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People Solutions



Your Partner of Choice!  
**Premier Recruitment  
Services in Information  
Technology**

**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**.

**ICAP Executive Search** works with leading organizations operating in the **Information Technology Industry**, offering a creative approach when it comes to **sourcing top talent**.

We are committed to deliver ever higher standards in recruitment services and we offer our clients **confidentiality, reliability and effectiveness**.

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 derailleurs, always considering **cultural fit and industry dynamics**.

In one of the most fast-growing Industries, with **new technologies and agile methodologies constantly evolving**, there is a need to be **innovative, fast and effective**. Our commitment is to be with you every step of the process, providing technical expertise & market intelligence.

We pride ourselves in having a proven track record of successful placements at all levels from Entry to Senior Level Professionals in the **Information Technology industry**, across all functions:

## Software Engineering & Development / ERP / CRM /Systems Engineering / Business Intelligence / Big Data / IT Security / Network Engineering

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** on 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 IT Professionals.
- **Assess** the candidates in depth using a combination of methods and tools (Structured Competency Based Personal Interviews, Personality Inventories and Aptitude Tests).
- **Select and Present** a Short List of the most qualified candidates and provide valuable and in-depth information on candidates.
- **Follow up** on the placed candidates' performance to ensure the candidates' smooth integration in your environment.

Today's hiring landscape in the Information Technology Industry is more competitive than ever.

**Take the time to assess your strategy in sourcing top talent.  
Consult ICAP Executive Search & Selection  
Your Partner of Choice in the Information Technology Industry.**



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