



ARTEMIS

CAREER CONSULTING



COMPANY PRESENTATION

Mission

Our mission is actually **two-fold: the Company and the Person.**

Artemis identifies those professionals best suited to delivering changes and development for their corporate clients, taking care to offer these professionals support through the valuation phase and the opportunity to manage their personal growth and development.

Artemis knows that Companies are made up of People, and that motivation, recognition and satisfaction are the key factors in determining success.

Who we are

Artemis was founded in 2009 as a result of the cumulative years of experience of different Partners operating in the world of HR consulting and head-hunting to offer specialized advice to Companies enabling them to make informed choices regarding their future Managers and Professionals.

We are the result of a project which brings together a profound knowledge of the dynamics of recruiting and Human Resource consulting together with an innovative approach that is both modern and highly innovative.

Our Values

Results focused, concrete outputs, business sensitive, time sensitive and determination are attributes which set our projects apart from the rest, all founded on a continuous respect for deontological ethics allowing us to create solid and lasting relationships.

Why Artemis

A flexible structure, capable of planning every action in line with a Client's particular objectives within their market context.

The use of flexible software tools (Keys Performance Indicators) allows our clients to have a share in all of the stages of the selection process and to extrapolate data and information that is both qualitative and quantitative.

Artemis possesses a knowledge structure dedicated to the creation, management and sharing of market information and the analysis of the complex dynamics present in technological, corporate and organizational scenarios.

International Network: Spenglerfox Group

We are the Italian partner for SpenglerFox, a multinational agency operating within the field of Executive Search in all the leading countries in Europe, Asia and the Middle East.

spenglerfox.com



Expertise

Targeted Head Hunting of Executives, Managers and Professionals

We work with various local and multinational companies across a wide range of sectors:

- » Technology
(Information Technology, Telecommunications, Consumer Electronics)
- » Finance (Banking and Insurance)
- » Manufacturing
(Industrial Equipment, Automotive, FMCG, Chemical and Pharmaceuticals)
- » Media
- » Consulting (strategic, organizational and business consultancy)
- » Fashion and Design
- » Services

The direct research process covers the complete spectrum of professionals, from sales & marketing roles, operations, administration, finance and control, legal, personnel, and purchasing through highly technical consulting positions.

Selection

Artemis identifies the correct selection methods to utilise based on a client's specific needs, and then adopting & adapting those instruments most suited to fit the corporate reality: individual interviews, evaluation of team dynamics, written tests and/or psychometric testing and analysis provided by certified professionals.

Benchmarking

Consulting interventions designed to support Human Resources Department and the functioning of the business during the phase of defining the strategy for development or change within the organization.

Market and/or Business Segment Mapping

Defining competitors and analysis in terms of size, turnover and product offering.

Benchmarking different organizational models as used by leading companies

Detailed sketch of the organizational structures and/or specific business areas.

Market Mapping focused on 'key' roles and resources

A detailed report featuring role analysis, various positions and appropriate wage-scales and compensation packages.

Career Consulting

The aim of Career Consulting is to make evident the personal and professional characteristics of Managers and Executives, so as to evaluate, in collaboration with the Human Resources Department, possible paths for career development and increased productivity.

» Management Level Career Path Evaluation, through detailed and structured interviews with our market experts.

» Analysis and Evaluation of Skills with the aim of developing professional self awareness, in line with the continuing challenges posed within the marketplace.

Organization

We work alongside our Clients through every phase of the process with a project team headed up by a Client Manager, and structured in the following manner:

Senior Consultant - Responsible for the planning, organization and management of the project and delivery within the agreed time frames;

Research Associate - Responsible for undertaking the operational phase of each project, from start-up through to delivery of the agreed objectives;

Knowledge Manager - Offers support in understanding the market context in which the project is being developed.

Methodology

The direct search methodology is developed through the following phases:

- **Feasibility**
 1. Understanding the Needs:
 - Analysis of the organizational context and business context
 - Analysis of the position and its contents
 - Analysis of the ideal candidate profile
 - Definition of remuneration parameters

- **Action**
 1. Research Strategy:
 - Target companies
 - Identification of analogous profiles
 - Benchmarking between the position sought and the market standard
 - Identification of the defining aspects of the profile
 2. Selection:
 - Identification of candidates
 - Selection interviews
 - Motivation verification and assessment
 3. Presentation of a shortlist.
 4. Career Consulting.

- **Final Phase**
 - Assistance in the negotiation phase.
 - On-going support for sixth month following insertion of the successful candidate.

Code of Ethics

Artemis has always applied and respected a custom made ethical and deontological code that protects Companies and Candidates:

- **Confidentiality of information provided by Clients and Candidates**

Artemis applies the utmost confidentiality in handling data provided by Clients and Candidates and in every case it undertakes not to disclose confidential information to unauthorised persons. In addition, our Clients contractually agree to handle the personal data that they will receive in a confidential way and agree not to request direct references concerning Candidates under assessment without first being authorised to do so by Artemis and the Candidate.

The same type of confidentiality is requested of Candidates concerning the information that they are given during the recruitment process; in any case the nature and quantity of company information given to Candidates is established together with the Company.

- **Individuality of the search and the recruitment process**

Each Candidate can only be connected to one recruitment process at any one time, and cannot therefore be presented to more than one Client simultaneously.

- **Off limits**

Employees of Client companies may not be considered potential Candidates for search projects for a period of one year from the last appointment received.

- **Recruitment quality guarantee**

Following the trial period stipulated, should a Candidate not fulfill the Client's requirements due to personal or professional shortcomings, Artemis agrees to present the Client a new round of candidatures at no extra charge.