

Specialised Executive Search and Selection

WHO WE ARE

The success of a company is ensured by people with their competence, skills, motivation and internal cooperation. Talent makes the ultimate difference to any business.

The most critical challenge a company faces is to attract, hire and retain talent. At IMPC we help you to identify and acquire talents your company will need to thrive.









We have more than 20 years of experience in specialised recruitment solutions. Our core competence is search and selection of executives and specialists. Since our founding we have successfully executed above 2000 consulting projects for our clients. We advise globally active groups as well as small and medium-sized multinational companies from different industries. We have regional offices across Hungary, giving our clients local expertise backed by a comprehensive network of professional consultants.

SPECIALISED RECRUITMENT SECTORS

We are a specialist recruitment firm and we work for clients across a range of industries, sourcing the best possible candidates in industrial, commercial and service environments.

The specialised sectors we serve are:



Automotive	
Mechanical and Energy	
Electronics	
Metal and Plastic Fabrication	
Foodstuff Processing	
Financial and IT Services	
Trade and Retail	
Advanced Technologies	

Our consultants are experts who have in-depth knowledge in specific industry and service sectors, understand the needs of the client and are able to source candidates that match the client's skill set and corporate culture.

FUNCTIONAL SPECIALISATION

IMPC Engineering	Production, Quality Assurance, Development & Design
IMPC Finance&Accounting	Finance, Accounting, Sales, Marketing
IMPC Office Services	Logistics, Business Support Functions
IMPC Workservice	Skilled Workers

METHODOLOGY

Our recruitment methodology is designed to deliver an efficient and quality outcome. We believe in employing the most appropriate mix of methods promising the most successful solution in a particular sector for a given assignment.



SOURCING CANDIDATES

We source candidates, by using the most appropriate approach, usually a mix of search methods.

DIRECT TARGETED SEARCH

Where specific market or product knowledge is required or in an area of particular skill shortages head hunting is the only realistic way of attracting suitable candidates.

From the pre-selected and researched target market we provide our clients with access to the best available candidates with the most appropriate skill sets. Typically these people are not actively looking for a move and would not respond to advertised vacancies, but as with most highly successful individuals would consider opportunities for advancement.

NETWORKING

Using our extensive network of contacts we will search through the industry for suitable candidates. The use of this network is essential as many of the best candidates would not respond to advertising and indeed may not be actively looking for a move.

OUR DATABASE

We have a comprehensive and up-to-date candidate database, from which we source candidates that match the client's skill set and corporate culture.

SELECTION ADVERTISING

We often use selection advertising in conjunction with direct search in order to reach a wider range of promising candidates and accelerate the timescale of a project.

Quality advertising in high profile newspapers, internet job boards and career portals give us access to candidates appropriate to our client's business.

THE SEARCH AND SELECTION PROCESS

We tailor each search to the specific needs of our clients - qualifying the characteristics of every position to be filled. Clear communication with decision makers helps us gain a clear understanding of our client's business and internal culture. We show the standard steps below for recognized elements in a search and selection assignment.

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|--------|----------------------------|---|
| Step 1 | Needs Analysis | <ul style="list-style-type: none">● Know and understand the client company and culture● Know position's scope and responsibilities● Understand compensation package● Develop a thorough position profile |
| Step 2 | Search Plan | <ul style="list-style-type: none">● Develop the search plan● Identify target companies, search in database● Place online advertisements● Search using extensive network of contacts |
| Step 3 | Identify candidates | <ul style="list-style-type: none">● Identify the best possible candidates |
| Step 4 | Evaluation | <ul style="list-style-type: none">● Screen candidates● Conduct in-depths candidate interviews |
| Step 5 | Presentation | <ul style="list-style-type: none">● Set up a narrow list of candidates● Prepare candidate profiles● Review profiles with client |
| Step 6 | Negotiation | <ul style="list-style-type: none">● Communicate with both client and candidates● Support salary and benefits negotiation |
| Step 7 | Follow Up | <ul style="list-style-type: none">● Ensure smooth transition for candidate● Ensure client satisfaction |

IMPC WORKSERVICE

Based on the needs of our clients, we have started a new service: recruitment of skilled workers for production sites. Our Workservice Division provides manufacturing companies with professionals on permanent employment basis. We can undertake special mass recruitment projects for new investments or expansions as well.

RECRUITMENT FEE

Our placement fee for the recruitment is calculated on the basis of the gross annual salary package offered. This fee covers all normal advertising and costs of recruitment search and assessment. Specialised print advertising and testing, if requested, is charged at cost.

We also agree to establish a fixed fee for each assignment, if our client wishes so.

PERFORMANCE GUARANTEE

We guarantee to provide you with a suitable candidate for the position you wish to fill. In the event that the candidate quits or is terminated for cause, we will repeat the entire search process with no additional Search Fee and we guarantee to replace that person free of charge. If we can't succeed within a reasonable period of time, we issue a credit on your next placement.



OUR STRENGTHS

◇ More than two decades of recruiting experience

We are among the first consultancies, which started their activity with the introduction of market economy system in Hungary.

◇ We have a team of specialist consultants

Most of our consultants have operations management experience and industry expertise which can be utilised effectively for assessing candidates. The professionalism of our consultants qualifies IMPC to act as credible ambassadors to our clients.

◇ IMPC Database

We have developed a real-time database which is integrated with all of our offices and includes more than 10000 active contacts. Candidates are selectable by educational and professional qualifications, languages, specialist skills, location, experience, job title. We handle several thousand candidate contacts per year from around 150 projects.

◇ Limited off Limits

We always inform clients of any relevant off-limits and any restrictions that will affect the successful outcome of search before we accept an assignment. As a relative small search and selection firm with a limited range of client companies, this does not generally have much effect on the freedom to search wherever necessary to find the appropriate candidates. This is a great advantage over the major search firms, most of which have worldwide agreements with several important companies in most market sectors.

◇ 360° Sourcing

We have developed a time proven 360 degree candidate resourcing process incorporating direct approach, database sourcing, online ad selection, internal and external networking. For each assignment we use the best recruitment methodology for the specific vacancy.

◇ Project Based Procedure

For each assignment we set up a specialist recruitment project team coordinated by a Consultant responsible for the whole project. We regularly inform our clients through the whole search and assessment process.

SUCCESSFUL PLACEMENTS

Our recent placements include:



SALES & MARKETING, FINANCE & ACCOUNTING

- Financial Manager
- Chief Accountant
- HR Manager
- Regional Sales Manager CE
- Manager Informatics
- Purchase Manager
- Logistics Manager
- Key Account Manager
- Marketing Product Manager
- Trade Marketing Specialist
- SAP Consultant
- Credit Manager
- Controller
- Accountant

PRODUCTION & ENGINEERING

- Plant Manager
- Production Manager
- Quality Assurance Manager
- Maintenance Manager
- Engineering Manager
- Lean Coordinator
- CAD Design Engineer
- Quality Engineer
- Project Engineer
- Process Engineer
- Development Engineer
- Sourcing Engineer
- Facility Manager
- HSE Manager

IMPC WORKSERVICE

- PLC Maintenance Technician
- CNC Programmer-Setter
- PLC Programmer
- Laboratory Test Technician
- Quality Inspector
- Metrology Technician
- Rework Lab Technician



Client references are available upon request.

IMPC CONSULTANT'S TEAM PROFILE



Ferenc Kaszás is Managing Partner and Co-founder of IMPC Personnel Hungária Ltd. In addition to his management responsibilities in the executive search / HR consultancy business of the IMPC Group, he provides consultancy support for the staffing of management positions. His experience has included the recruitment of senior managers and special experts across a diverse range of industry and commercial entities. His consultancy interests focus particularly on personal aspects of growth, organizational development and restructuring of multinational companies.

ferenc.kaszas@impc.hu



Anna Kóvágó is a Senior Consultant of IMPC, with particular responsibility for the company's automotive, electronics and mechanical engineering industry clients. She joined the Budapest office of IMPC Kft in 2005. Anna recruits at the executive and specialist level and is located in our Gödöllő office. She can look back on over 10 years of active consultancy experience. Her consultancy interests cover management and specialist positions in the areas of Production, Quality Assurance, Project Management, Logistics and Controlling. Anna studied history and Russian at Eszterházy Károly College in Eger and has a Bachelor of Marketing from the College of Foreign Trade.

anna.kovago@impc.hu



Erika Koronghy joined IMPC's team as a senior consultant in 2015. She gained 15 years of experiences as a HR specialist and manager in different regional HR and shared service center positions at well-known multinational companies of the IT, telecommunications and electronical manufacturing sector. At IMPC she is leading searching and selection projects for executive and specialist positions in IT, engineering, sales, finance, accounting, procurement and logistics. She owns a graduated economist degree of the Budapest College of Economy, has a graduated degree in HR and studied legal sciences at Pázmány Péter Catholic University.

erika.koronghy@impc.hu



Judit Nagy is a Senior Consultant in our Budapest Office. She has joined IMPC in 2011 and she specializes in recruiting senior professionals in Sales & Marketing, IT and Engineering sectors. With several years' recruitment experience she is a specialist in the recruitment of senior professionals for multinational and local manufacturing companies, trading entities and IT service providers. Prior to consultancy business, she worked as HR manager in the service sector of business. Judit possesses BSc degree in biotechnology from the Szent István University and MSc degree in HR and Marketing from the International School of Protocol, Washington DC.

judit.nagy@impc.hu



Viktória Ónodi Ruffné joined the Székesfehérvár office of IMPC in 2006 and has now over five years experience in recruitment. First she worked in different administrative and analytical roles related to the search and selection process and she quickly reached the post of a Consultant. She specializes in recruiting senior professionals and specialists for automotive industry in Production, Quality Assurance, Logistics, and Purchasing and Financial sectors. Viktória possesses a Bachelor of Economics degree specializing in Human Resource Management from the Budapest College of Economics, Hungary.

viktoria.ruff@impc.hu



Attila Kóvágó is a Senior Consultant of IMPC with particular responsibility of the company's development and market-building activities. His duties also include the search and selection of executives and specialists in the field of Finance, Controlling and IT. He is an economics graduate at Corvinus University, Budapest and gained in addition a Bachelor degree in Sociology at Eötvös Lóránd University. Attila can look back on over 15 years experience in senior HR expert positions in multinational environment. He also has experience in managing market analysis and research projects.

attila.kovago@impc.hu



Zita Sárkány joined the IMPC team in 2013. She has a Bachelor degree in Engineering and a BSc of Economics, specializing in Human Resource Management. At the beginning of her career she gained experience within the field of Quality Assurance in the automotive industry as well as in the health care products manufacturing business. Prior to joining IMPC Zita worked as an HR Responsible at a multinational company producing and trading packaging materials and solutions for the foodstuff industry. Zita currently focuses on recruiting professionals for senior and specialist roles in the areas of Production, Quality Assurance, Supply Chain, Sales & Marketing and Human Resources Management.

zita.sarkany@impc.hu



Since 2012 IMPC has been the exclusive Hungarian partner of Glasford International. Over 300 human resources management consultants operate in around 60 executive search companies in 40 countries around the world. Glasford International has been handling search assignments for executives and specialists successfully for more than 10 years. Thanks to the globally acting network, we are able to serve our clients with reliable executive search partners in key markets and to recruit top candidates from different countries.

IMPC OFFICES

BUDAPEST



Allee Corner Business Centre
 H-1117 Budapest,
 Október 23. u. 8-10.
 Phone: +36 1 882 3520

SZÉKESFEHÁRVÁR



Villa Duett
 H-8000 Székesfehérvár,
 Ányos P. u. 3. II./9.
 Phone: +36 22 500 240
 Fax: +36 22 500 241

GÖDÖLLŐ



Tűztoronyház
 2100 Gödöllő,
 Kossuth L. u. 13.
 Phone: +36 28 612 472

www.impc.hu
 Email Clients: impc@impc.hu
 Email Candidates: cv@impc.hu

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