



amandis

ICT RECRUITMENT PROFESSIONALS

ENGAGE THE RIGHT ICT TALENT

to strengthen your organisation



GOING THE EXTRA MILE

to deliver success



GOING THE EXTRA MILE

to deliver success

We provide ICT talent

permanent



temporary

GOING THE EXTRA MILE to deliver success

We provide ICT talent



Headhunting



Database

30.000 candidates



Partnerships

LinkedIn, Jobsites,
Highschools



Market knowledge

Seminars, Exhibitions,
Networking

RECRUITMENT SCOPE

		SECTOR						
		BANKING & FINANCE	HEALTHCARE	HR	ICT	MANUFACT.	ENERGY	PHARMA
FUNCTION	CONSULTING				✓			
	SUPPORT				✓			
	ICT	✓	✓	✓	✓	✓	✓	✓
	HR				✓			
	SALES & MARKETING				✓			
	FINANCE				✓			

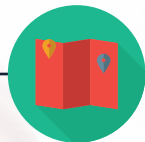
CLIENT FOCUSED

the fundamentals of our charter



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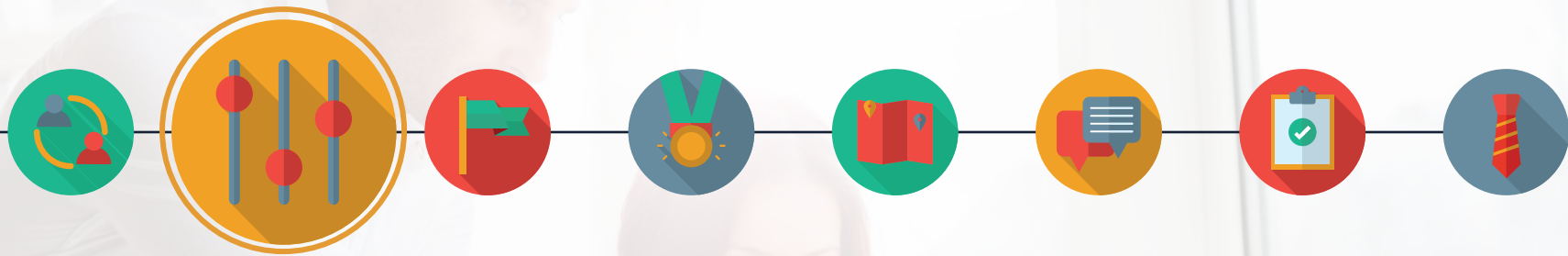


PROFESSIONALISM

Representing people in a way
we want to be treated ourselves

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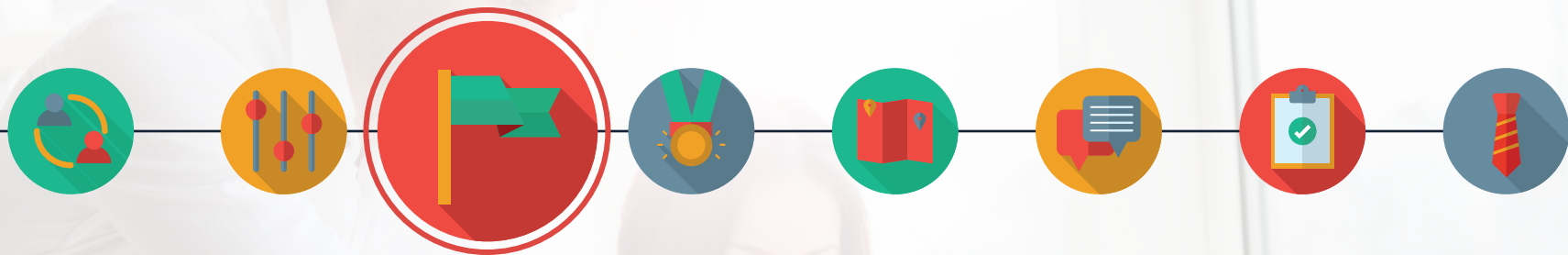


CLIENT-FOCUSED

Not a one-size-fits-all product,
but individually tailored solutions

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COMMITTED

Always ensuring the
best available candidates

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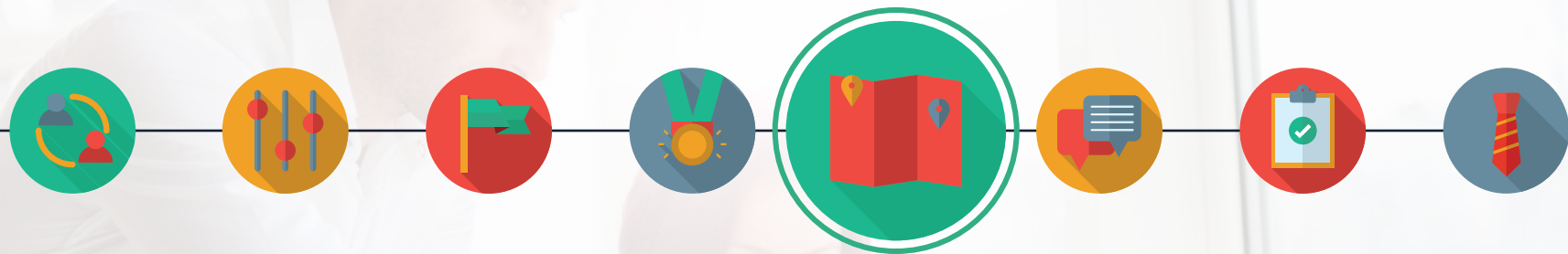


Experience

25 years of experience in ICT recruitment

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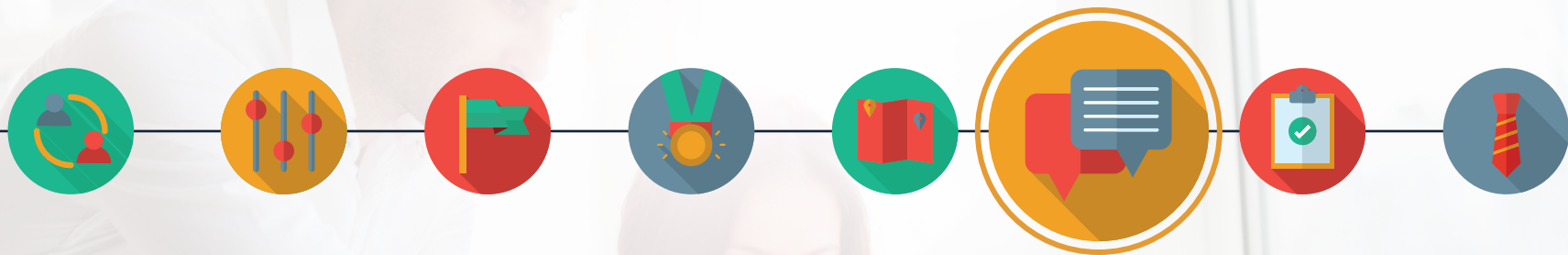


LOCAL

Our focus is on the Belgian market so we can develop a strong knowledge of local candidates

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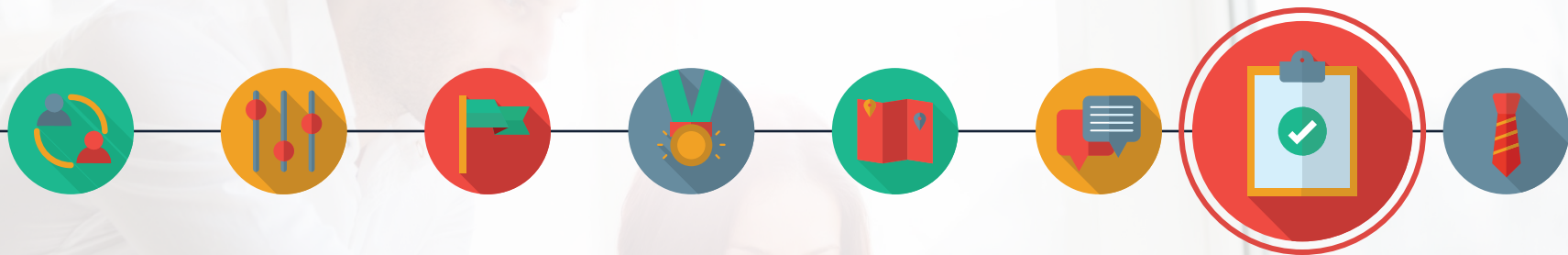


INTEGRITY

Our communication will always be
open, honest and transparent

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RELIABLE

We can be trusted to meet the KPIs
of each candidate search

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REPUTABLE

Maintaining a strong reputation with candidates
and clients in the professional ICT sector

PROJECT PROCESS



PROJECT PROCESS






1 Intake meeting with the client

- Company culture
- Client requirements
- Agree KPIs

2 Agreeing on the job description

- Technical skills
- Soft skills
- Level of experience

3 Start search

-  Database
-  LinkedIn
-  Headhunting
-  Industry events
-  Networking

4 Face-to-face interview with Amandis consultant

5 CV & interview report sent to client

- Skills
- Softskills
- Motivation

6 Client interviews

- Debriefing with Client and Candidate after each phase

7 Testing service (optional)

- Technical and personality testing with independent 3rd parties

8 Contract agreement

- Assisting with contract negotiations
- Follow-up on resignation process
- Assistance with candidate on-boarding

PROFESSIONAL COMMITMENT



PROFESSIONAL COMMITMENT

10

max. clients
per consultant

15

max. open
vacancies per
consultant

90%

of cv's presented to
clients are invited for
an interview

1

status report sent
to clients per week

PROFESSIONAL COMMITMENT

SPOC

**Personal
follow-up**

**Candidates
interview**

**Account
manager**

**Responsible
for KPI's**



CASES

what clients & candidates say about us



Clients



Candidates

Relevant business cases available upon request



Amandis

An **ama** is an outrigger, running parallel to the main hull of the boat.

It provides **support, stability** and **lift** to the boat



Amandis works alongside its clients to provide **support, stability** and **lift** to their ICT recruitment plans

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