



Member of



Executive search

Matte Consulting Group specializes in middle and senior level executive searches. Due to our association with IIC Partners, a leading international executive search firm, we are able to recruit efficiently and rapidly in 38 countries on all continents. More than 300 professionals in 50 offices, 4 of which are in Canada, collaborate directly to better meet our clients' needs.

We work with multinationals as well as with small companies. The opposite graphs represent the sectors of our mandates and the types of positions recruited.

All our professionals follow these guiding principles:

- **The scope of our searches.** We have a large team of experienced search consultants, a major network of contacts, and a constantly updated candidate databank.

- **Our sense of urgency.** We dedicate ourselves in doing a complete search of your market in the shortest time possible.

- **A quality evaluation of candidates.** We listen to your needs and values. We master the art of matching candidates and organizations.

- **Our role in representing your organization.** We work rigorously and professionally and we are careful to protect your image with the candidates as well as in your market.

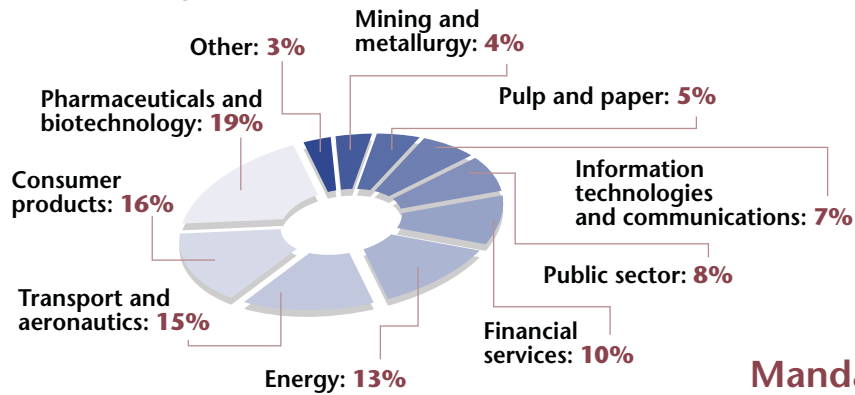
- **Our guarantee.** We remain in direct contact with the client and with the hired candidate to ensure a successful integration. If the hired candidate proves unsatisfactory, we resume the search at our own expense.



Our methodology

- 1 Meeting with the client, analyzing needs and company culture, and establishing a realistic timetable.
- 2 Presenting our service offer in order to ensure that the client's needs are understood.
- 3 Developing a search plan and strategies.
- 4 Searching actively, including a market-targeted approach, using our contact network, and querying our computerized files.
- 5 Meeting with qualified candidates in semi-structured interviews.
- 6 Selecting the best candidates and presenting the interview comments.
- 7 Interviews between the client and candidates; our participation in these interviews is optional.
- 8 Advising clients on the choice of candidate. Optional psychometric evaluation.
- 9 Support during negotiation of the employment contract.
- 10 Detailed reference check.
- 11 Follow-up to ensure successful integration of the candidate.

Mandates by sector



Mandates by position

