

– APEC

Your HR Partner in France



– UNDERSTANDING APEC

APEC (Association Pour l'Emploi des Cadres) is a major French organization dedicated to the employment of management staff: CEOs, General Managers, supervisors, engineers, expert skilled staff...

For more than 40 years, APEC has been accompanying thousands of private companies and recruitment agencies in their search for talents.

APEC is a privileged partner of high-potential executives, helping them in their quest for professional evolution. We also follow and advise recent graduates in their placement in the job market.

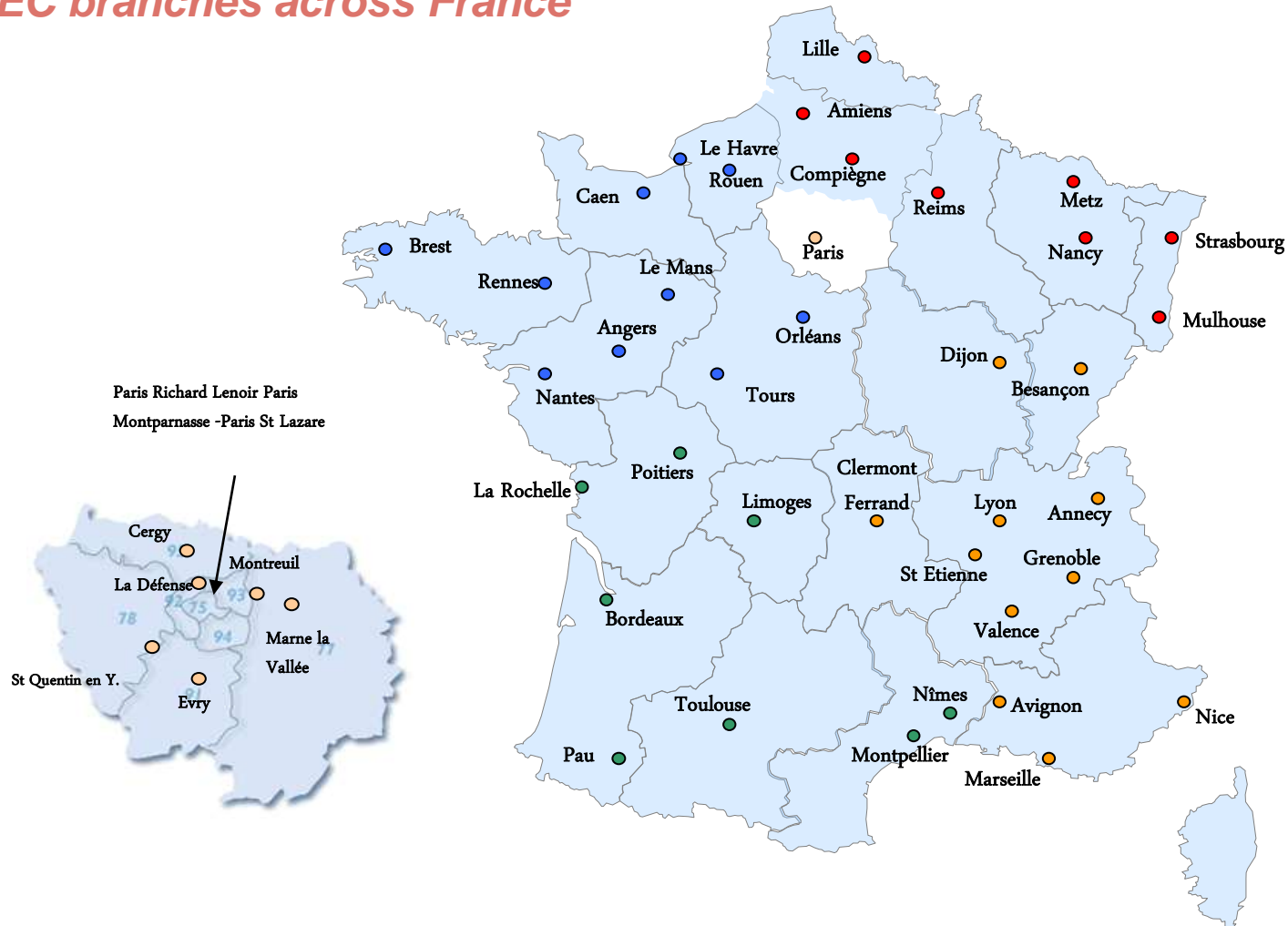
As a niche player targeting management-level employment in France, our main mission is to connect companies with prospective skilled staff.

Our core values:

EXCELLENCE, EQUITY, INDEPENDENCE, TRANSPARENCY.

– National Footprint

47 APEC branches across France



– Fields of expertise

APEC is a National Employment Trends Observer of the French job market.

Through its 40 member dedicated team, our Research & Studies Department deciphers the trends in the job market and provides exclusive studies on recruitment forecasts in France and its 22 regions.

We are experts in developing statistics related to indices such as job sectors, business division fields, salary practices, recruitment strategies, young graduate and executive behaviours (eg: the use of social networks...)

Our in-depth knowledge of the job market includes precise understanding of job classifications and functions : Marketing & Communications, Human Resources, R&D, Banking, IT...

We can help potential clients comprehend a specific theme (i.e. salary quotient) through special 'survey on demand' service.



– APEC.FR

The leading employment website in France

4,2 million visits monthly → 52 million visits annually
with an average of **2,2 million unique visitors** monthly

438,000 job offers published annually by recruiters

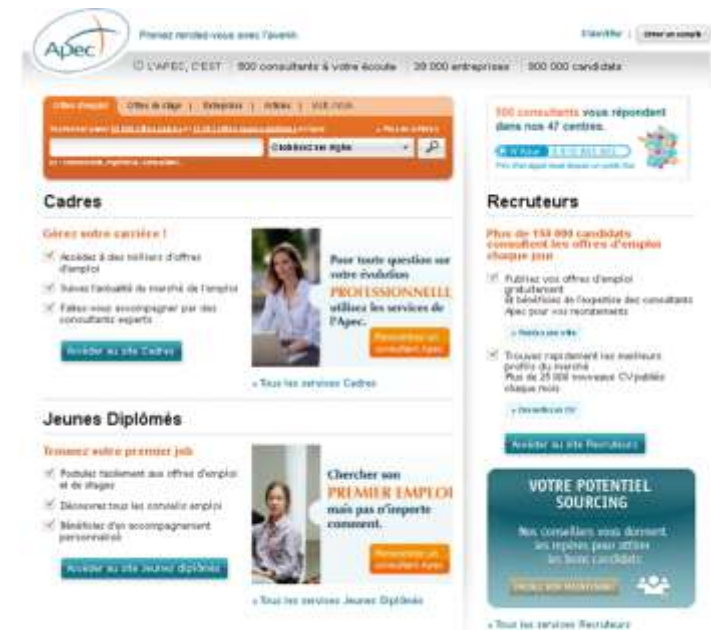
5,8 Million applications sent via *apec.fr* annually

410,000 up-to-date CVs accessible on our database

135,000 people registered to our job offers alerts.

73% of our audience is between 25 and 49.

The average age of our website visitors is 34.



– APEC solutions

APEC provides companies with a multitude of services to help them find personnel with right skills matching their specific needs.

Our recruitment solutions have been defined to serve your HR strategy.

APEC works hand in hand with companies at every important stage of their staff recruitment. Our solutions aim to help you:

- Define your HR needs
- Communicate on the positions available within your organization
- Find candidates and select the right ones
- Integrate new personnel
- Evaluate your recruits and help them develop their skills

– Online Services

Our website www.apec.fr offers unique opportunities to increase your company's popularity and fill your vacancies. It is a powerful tool that can serve your recruitment needs in many ways:

- ① **Publication of job offers** > to receive applications within 24 hours. The advertisement includes your company's logo and is published for a duration of 30 days. Considering our website audience, it is the fastest and most effective way of communicating your vacancies and get quick replies from candidates looking for new opportunities.
- ② **CV database** > to access the **410,000 profiles** currently registered on our « *Candid@pec* » and get in touch with candidates. The APEC CV database allows for a search of candidates matching the skill sets of the position to be filled. You may also register to our daily “*email alert*” facility to receive new CVs automatically.
- ③ **Company presentation** > to introduce your activities, explain your recruitment process needs, process and demands. It includes your brand logo, HR contact and website address. This page has a direct link to the job offers you have posted on our website.

- These services are free of charge for all companies registered in France -

– Tailor-made services

As part of its public service mission, APEC provides companies with personalized assistance, in order to optimize their recruitment chances.

APEC consultants are at your disposal to help you attract, recruit and integrate skilled personnel. We will answer all your queries related to HR matters, such as:

- *what are the French legal requirements to be respected?*
- *how to design a target template of job description?*
- *what remuneration package to offer?*
- *where and how to find the right candidate(s)?*
- *how to select applications and conduct recruitment interviews?*



You may choose to either:

- contact us by phone, Monday to Friday from 9 am to 6 pm: 0811 74 54 74.
- fill in a questionnaire online: <http://recruteurs.apec.fr/Recrutement/Vos-services-RH-Apec>.
- meet one of our consultants. To take an appointment, call 0810 805 805.
- participate in our “Matinales RH” along with other companies in one of our APEC Center



Flash Conseil

Une question sur votre projet de **recrutement** ?

GRATUIT

» Obtenez une réponse immédiate de nos conseillers.

N°Azur 0 811 74 54 74

Prix d'un appel local depuis un poste fixe



Votre Potentiel Sourcing

Vous souhaitez recevoir plus de **CV CIBLÉS** ?

Obtenez les repères pour attirer les bons candidats.

Prenez RDV avec un conseiller Apec



– Recruitment events

<http://salons.apec.fr>

APEC is a major recruitment fair organiser in France

Our dedicated « events » team organises every year several recruitment fairs (called “Cadres & Co”) across France to have companies and candidates meet face to face.

This solution is a great communication tool that enables your company to **develop its visibility before, during and after the fair**. Besides the fact you get to choose the size of your stand (from 6m² to 18 m²), different options are proposed to enhance your participation efficiency such as live conferences, advertising in the visitors catalogue, etc.

We welcome an average of **50 recruiters and 3,000 candidates** on each occasion.

Our Career Fair in 2014

1st Semester

Toulouse	24 April
Grenoble	15 May
Strasbourg	20 May
Paris	3 June
Nantes	24 June

2nd semester

Lille	23 September
Aix en Provence	7 October
Lyon	14 October
Paris	25 Novembre

– References

APEC expertise is trusted by top international companies such as:

ALCATEL LUCENT
ALTRAN
AREVA
BNP PARIBAS
CANON
CARREFOUR
COSMETIC VALLEY
DANONE
DASSAULT SYSTEMS
ESSILOR
KONICA MINOLTA
EADS

GDF-SUEZ
GEODIS
HEWLETT PACKARD
INFOTEL
L'OREAL
MICHELIN
RENAULT
RICOH
SCHNEIDER ELECTRIC
SOCIETE GENERALE
TNT
VEOLIA WATERS...

– Partners

INVEST IN FRANCE AGENCY (IFA)



UBIFRANCE, the French Agency for international business development



LINKEDIN (4 Million members in France)



VIADAO (6 Million members in France)



EFINANCIALCAREERS



PROSPECTS.CO.UK



COFACERATING.COM

A network of 229 Universities & Schools across France

↳ Apec offers an easy access to thousands of students and young graduates



– Your dedicated contact @ APEC

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500 consultants vous répondent
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