



SCHELSTRAETE DELACOURT ASSOCIATES

EXECUTIVE SEARCH

SCHELSTRAETE DELACOURT ASSOCIATES IS GROWING AND RECRUITING!

Executive Search, an enigmatic job. As strategic partners of our clients, we find the right people for the right place. We look for the CEOs and managers of tomorrow, going a few steps further than the standard (online) posting of vacancies.

Schelstraete Delacourt Associates is one of the largest executive search agencies in the Benelux, with offices in **Ghent, Brussels,**

Amsterdam and Luxembourg. We

specialise in positions at the highest levels, across all sectors and functions. Moreover, 40% of our assignments have an **international** focus as we are a member of the worldwide InterSearch network. For more information, see our website www.s-d-a.eu.



To reinforce our team, we are looking for

Research Consultants.

What do you do as a Research Consultant?

As a Research Consultant, you always work together with a Consultant or Partner. Together you take care of the entire process, from finding the right candidate to the final signature. Your tasks:

- You determine the **recruitment strategy** on the basis of an analysis of parallels with the client in terms of the business model or other factors that define the profile, you undertake **market studies** to pinpoint the best candidates and you are responsible for finding and selecting candidates by telephone.
- You select candidates at a very high level, with an eye for the **complexity** of the positions and the surroundings in which the candidates find themselves. You work towards a top selection from the market.

Offices

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- You report to the client on the progress of the search on the basis of detailed job descriptions, candidate reports and status reports.
- You communicate with clients and candidates throughout the entire process.

What can you expect at Schelstraete Delacourt Associates?

- Working at a high level and establishing contacts with leading figures in our society.
- An open window on the **business world**, with a view of the cockpit and contact with the decision makers of today and tomorrow.
- A **dynamic environment** and a young team including engineers, psychologists, economists, linguists and social scientists.
- A growing and flourishing company that offers opportunities for its employees.
- An established player in the market with a **research-driven** structure.
- An open culture with a passion for our profession and an eye for innovation.

A day in the life of a headhunter

Headhunter. The above explanation gives you some idea, but what does it actually mean, being a headhunter? What do these people do? What are their days like? We are happy to introduce you to the wondrous world of Executive Search, the quest for top profiles to fill strategic positions at our clients.

9.00
a.m.

I arrive at the office. It is still early and before the first meetings start, I try to call a CEO for a new position. A top candidate on paper, but can I snare him for the position that we have in mind? I get him on the line briefly and we arrange to phone again the following evening for a more in-depth conversation. That suits me, because tomorrow I start later and I use the evening to screen busy candidates.

9.30
a.m.

Shortly I'll be going to a client with a Consultant for a briefing on a new vacancy. I get a cup of steaming coffee 'from the first floor' –



that's the best in the office – go through my mailbox and do a quick preparation for the meeting.

10.30
a.m.

After quickly reading through an interview report from a colleague and grabbing a business card, we get in the car. We use the time to call a candidate who had a final talk with another client yesterday. It looks promising and the candidate is getting a proposal – yes, hopefully that assignment is done!

12.00
p.m.

The briefing goes smoothly and we know what to do. On the return journey, we brainstorm about our recruitment strategy: we determine which sectors and companies we are going to look at and which competences are crucial. It's a position as Chief Operations Officer and not everyone in this target group is online just like that, so we can go all out: our own database and LinkedIn, as well as actively seeking via all sorts of other sources. The candidate must have worked in a similar distribution model and must be specialised in Industry 4.0, so we have to go into this in depth in order to be able to challenge the candidates. We agree to send an initial job description to the client for approval by the end of the week.

13.00
p.m.

But that can wait, because I'm hungry. There are rolls today and I head straight for them when I go into our majestic building – everyone is welcomed in style here. I talk about the weekend with colleagues and then we go to the local park for a quick breath of fresh air. A chance to stretch my legs and get some air before I pick up the phone. That phone will be my best friend for the next few hours, because I need to call a number of people urgently and screen them for my other searches.

16.00
p.m.

I'm just finishing up a good conversation with a candidate when the Consultant I work with comes down the stairs with less good news. A candidate I had invited for a talk after a telephone screening turns out to be less suitable after all. A good marketer, admittedly, but she



has less experience of the transformation from a push to a pull model. Not for the short list, so it's back to work. But first I recharge with a piece of fruit from our fruit basket.

18.00
p.m.

The afternoon goes by and the right candidates just don't seem to be there. The combination of the perfect experience, the right specialisation and the cultural fit is hard to find. I will have to extend my market study in the next few days, be more out of the box than the traditional competitors. Perhaps I should take a look at companies in another sector with a similar distribution model. I keep going and try to achieve some results. Shortly afterwards a fish bites and I can set my mind at rest and finish up. That's the one, I'm sure!

Interested? Send your application now to lisa@s-d-a.eu

“Je ne cherche pas, je trouve”

Pablo Picasso

