



International Recruitment
French-Nordic Executive Search

PARIS - STOCKHOLM - HELSINKI - COPENHAGEN - OSLO



Presentation

MS-search is a headhunting firm founded in 2014. We specialise in Executive Search assignments on the Franco-Nordic market. We are currently the only recruitment firm in France focused solely on this niche and in these countries. Our core business is our expertise in Franco-Nordic headhunting which naturally enables us to guarantee the best outcomes.

Based in the Paris region, the MS-search Executive Search firm carries out headhunting missions by direct approach of managers and senior executives for French and international companies, particularly Nordic companies based in France, as well branches of French companies located in Sweden, Norway, Denmark and Finland.

We place our vast network and thorough understanding of the French and Nordic (Swedish, Danish, Finnish and Norwegian) markets and their specific features at the service of our clients and bring a significant multicultural edge to the assessment of candidates on the Franco-Nordic niche.

MS-search operates in all business sectors and for all types of executive and senior management positions. We use a very effective identification method: quantitative, qualitative and customised at the same time to enable us to target and contact for each mission, a large number of potential candidates in the relevant jobs and sectors.

We fully harness all our tools and capabilities to identify and search for profiles that fit the requirements previously defined with the client. We then assess and select the best talents whose potential will fully blossom in the proposed position and whose personality will mesh seamlessly with that of their future colleagues.

We only undertake bespoke missions. Our absolute priorities include guaranteeing a quality outcome by ensuring our work is strictly confidential and meets the specific needs of each client. We offer a genuine consulting approach, and we strive to forge long-term partnerships with each of our clients, based on mutual trust.

MS-search maintains relationships with its clients built on values of commitment, responsibility and sincerity. Thanks to the human size of our firm, we can guarantee flexible, responsive and efficient solutions and adapt to the specific needs of each client.

We place a premium on maintaining a transparent, loyal and dependable relationship with our clients and candidates. We value open-mindedness, availability and simplicity in our relationships.

Profile of founder Marie Sundin

After completing her university education in Stockholm, Sweden, Marie Sundin moved to France in 2005. She rounded off her higher education with an MBA in International Commerce and Management obtained from INSEEC Paris in 2006.

Her keen interest in intercultural management and her Franco-Swedish background rapidly led her to a position in an international Executive Search firm. There she learned about different headhunting techniques and then specialised in identifying and assessing candidates in France and in Nordic countries.

Fluent in Swedish, French and English, Marie Sundin has been conducting since 2006 direct search assignments for executives and managers on behalf of international groups in France and its neighbouring countries as well as in Nordic countries (Sweden, Finland, Norway and Denmark). As a specialist in headhunting on the Franco-Nordic niche for many years now, Ms Sundin operates in multiple business sectors on behalf of her international clients.

In 2014 after spending eight years in different well-known headhunting firms in Paris, Marie Sundin decided to found MS-search.

Today, through her firm, she uses her far-reaching experience in hiring, headhunting and assessment for her clients and her candidates.

Thanks to her dual French and Swedish nationality and extensive professional career in headhunting, Ms Sundin has an organic in-depth understanding of the French and Nordic markets and their specific characteristics, which enables her to bring an invaluable multicultural edge to the assessment of candidates on the Franco-Nordic niche within MS-search. She uses a direct approach to carry out her missions in France, its neighbouring countries, Sweden, Finland, Norway and Denmark.



Our methodology

We work closely with our clients, and we inform them of our progress at each stage of the hiring process. A single consultant oversees all stages of the mission, thus ensuring better follow-up, quality service and guaranteed confidentiality.

The different recruitment stages

We begin by establishing contact with the Managing Director, the BU-manager, Sales Director or Human Resources Manager to draft a mission agreement by direct approach for the French, Swedish, Finnish, Danish or Norwegian branch of the group.

Listening, understanding and analysing the context, studying the environment of the vacancy to be filled.

- Interviews with the Manager and/or operational staff concerned by the recruitment, allowing us to gain better insight into the company and its values and to optimise the conditions for a close working relationship.
- Analysis of the position and its assignments, writing up a job description.
- Drawing up a schedule for the recruitment.

Choosing the method

MS-search is primarily specialised in headhunting. This methodology entails searching for talents that cannot be easily identified by other means. We use our direct approach method to provide our clients with solutions precisely tailored to meet their specific needs.

We are proactive and search for new candidates for each position in order to maximise our chances of successfully completing each mission. We have also noticed, through our extensive track record, that most in-house databases generally only contain candidates that have been idle for a long time or are the least suitable. The new European GDPR legislation has also made it more difficult to build in-house databases (obligation to delete idle profiles after a maximum period of three years). The search for qualified executives has become very complicated and we have noticed that it is no longer enough to simply publish a job ad or consult a static data base.

Seasoned multicultural managers, executives, engineers and sales executives are not a dime a dozen. We must therefore use specific techniques to identify them and contact them.

In order to reach out to the largest possible target of professionals, we often need to use all three approaches at the same time:

- Networking on LinkedIn, searching through CV data banks and external databases, personal networks, university networks and alumni associations, business organisations, trade shows, forums, etc.
- Headhunting: drawing up an exhaustive list of target companies within which we identify the potential candidates. Thanks to this approach, we can reach a large number of professionals who are not active jobseekers but whose profiles seem to particularly fit the relevant vacancies.
- Through job ads: to reach a broad target of active job seekers with different backgrounds, we advertise the position online, confidentially, if necessary, on the appropriate platforms depending on the profile we are looking for.



Launching the search

- Identifying candidates who potentially meet the requirements of the job vacancy, by using the methods described above.
- Drawing up and sending out questionnaires made specifically for each position.
- Receipt of the questionnaires and detailed analysis of their content. We verify the coherence of the candidate's background and career plans and validate the first key points depending on the vacancy and its specific context.
- We then continue the process with the candidates who match the job profile. During face to face interviews, we assess and evaluate the background, skills, motivation and personality of the candidates in order to determine their strengths and weaknesses with respect to the requirements of their new position within the client company. We make sure that the candidates are aware of the issues at stake, the responsibilities and the context of the vacancy to be filled.

Selecting and presenting the candidates

We present several candidates whose capabilities and both professional and personal skills match the needs and culture of the company. We deliver a comprehensive summary of useful information about each candidate to the client. It takes us between four to eight weeks to present a short list of candidates, depending on the complexity of the mission and any emergency criteria expressed by our client. We can schedule the candidate presentation over a single day, to facilitate faster decision making, while simplifying the organisation of meetings to accommodate our client's schedule. For international recruitments, our clients often wish to start with interviewing the short-listed candidates over a web-based meeting in order to avoid multiple air travels.

Final decision and onboarding

- Taking references for final stage candidate or candidates.
- We assist our clients in making their decision by advising them at every step of the way, particularly during salary negotiations. We share our knowledge of pay levels for jobs recruited in the different countries with our clients.
- We monitor the employee's onboarding, and we remain attentive to our clients and the candidates we recruited.
- We inform the non-selected candidates and follow up with all the people contacted.

Guarantee

We offer our clients a guarantee which means that MS-search will conduct another search at no extra cost in case the candidate leaves within six months after joining the company.

Fees

We operate in accordance with the ethical rules and code of conduct of our profession. Missions are entrusted to us exclusively and we handle them from A to Z.

Fees are determined by common agreement on the basis of two criteria: the complexity of the search and the responsibility level of the position. They are payable at each stage of the recruitment process: at launch of the search, at presentation of the candidates and when the employment contract is signed with the selected candidate. These conditions guarantee payment linked to the success of the mission.

Our competitive edge

MS-search thoroughly understands the cultural differences between Nordic countries and France, and we factor these differences into our job analysis, identification and assessment of candidates. We have an unparalleled knowledge of the French, Swedish, Finnish, Norwegian and Danish markets, making us the best positioned to help Nordic groups find talents in France and French companies find talents in Nordic countries. The risks inherent in such recruitments are minimised for our clients. We are present to ensure smooth communication and more importantly increase understanding between the two parties (client/candidate). We also share with our clients our knowledge of pay levels for the positions recruited in the different countries.

For MS-search, recruiting international talents is not linked to segment-specific specialisation (industry, service or other) but rather to work methods and especially to know-how in the identification, assessment and selection of profiles. We perform an in-depth analysis of the position and its environment in order to develop a bespoke action plan. This is the expertise that enables us to carry out these recruitments by direct approach in any type of sector and to select candidates with the desirable skills and who will be able to adapt to the specific culture of the group for which we recruit.

We tailor our work to the highly specific requirements defined by our clients; each entrusted position has its own unique features. We contact people who perfectly match the position, its environment and its sector, roughly 100 to 300 candidates depending on the complexity of the mission. For the successful completion of a mission, we must contact several highly targeted people. MS-search implements its best efforts for each client and carries out this quantitative and qualitative work for any new position. The approach is guided by the exclusive methods of MS-search and guarantees absolute confidentiality of exchanges. After a very demanding selection process and with numerous face-to-face interviews we finally present the client with a short list of three to six candidates.

We are transparent. We provide an accurate description of the position and environment of the recruiting group. When candidates understand the issues at stake, they make well-informed choices. Motivation for the position and the desire to join the company are some of the most important points in the selection of a candidate. Individuals who are strongly motivated in the beginning will succeed more easily in their new position.

Examples of recruited positions

- Chief Executive Officer / Branch Manager / Country Manager / Business Unit Manager
- Sales Director / COO
- Sales Manager / Business Developer / Key Account Manager / Sales Representative / Regional Manager / Inside Sales / Sales Assistant
- Chief Financial Officer / Administrative and Finance Manager / Controller / Accountant
- Marketing Manager / Communication Manager / Product Manager
- Purchasing Director / Purchasing Manager
- Director of Production / Plant Manager / Head of Research Department / Technical Director
- Supply Chain Manager / Logistics Manager
- Quality Manager / QA Manager
- Customer Support Manager / Service After Sale
- CIO / IT Manager / Embedded Developer / Technical positions
- Human Resources Director / Human Resources Manager / Talent Acquisition Manager
- General Counsel / Legal expert
- Principal / Teacher

Some examples of clients



Contact us



MS-search
6 Parc Jacques Chirac
92500 Reuil-Malmaison
France



Tel France: +33 (0)6 49 28 71 51
Tel Sweden: +46 (0)79 33 61 140



E-mail: contact@ms-search.fr
www.ms-search.fr