



# Antal International Network

Recruitment expertise in the following sectors

Automotive | All Industries | Luxury Products and Services | Yachting



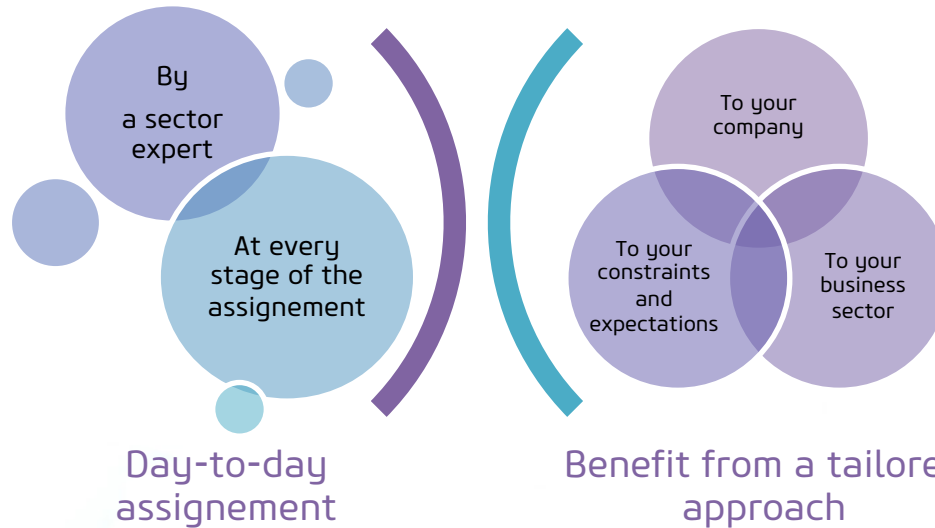
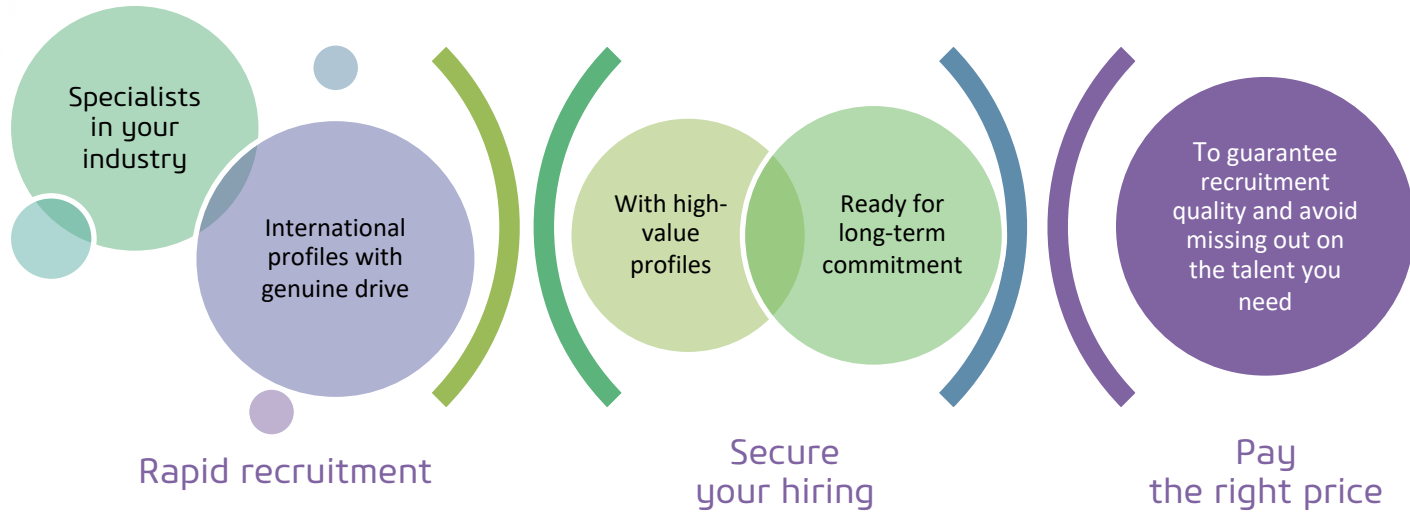
# Automotive, Industrial, Luxury Goods, Yachting



HRD et HRVP or executives  
are you looking for a rare gem?



# Would you like to...

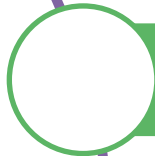


# Are you looking for a partner with added value...



Who is an expert in your sector

To anticipate needs and profiles, adapt to changes in the job market, and ensure you get the right candidate



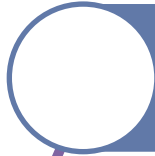
Which offers fees tailored to each of your assignments

- With full-service support or recruitment assistance



Who manages and updates profiles and CVs

- With a database of candidates from all over the world



So you don't miss out on top talent

- So you don't miss out on top talent—thanks to a ready talent pool, even when hiring is on hold



Who can complement your in-house HR teams

- Thanks to deep industry expertise and a clear understanding of your business needs



# Opt for a ""haute couture" approach to recruitment



"The art of success is knowing how to surround yourself with the best "

*John F. Kennedy*



# Our philosophy

## Our vision

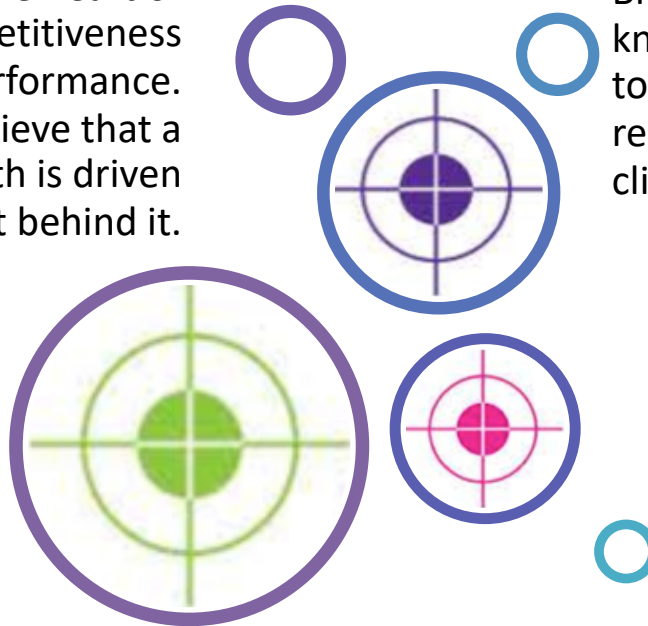
To place successful recruitment at the heart of our clients' competitiveness and performance. We firmly believe that a company's growth is driven by the talent behind it.

## Our business

Bringing together sector knowledge and HR expertise to deliver tailored recruitment solutions for our clients.

## Our mission

To support our clients in implementing their growth strategy through a high-quality, personalised and global approach, based on Antal International's network and methodology



# Specialists in the automotive, industrial, yachting and luxury goods

**We recruit  
for you and with  
you  
THE TALENT  
that adds real  
value to your  
business.**



General Management,  
(National and  
International)

Site, branch, business unit,  
network management

Operational management  
Design roles

Sales, marketing, after-sales,  
technical, supply chain, plant  
and parts management

Department managers  
(Administration and  
Accounting)

Specialist sales roles,  
engineers and  
technicians



# The Power of a Four-Pronged Recruitment Method



# Exclusive, high-quality sourcing

- We give you access to exclusive high-level profiles.

They cannot be found in standard CV databases or through major recruitment agencies.



- Thanks to the Antal International network, exceptional candidates reach out to us.

They confidentially submit their profiles and discuss their career aspirations with us.



# OUR EXPERTISE:

Exceptional candidates selected as part of the ANTAL RISING STARS - EXECUTIVES PROGRAM for proven talent based on 7 criteria

Between 3 and 15 years of successful professional experience, generally combined with a specific operational, commercial, marketing, administrative or technical diploma in the field.

Geographically mobile, in Europe or internationally, in fast-growing countries

- A definite taste for new challenges, new horizons and discovering new growth markets.

Dynamic, motivated, results-oriented

- Solid references; self-motivated, ambitious, and generous; open-minded and eager to share knowledge for the benefit of the company; always attentive and curious.

3+ years of rewarding experience in an international group

- An international role involving direct collaboration with other countries and communication with export partners.

Fluent in multiple languages, including English, in professional settings.

- Our candidates are interviewed in English to verify their qualifications.

Solid, verified evidence of exceptional performance.

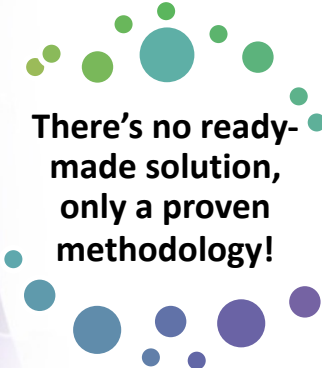
- Measurable results, personal achievements, and objectives successfully met..

Excellent communication, leadership, and presentation skills.

- Open to new challenges and continuous improvement, with a strong sense of ethics. Our candidates align with the company's strategy and create tactical plans to implement it.




# Why work with with Antal International?




**There's no ready-made solution, only a proven methodology!**

In addition to automated software and databases, we place a premium on human contact and a tailor-made approach to each of our assignments.



**Don't waste time - our consultants are experts in your industry.**

We listen carefully to our customers and are convinced that our in-depth knowledge of the markets in which we work will be an essential asset for companies looking for a professional partner with an international reach.



**Pay the right price, earn money!**

We'll save you time, money and worry with a methodology that makes your recruitment more secure and guarantees a match between the assignment, the experience and the qualifications of your future employees.



**Benefit from the power of an international network**

Thanks to our global network, we can carry out one-off or large-scale projects in any country in the world.



# How do we intervene?

Exclusive support tailored to your needs



# Exclusive mission: The tailor-made solution

- Research in four areas: professional networks, the Antal network, advertisements, and direct/physical approach ("hunting").
- Drafting and distribution of press or web announcements, if necessary.
- Research, targeting, and selection of atypical and/or highly qualified candidates.
- Scoring assessments to compare candidates.
- In-depth interviews and verification of candidate motivations.
- Full, detailed debriefing and regular monitoring of progress.
- Presentation and validation of the shortlist.
- Assistance with interview planning, including debriefing of both client and candidate.
- **Complete reference checks: recommendations from former managers, HR directors, or direct supervisors of shortlisted candidates.**
- Personality tests for pre-selected candidates, upon request – Myers-Briggs Type Indicator® (MBTI®).
- Negotiation and extension of the final offer to the selected candidate.
- Candidate security – preventing counter-offers and assisting with resignation procedures, if necessary.
- Support for both the candidate and the company during the induction period and until the end of the probation period



# The Plus

## Performance

Your team

Antal

100%  
dedicated

Antal

### UPSTREAM ADVICE

We advise you on drafting and approving the job description, defining the candidate profile, highlighting the attractions of the position, and determining the proposed level of remuneration.

### A SINGLE POINT OF CONTACT

We act as your trusted partner with the candidate throughout the assignment.

### CONFIDENTIALITY

We guarantee complete confidentiality and exclusivity.

### ABSOLUTE PRIORITY

We deploy all our investigative methods and resources, with the mission as our top priority..

### GUARANTEE

We guarantee to replace the candidate if they do not meet expectations:

- at no extra cost within 3 months
- at a 30% discount within 12 months.

# The right price for performance

A percentage of the candidate's projected annual remuneration or a negotiated fixed sum.

Monitoring throughout the candidate's trial period

The right for our clients to change their minds about the job description, within reason, during the course of the assignment, without any additional fees.

A 30% discount on the assessment of candidates (internal or external) referred and selected by our customers.

A special welcome offer for new customers

Reduced rates depending on the number of vacancies to be filled for the same profile or other functions.



# Our service commitments



## IMPROVEMENT

We are constantly improving and optimizing our internal processes, training, and investigative methods to best meet our clients' needs.

## SHARE

In the interest of synergy, we share our information, knowledge, and experience with our clients, candidates, and Antal International Network offices for the benefit of all, and we do it better than anyone else in the world.

## MADE TO MEASURE

Each client is unique, and we approach every assignment with a vision tailored to the company's structure, constraints, DNA, and sector, while taking into account new technologies and globalization.

## DEONTOLOGY

We scrupulously comply with the Syntec Code of Ethics, while ensuring that we adapt to your company's way of operating and to your expectations regarding our advice.

## REACTIVITY

We promise to answer all your questions within 24 hours. Our services are precise, clear, and tailored to your activities and needs. We adapt our offerings according to the progress of each assignment.



# Your contact at Antal International



## Hervé Nabet

Your key contact for all your recruitment needs

- **Founder of HN TALENT RECRUITMENT**  
**Antal International Network Limited franchise**

Former company director in the industry and luxury goods sector

- he puts his experience at the service of companies in the automotive, industrial, luxury goods and services and yachting sectors, who are looking for someone specialised in their field of activity.

Thanks to its expertise and excellent knowledge of the challenges and constraints faced by companies in the luxury goods and industrial sectors

- it is an unrivalled talent recruiter, listening to its clients and candidates.

Based in Cannes, it draws on Antal International's vast network of highly qualified professionals, present on all 5 continents.

- he brings his expertise in management, leadership and business administration to professionals in his chosen sectors.

Persuasive and in love with his job, he finds the best candidates.

- and always places itself at the service of the success of the relationship between the talent recruited and their future company.

It is committed to offering a high level of service

- to both its customers and its candidates, demonstrating active listening between all parties during the recruitment process.





5 continents, 1 vision: Discovering talent



# Antal International: some key figures

Real  
expertise  
since 1993

100,000  
investments

60,000  
customers

on 5  
continents



# International recruitment experts by business sector

## An international network

- Present in 35 countries
- With over 150 offices
- More than 1,000 consultants worldwide

Our consultants work on a global level, responding to very specific or large-scale requests.

Our methodology has been proven to recruit faster and more fairly.

Our consultants all have an excellent knowledge of their market and your sector of activity, which enables us to discover the talent you are looking for and make no mistake.



# References that speak for themselves



Austria - Belgium - Bulgaria - China - Croatia - Cyprus - Czech Republic - Egypt - France  
 Germany - Ghana - Greece - Hungary - India - Italy - Ivory Coast - Kazakhstan  
 Kingdom of Saudi Arabia - Kuwait - Luxembourg - Malta - Mexico - Morocco - Netherlands  
 Pakistan - Panama - Philippines - Poland - Portugal - Romania - Russia - South Africa - Spain  
 Switzerland - Turkey - United Arab Emirates - United Kingdom



# Contact us today!



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