

# RENAIX



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*We believe recruitment is about service, reaching out and sourcing highly regarded talent. Our approach differs from our competitors in that we focus on utilising our network and maintaining close contact with professionals in the audit and finance community.*

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Renaix is a leading international recruitment company for finance and audit professionals. Since its inception in 1997, the company has established a strong presence in many key markets for financial recruitment, introducing candidates to companies throughout Europe, the Americas, Asia and Middle East and Africa (MEA).

Renaix targets highly rated Finance Managers, Auditors, Analysts and Controllers from blue-chip multinationals and the “Big 4” public practice firms.

Assignments range from the introduction of a newly qualified Accountant up to the level of country or regional CFO. Our client profile is dominated by, but not limited to, listed US and European multinationals.

Our evaluation of a candidates’ suitability for a particular role does not stop upon forwarding their CV; we operate on a consultative basis, so at each stage of the process we conduct in-depth discussions with the candidates and clients, so any feedback and potential issues are flagged up early and resolved.

As a brand, we value our reputation with clients and candidates.



**Recruitment  
Awards 2015**

**Renaix**  
Best for Auditing Recruitment  
& Best Small Audit & Finance Recruitment Firm



**Recruitment  
Awards 2015**

**Renaix**  
Best International Recruitment  
& Executive Search Firm

/ Audrey Hepburn / born: 4th May 1929 / excellent presentation skills



## RENAIX / our approach & areas of specialisation

The company's areas of specialisation are Corporate Audit, Controllership, Financial Management, Financial Analysis and Compliance.

In addition to technical ability, we place a great deal of importance on a candidate's interpersonal skills, cultural awareness and international mobility, to ensure a good long-term 'fit' with our clients.

When working on less senior roles, we add considerable value to the recruitment process by applying search and selection techniques on a contingency basis. This means we work 'within the market' when selecting candidates rather than relying on a database or advertising. This enables us to access candidates who are actively searching to change roles, as well as those waiting for the 'right role'.

The nature of our work requires us to handle a range of sensitive issues. We always strive to work in partnership with our clients and candidates as transparently as possible.

We recruit for the following roles:

Roles
Internal Audit
External Audit
Compliance/Internal Controls
Finance Controller/Finance Management
Finance Director/CFO
Financial Planning & Analysis
Reporting/Consolidation
Corporate Finance/M&A
Accounting
Tax/Legal
Treasury
Risk
Consulting

**Please note**, in addition to these roles we also recruit for other finance related roles and have assisted with non-finance assignments in HR, supply chain, marketing and purchasing.



/ Frank Sinatra / born: 12th December 1915 / well-connected

## RENAIX / client testimonials

Hear what a few of our clients have to say about us:

“ I have worked with Renaix over many years on various internal audit assignments. They have found me exactly the right candidates on every occasion and have been able to do this by drawing on their extensive network of contacts and then matching them precisely against my requirements. I recommend Renaix most highly and such is the relationship that I have built with them that I view them as a critically important member of my team. ”

**Group Head of Internal Audit, SABMiller PLC**

“ Since 1999, Renaix has supported our Group for the recruitment of Auditors and Controllers, for both juniors and senior positions in various countries. The professional background of Renaix’s Recruiters allows them to quickly and effectively understand the profile of the resources that best fit our needs. Over the years, Renaix has presented an excellent range of candidates matching our requests. Their responsiveness and the quality of their advice make Renaix an excellent recruitment firm to work with. ”

**Global SCM Head for Indirect Goods and Services, ABB**

“ I have been working with Renaix for 4 years now. The professional staff at this company are second to none as they are the experts in Internal Audit and Finance recruiting. The best quality that they have (Renaix and the team) is to listen carefully to what our needs are across the globe and then find the best suitable match. I will highly recommend them to my friends and colleagues around the World. ”

**VP, Internal Audit, Priceline Group**

“ I have worked with Renaix on a number of assignments for both junior and more senior audit roles in the past 6 years. I have always been pleased with Renaix’s ability to understand our needs, react quickly to our requests and present us with excellent candidates. Renaix is in my opinion one of the few firms who can provide such a wide range of international audit profiles. ”

**Director of Treasury, Starwood Hotels & Resorts**

/ John Wayne / born: 26th May 1907 / seasoned trouble-shooter



## RENAIX / our network

Renaix has an extensive network of contacts throughout the legal and financial communities of Europe, Americas, Asia and MEA.

This network benefits our clients if they wish us to target candidates in a specific country, or if a particular language or knowledge of local regulations is required. It also demonstrates the company's ability to conduct searches on a global scale.

The majority of the company's assignments are completed within key European markets but the company has also achieved significant success in other locations globally.

Our recent assignments include:

By industry
Advertising & Media
Automotive & Aerospace
Banking & Insurance
Consumer & Luxury Goods
Diversified Industrial
Distribution & Logistics
Finance
Hi-Tech
Hotel, Leisure & Services
Manufacturing
Pharmaceutical & Chemical
Public Practice
Telecommunications

By location	
Africa	Italy
Asia	Luxembourg
Austria	Middle East
Balkan States	Netherlands
Baltic States	Poland
Belgium	Portugal
Canada	Russia & CIS
China	Scandinavia
Czech Republic	South America
France	Spain
Germany	Switzerland
Hungary	UK
Ireland	USA



/ Sammy Davis Jr. / born: 8th December 1925 / creative accountant



Across our company, we have always looked to build on our global brand awareness. We value our reputation with clients and candidates which is fundamentally based on long term relationships. For many of our clients we are their preferred supplier of choice because essentially we are their business partner.

In addition to technical ability, we place a great deal of importance on a candidate's interpersonal skills, cultural awareness and international mobility.

Whilst the nature of our work requires us to handle a range of sensitive issues, we strive to work in partnership with our clients and candidates as transparently as possible.

Our evaluation of a candidate's suitability for a particular role does not stop upon forwarding their CV; we operate on a consultative basis, so at each stage of the process we conduct in-depth discussions with the client and candidate, so that any feedback and potential issues are flagged up early and resolved. During the offer stage we maintain regular contact, assist with negotiations and ensure the joining process is completed effectively and smoothly. Crucially we deliver; in the majority of cases our engagement results in a successful introduction, which is why 90% of our assignments come from repeat business.

We believe recruitment is about service, reaching out and sourcing highly regarded talent. Our approach differs from our competitors in that we focus on utilising our network and maintaining close contact with other professionals in the audit and finance community. This referral network enables us to find candidates who are from a trusted and recommended source rather than just relying on social networks and job boards.

For us, it's much more about working with people and building on these relationships. Our work often requires a fluency in languages other than English and we have built a multicultural team which is a significant source of competitive advantage. This diversity is critical for enhancing our global talent pool.

Social media and particularly LinkedIn have opened the door for in-house recruitment for generic roles and in candidate-led markets where there is an abundance of suitably qualified people. However, our audit and finance roles are specialist, requiring a deep knowledge and understanding of the industry. The right candidates are often scarce, necessitating a large network of contacts to source the right profile.

We are delighted to win these awards recognising, as they do, the efforts and professionalism of our team as we continue to grow and expand the business. ”

# RENAIX

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