



## EIM PROFILE

EIM, since its foundation in 1989, has been an innovative and pioneering firm. It's founders, a leading Executive Search Firm, and a Dutch strategic consultancy, where the first to identify and exploit two key trends: the convergence between their two professions and the emergence of a new breed of independent professional, the Executive Interim Manager. Their JV marked the birth of a new professional service focused on the provision of On-Demand managerial capabilities to lead companies through periods of discontinuity and change.

Today **EIM**, probably **the only firm in its niche with truly international capability**, is again breaking new ground and thanks to the recent significant growth of the international community of Top level Independent Consultants, is able to exploit the further convergence between **consulting, interim management, and permanent recruitment**.

EIM, with a flexible fully On-Demand business model, helps clients improve structurally their ability to compete by deploying in a coordinated and well thought out manner, the services of the best independent consultants, interim and permanent managers available on the world market.

Our goal and passion is to **imagine, plan, deliver, and stabilize concrete change and improvement programs for our clients** to enhance their competitiveness. We work with Fortune 1000 Companies, large international SMEs, especially in the industrial sector and the Private Equity sector.

In the current market, where the true added value of traditional professional services are being questioned, where the simple identification of managers is valued less and less, EIM will continue to play a **leading role in helping clients engineer solutions to their business and organizational needs**, according to best practices developed by its community, and by promoting the superior efficacy and better value proposition of independent professional solutions, relative to internal options, or the sequential combination of traditional consulting and executive search.

For further information please visit [www.eim.com](http://www.eim.com).

## EIM's ORGANISATION

EIM is an **independent firm** owned and run by its Equity Partners who, having acquired the expected level of seniority, and matured the required tenure, own an equal share in the organization. The nationality of the current partners include: France, Germany, Italy, Spain, Sweden, UK.

To grow its organization worldwide **EIM is constantly looking for senior professionals wishing to join one of its international offices as Client Partner, with a view of becoming – if elected by the existing Equity Partners - a shareholder in the firm within 2 to 5 years from joining the firm**. Equity Partners usually join the firm in their late 40's to early 50's and are required to retire from the Partnership at 65.

EIM offers, to the right professionals, a unique entrepreneurial opportunity, a strong brand platform, a great reputation, in addition to state of the art processes and systems to facilitate their professional growth.

**Client's Partners' remuneration are based on a competitive fixed salary plus bonus linked to personal and team performance.**

## THE CLIENT PARTNER'S ROLE

With the support of our Demand Generation and Talent Management specialists Client Partners, are responsible for developing existing and new clients relationship, help clients articulate their needs, engineer a workable approach to deliver structural and lasting results, quickly, staff and run their assignments to successful completion. In doing this they have both a commercial and strategic role and are responsible for delivering the right solution to clients according to their needs, and are expected to supervise assignments until concrete results are achieved.

## SELECTION CRITERIA: BACKGROUND, MOTIVATION, PROFESSIONAL PROFILE AND COMPETENCES

We are looking for people who have the potential to become the future Equity Partners of the EIM Group.

**We are looking for the future leaders of a leading international firm.**

We wish to identify and attract the very best professionals to join our international organization.

Applicants will be evaluated against the following criteria:

### I. BACKGROUND

In principle, the ideal candidate is a senior person, with a minimum of 20 years of work experience, who has achieved a strong set of competencies and who has an international background. Historically the more successful EIM Partners have developed the required experiences, competences and social capital through a combination of:

- Top level academic background (University plus MBA);
- Consulting experience at one of the top international management consulting firms (strategy and/or performance improvement);
- At least one significant managerial experience leading, as a minimum, to P&L and BS responsibility, a sizeable organization;
- Significant International exposure and culture.

Outstanding individuals who can demonstrate to have acquired the required competences through a different professional path compared the one outline above, who are highly motivated and entrepreneurial, are also invited to apply.

### II. MOTIVATION

The ideal candidate must look at joining EIM much more than a “faute de mieux” employment or a professional experience to enrich his/her own CV, but instead, as a long-term commitment to the growth and prosperity of the EIM Group as a whole.

### III. PROFESSIONAL PROFILE

Applicants must convince the selection committee that he/she fully meets the EIM requirements which include:

- **Human characteristics:** an entrepreneurial self-starter who is frank, loyal, honest, open, innovative, creative, willing to share the EIM values. We are looking for team players who are valued and respected by colleagues and their staff and the stakeholders they come into contact with. Who respects the opinions of others and contributes to effective team work; capable of training, guiding and educating new colleagues.
- **Client orientation and professional capabilities:** we are looking for people who have a clear record of success with clients; who have the potential of developing long term client relationships including the generation of repeat work and the development of new assignments with previously inactive clients.
- **Firm dedication:** our future colleague is expected to be fully dedicated to the promotion of the image of the EIM Group, and has the potential to influence positively the EIM Group culture/atmosphere/style; he/she should display long term commitment to the EIM Group and the profession; should have the potential to contribute positively to EIM Group strategy, policies, procedures, organisation and management – both locally and internationally.

All of these traits should be evident from the previous work experience and testified by at least three professional references the candidate will be expected to provide.

#### IV. COMPETENCES

EIM Client Partners are characterized by possessing (ideally all) the following competences:

- **Business Development Competence**
  - Identifying potential targets;
  - Developing a marketing and communication plan;
  - Developing professional and social networks;
  - Public speaking and related activities;
  - Identifying and solving client's needs;
  - Achieving repeat business.
- **Assessment of Managerial and Professional Competences**
  - Management Assessment Competence;
    - Specifying key hard and soft competencies for the task and role;
    - Interviewing skills.
- **Change Management Competence**
  - Communication and ability to transfer ideas;
  - Planning and project management;
  - Conflict prevention and resolution;
  - Win-win negotiation skills;
  - Understanding cultural differences in an international environment;
  - Problem solving;
  - Risk assessment.
- **Knowledge of the industries in which EIM operates**

A successful applicant will be expected to demonstrate a deep understanding of at least one of the industries in which EIM operates which include:

  - Private Equity / Venture Capital investors;
  - Consumer goods including Food, Beverage, Personal Care, House Hold Goods;
  - Chemical and Pharma and Life Sciences;

- Machinery and related engineered goods;
- Automotive Components and Manufacturers;
- Luxury goods including fashion and clothing, accessories, and textiles;
- Financial Services.

## THE PROCESS OF RECRUITMENT CAMPAIGN

Job offers and on-boarding will follow as soon as possible according to applicant's availability. The process and the steps for a new team member to become an Equity Partner in the EIM Group will be described in full to successful applicants.

Applicants are asked to submit their CV, the contact details of at least three professional references EIM is authorized to contact, and a motivation letter highlighting the experiences in their professional background that in their view demonstrate they meet the specified requirements.