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Your Partner of Choice!
**Premier Recruitment
Services in FMCG**

ICAP Executive Search, capitalizing on its more than 45 years of experience, is within Greece's 5 Leading firms, in its field, specializing in **Search - Assessment - Selection**.

More to that, **ICAP Executive Search** collaborates with leading **FMCG Companies** offering a creative approach when it comes to **sourcing top talent**.

Committed to deliver **ever higher standards** in recruitment services, we present our clients with candidates that have what the FMCG industry needs: **cross functional skills, real commercial exposure, digital intimacy and entrepreneurial mindset**.

Our consultants can bring both **Functional and Sectorial expertise** to a project, assessing not only the soft and technical skills of candidates, but also their personality traits, values, motives and derailers, always considering **cultural fit** and **industry dynamics**.

ICAP Executive Search can present a **portfolio of successful placements** of Junior, Middle and Senior Level Professionals in the **FMCG Industry** across all functions:

Sales (National Management, Key Account Management, Area Sales, Field Sales)
Marketing (Brand, Category, Shopper, Trade, Digital) / Manufacturing
Key Business and Administrative roles

The core of our **Approach** is based on an Executive Search & Selection Model involving **five critical stages**:

- **Clarify** the required know-how and skill set, key competencies and personal attributes.
- **Target the right candidates through effective market research and reaching out to candidates directly**, but also capitalizing our strong on-line presence, CV Database and wide professional network of FMCG Professionals.
- **Assess** the candidates in depth using a combination of methods and tools (Structured Competency Based Personal Interviews, Personality Inventories, Aptitude Tests, References' Check)
- **Select and Present** a Short List of the most qualified candidates and provide valuable, in-depth information and insight on candidates.
- **Follow up** on the placed candidates' performance to ensure the candidates' smooth integration in your environment.

In today's market the FMCG industry needs more than a specific set of application criteria.

Take the time to assess your strategy in sourcing top talent.
Consult ICAP Executive Search & Selection
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ICAP People Solutions: Tel.: +30 210 7200 156, email: ess@icap.gr, www.icapcareer.com

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