



YER RECRUITMENT SOLUTIONS

***A SPECIALIZED APPROACH TO
YOUR RECRUITMENT NEEDS***

Focus on you

WHO WE ARE

YER in a nutshell

History	In 30 years YER has grown to become the largest privately-owned international Dutch recruitment firm with over 1,500 employees.
Countries	We are present in: Netherlands (8 offices), Denmark (1 office), United States (2 offices). We provide recruitment solutions globally .
Services	Europe: Executive and temporary recruitment solutions. North America: Executive Recruitment solutions.
YER USA	YER USA focuses on finding candidates for European companies with offices in North America (USA, Canada and Mexico); and works on specific assignments in Europe.
How	<ul style="list-style-type: none">• 200 recruitment consultants• Specialty units, teams and industry focus• Campaigns (online + print)
Functional specialists	Senior Leadership & General Management / Sales, Marketing & Communications / IT / Operations / Engineering / Logistics & Supply Chain / Procurement & Purchasing / Management / R&D / Legal & Tax / Human Resource
Sector Specialists	Engineering & Manufacturing / Financial Institutions / Food manufacturers and distributors / Oil & Gas (Energy)/ Handling & Packaging / IT Electronics and Telecommunications / Construction / Services & Utilities / Automotive & Transportation / Automation / Machinery / Textile, Furniture & Home Décor / Tourism & Hospitality / Medical Manufacturing

LONG STANDING PARTNERSHIPS WITH OUR CLIENTS



Focus on you

HOW WE IDENTIFY INTERESTING CANDIDATES

Tailor-made searches

In person interviews

New state of the art CRM system

Dedicated and experienced consultants with strong networks

Effective Headhunting

Referral techniques & internal collaboration

Use of Social Media techniques

Focus on you



OUR PROCESS IS A BASED ON COLLABORATION & PARTNERSHIP

Analysis

- Market analysis
- Feasibility screening
- Advice on use of tailor made recruitment strategies and campaigns
- Intake with specialized consultants team
- Internet- & Database search

Pre-selection stage

- Drafting tailor made vacancy profiles / Job descriptions
- Database search
- Activating networks
- Applying selected recruitment tools
- Weekly status report & benchmark

Interviews by YER

- In person interviews
- Assessment of soft and technical skills
- Compensation match
- Personalized introductions of candidates
- Reference & background checks
- Coaching on Assessment Solutions
- Education verification on request

Selection by YOU

- Scheduling of interviews handled by YER
- Managing mutual feedback (continuous benchmarking)
- Advice on total compensation negotiations
- Advice on assessments

Aftercare by YER

- Clauses concerning: Coverage & Guarantee
- Evaluation candidates and employer
- Customer Satisfaction Analysis

Continuous and transparent communications

A FORMULA FOR SUCCESS



Your role:

Detailed information on your hiring needs

Communication throughout the process

Feedback on the candidates

Share your concerns

Your insight on our services

Our role:

We take over the recruiting process so you can focus on your daily responsibilities and grow your company

In depth understanding of your needs

Realignment of the search criteria

We guide you and share our knowledge on local labour laws recruiting techniques and salaries.

Openness to consultancy advice and suggestions



*WE LOOK FORWARD
TO PARTNERING
WITH YOU!*

Focus on you

