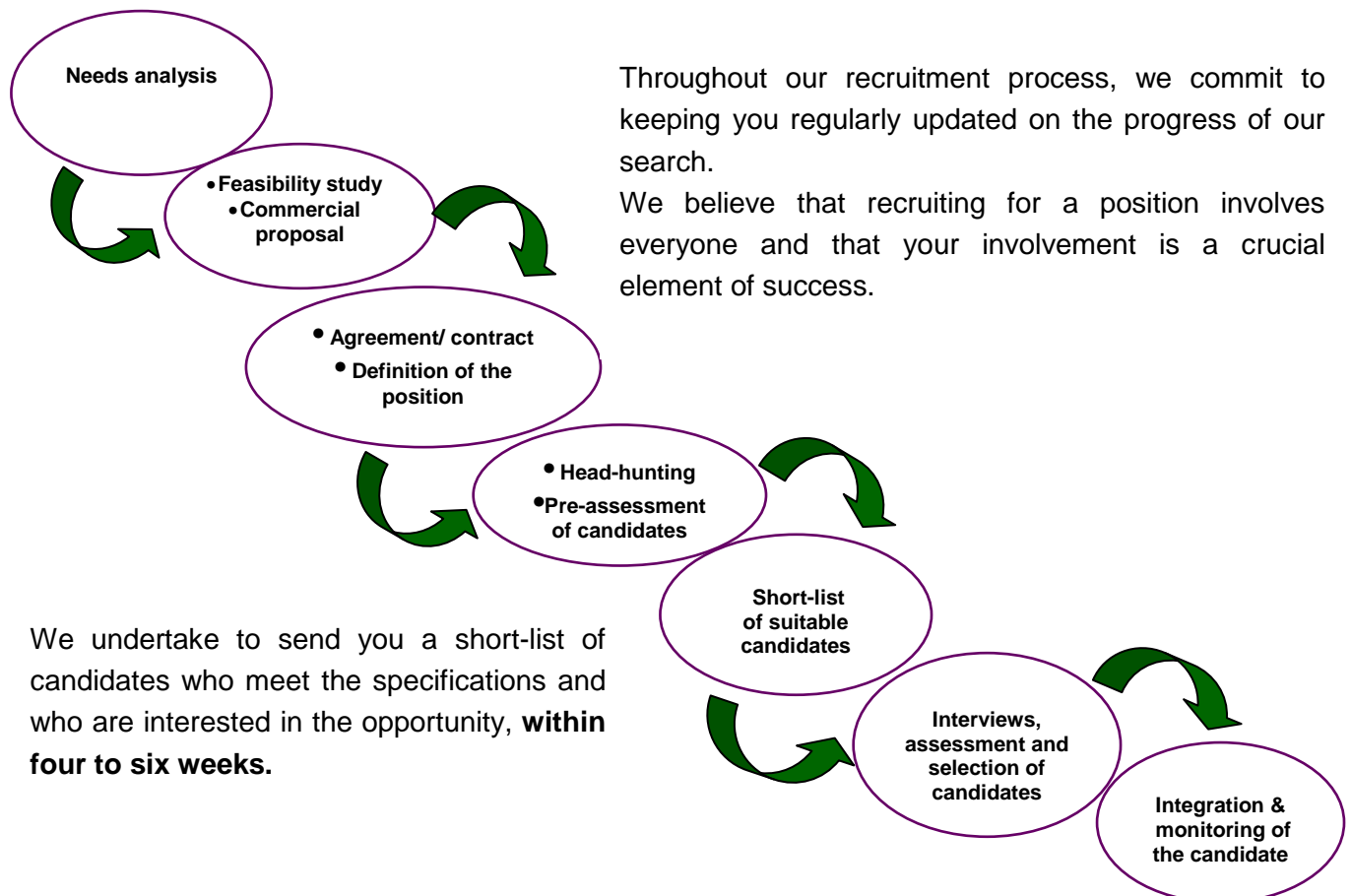
- Industry/Plastics processing/Renewable energies (60%)*
- IT/Banking/Finance/Insurance/Auditing (40%)*



* Information compiled in December 2008

In order to guarantee your satisfaction, consultants and recruitment executives complete their assignments while remaining fully **responsive** and **in-touch**.

Our recruitment procedure






Our methodology

We jointly define the employment profile of the ideal candidate in a precise and objective way, taking into account the company's environment and culture.

This definition then allows us to adapt our methods to your requirements and the particular characteristics of the post:

- **Head-hunting:** in the majority of our assignments, this enables us to focus on a **relevant target group** through knowledge of your business sector. It gives us a means of contacting high-level potential candidates working within your market who are not actively seeking the post.
 - **Advertisement approach:** this enables us to focus on a **wider target group** of profiles who are monitoring the market. Our partnerships with numerous Job boards (Cadremploi, Apec, Lesjeudis, Keljob, etc.) means we benefit from a wider visibility. Uploading of advertisements to our website also provides added value.
 - **Combined approach:** this combines head-hunting and the advertisement approach.
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Our commitments

The Human Road Guaranty:

The Human Road Guaranty applies to the recruited candidate's trial period.

We will resume the recruitment process, **at no additional cost**, under the following circumstances:

- You do not hire the candidate following the trial period
- The hired candidate terminates the contract during the trial period

Lead times and conditions:

- Lead time:

The first candidates are introduced four to six weeks after the assignment is allocated.

- Fees:

Fees are calculated based on a percentage of the candidate's gross annual salary. Several criteria are also taken into account: the desired profile, the number of posts sought, the methodology chosen, etc.

Payment can be made:

- **Either in three instalments**
 - a third at the start of the assignment
 - a third on introduction of the selected candidates
 - a third on hiring of the selected candidate

- **Or in two instalments**
 - half at the start of the assignment
 - half on hiring of the selected candidate





Our values

- We believe that quality in human relationships produces quality in professional relationships. This belief is shared by all members of the firm.
- Human Road reveals everyone's skills through a high-quality and realistic approach.
- As well as looking for skills, our role is to identify the overall human being, meaning the personality associated with those skills.
- We strive for the mutual satisfaction of our clients and our candidates, by basing our communications on a relationship of trust.
- Closeness, Transparency and Commitment are values we place at the heart of our communications, throughout the recruitment process.
- Our ambition is to build a long-lasting and effective relationship with our partners.

Our aim is your satisfaction...

Henri DEMIANS – Director