



## Our values

**“Organisations are like automobiles. They don’t run themselves, except downhill. They need people to make them work. And not just any people, but the right people.”** Manfred Kets de Vries.

ProfilersConsulting is a privately owned company, active all over Europe and specialised in HR consulting including Direct Search & Interim Management, Training, Coaching and HR audits.

Our goal is to serve our clients and candidates with the highest level of honesty, quality and with a Passion for Human Development.

“Every need can be addressed”. We strongly believe that developing a real and strong partnership adds extraordinary value to our job. We want to provide first quality tailor-made solutions to any kind of HR needs your company might have.



## Our services

### Search & Selection

Through a qualitative search and selection methodology, we help companies finding adequate profiles and acquire talent.

In close collaboration with our clients, we define their needs in recruitment, analyse the situation and provide adequate solutions in terms of candidate identification and approach.

We are committed to a project/process management approach where the scope of the assignment along with its timing and costing are jointly defined. Regular status reports give our clients a clear view on the actual stage of their outsourced recruitment.

We also provide advice on the remuneration packages to be offered and support you during the whole negotiation period. We then monitor the perfect integration of the chosen candidate in their new role.



## Our services



### Interim Management

As a provider for Interim Managers, we assist companies by delivering experienced and temporary talent for a variety of situations.

Competent professionals can step in on a very short notice to replace someone in a role he/she is unable to fulfill. Interim managers are also often hired when a temporary work overload or back-log needs to be taken care of. They also often act as Project Managers for specific projects related to the implementation of a new ERP, mergers & acquisitions, change management projects etc.



### External assessments

We are able to externally assess your top and middle managers in an objective way. We will evaluate talent for succession planning purposes as well as identify their key competencies and their areas of development. We can also be a useful "second opinion" in any recruitment process, be it internal or external.



## Our services

### **Organisational & HR Audits**

Many organisations feel the need for an external eye on their organisational structures in order to find out whether these do match the actual business model they use to create value.

Subsequent HR audits can identify key individuals for the relevant positions as well as potential weaker areas. As a matter of routine a series of “what if” scenarios linked to targeted back-up analyses allow us to elaborate a scorecard giving senior management a clear view of their organisation. Talent identification & retention techniques often are part of this exercise.

If necessary, a number of steps are recommended in order to increase performance, proactively manage risk and ensure business continuity.

### **Training & Coaching**

Our consultants can provide trainings in various fields such as: Talent Retention and Development, Recruitment Process management, Interview skills, Salary/Commercial Negotiation, HR Strategy, People Management or on more operational/technical topics (mainly finance related).

On a more personal level, we also provide individual coaching to specific top and middle managers in order to identify and address points of improvement in their professional development.



## Who we are



Contact ProfilerConsulting

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## Who we are



**Jean-Marc BENKER** started his career in various finance roles (International Trade and Planning & Control) in a Germany-based SME as well as at Siemens. He joined a large LSE-quoted staffing firm in 1994 and left in 2007 as Managing Director Belgium & Luxembourg in order to co-found ProfilerConsulting.

He was President of the Belgian Federation of Recruitment, Search & Selection firms (Federgon) for 6 years and a Board member of ECSSA (European Confederation of Selection & Search Associations) for 3 years.

He lectures Human Resources Management in the Executive MBA program at Louvain School of Management and taught at ICHEC Business School in Brussels for 15 years.

Jean-Marc holds a Master's degree in modern languages & literature and post graduated from Solvay Business School (DESS) in 1991.

He fluently speaks German, English, Dutch and French.

Next to the three Partners there is a professional team of consultants and researchers delivering quality services to clients and candidates.





## Who we are



**Gwladys COSTANT** has a passion for Human Development. She holds a Master's degree in Applied Economics & International Trade from ICN (French Business School). Her first business exposure was in the chemical sector in France and in Spain. She also has a good understanding of the steel sector for historical reasons.

Gwladys joined the Luxembourg subsidiary of a large LSE-quoted staffing firm from its creation as a Researcher in 2001. She subsequently became a consultant and Head of the subsidiary as of June 2005.

She has in depth knowledge of the Luxembourg, Belgian and Swiss markets and has placed senior professionals in various executive positions in those countries.

She fluently speaks French and English with a good understanding of Spanish and German.

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## Who we are



**Philippe GENICOT** holds a Master's degree in Business Administration and Finance from ICHEC Business School in Brussels and is FSA authorized dealer. He has been living in Luxembourg since 1980.

He started his professional career in the investment funds industry, within Crédit Agricole group in Luxembourg, before joining an equity derivatives broking firm in London for 2 years.

He then worked at Citigroup Luxembourg as a Manager in Funds Compliance. After that, he joined the Luxembourg subsidiary of an international recruitment firm, holding a Team Leader position within the Executive Search division.

He fluently speaks English and French, with a good understanding of Spanish, Luxembourgish and German.

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