

The background features a complex geometric pattern of overlapping triangles in various shades of teal and a dark brown color. The triangles are arranged in a way that creates a sense of depth and movement. The dark brown color is most prominent on the left side, where it forms a large triangular shape that points towards the center. The teal colors range from a deep, dark shade to a lighter, almost white shade, creating a gradient effect.

RENAIX



**Renaix is an international recruitment and executive search consultancy. Our principal areas of specialisation are executive search and international finance & audit recruitment.**

We position Boards of Directors, CEOs, CFOs, and place recent graduates to senior executives within Financial Management Audit & Risk, Governance, Compliance & Regulatory, Technology, Sales & Marketing, Operations, Human Resources and Supply Chain at Fortune 500, top International multinationals and large financial services institutions.

With a network spanning Europe, Americas, Asia and MEA and celebrating our 20th anniversary in 2017, we've built a deep understanding of international business

and have a large network of clients and candidates around the globe. Our consultants have an extensive knowledge of local laws and regulations and an awareness of cultural and leadership qualities.

Renaix is first and foremost a people business and our reputation is fundamentally based on long-term business relationships. For each assignment, we spend time understanding client and candidate needs to deliver a consultative and tailored service, providing ongoing support throughout the recruitment process.

Across our company, we have always looked to build upon our global brand. Whichever area of specialism or level of experience is sought, we have the network and expertise to deliver a successful recruitment, search and selection service.



**Convergence of technology, globalisation and disruption. All industry leaders face the same challenges in the modern workplace, the impact of IT and the shift in the global workforce. This requires a business partner who has first-hand knowledge of these issues. As a collaborative team, we merge our individual competencies with the collective know-how of our worldwide community. We delight in solving complex problems with creative answers for each assignment.**

Our global reach, combined with local knowledge, means we understand the diversity and business practices relevant for each role and how they differ between country to country. 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.

We believe recruitment is about service, reaching out and sourcing highly regarded talent. We spend time understanding the needs of each organisation's job function. At each stage of the recruitment process, we conduct in-depth discussions with both client and candidate to ensure all feedback is taken on board and negotiations run smoothly. 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 most cases our engagement results in a

successful introduction, which is why 90% of our assignments come from repeat business. For many of our clients we are their preferred supplier of choice because, essentially, we are their business partner.

Social media, and particularly LinkedIn, have opened the door for in-house recruitment for generic roles and in candidate-led markets where there appears to be an abundance of suitably qualified people. However, our roles are specialist, and in many cases transnational, requiring a deep knowledge and understanding of industry and requiring a global network.

Clients' needs are exacting, and the complexity of modern business means that sourcing the right candidate goes beyond using simple search methods on social media. This requires a deeper knowledge and extensive network of trusted and recommended contacts from within our business community.

Our portfolio of recruitment services includes:

**CEO & Board of Directors**

**Audit, Risk, Compliance & Legal**

**Financial**

**Technology**

**Digital**

**Human Resources**

**Strategy, Sales & Marketing**

**Supply Chain & Operations**

**Banking & Financial Services**



## Assignments by industry:

Renaix has an extensive network of contacts throughout the business communities of Europe, The Americas, Asia, Middle East and Africa.

Globalisation has created a need for managing talent with knowledge of local markets, local contacts, global networks, and the ability to localise products and services. This complexity necessitates assistance from global recruiting experts such as Renaix. We target talent across all continents and have a unique understanding of local business together with a direct recruitment knowledge and experience of each geographical region.

Our Consultants have considerable hands-on experience working in the industries we serve and understand the range of skills and knowledge needed in specific sectors to succeed. We build trusted, long-term relationships with leaders from each sector. Our assignments are listed here by industry.

### **Technology, Media & Telecommunications**

**Consumer:** Consumer Packaged Goods & Durables, Hospitality & Leisure, Retail, Apparel & Luxury Goods, Sports Business

**Financial Services:** Asset Management, Consumer Financial Services, FinTech, Global Banking & Markets, Insurance, Private Wealth Management, Funds

**Healthcare:** Biopharma, Healthcare Services, Medical Technology

**Industrial:** Aerospace & Defence, Agriculture & Commodities, Automotive & Mobility, Aviation, Energy, Engineered Products & Solutions, Industrial Services, Industrial Technology, Infrastructure, Natural Resources, Process Industries

**Business & Professional Services:** Real Estate Services, Professional Services, Transportation & Logistics, Travel & Hospitality, Business Services



## What our clients and candidates say about us

### **Vice President - Sapura Drilling**

Paul and the Renaix team have been pivotal in my career. They have evaluated my capabilities, guided me in my choices and prepared me well for the interview. Both as an employer and a candidate. I believe this is what Head-hunters should do. While most will send a bunch of CVs, Paul and Renaix did much more. More than a decade later I am grateful I met the team and travelled through their sourcing! A reference in the market.

### **European Finance Director - Johnson Electric**

“Paul & The team at Renaix demonstrated a high level of professionalism in placing me in my current role. They had a clear understanding of my skills, expertise & requirements in a future position, which ensured that they matched me with an opportunity that met my criteria. They were diligent throughout the process, keeping me informed and well prepared for meeting my prospective employer. Also, they were completely open about the organisation I could be joining, taking time to explain the cultural differences of working for an Asian based entity. I am now several years into my role, extremely satisfied & grateful to the team at Renaix for placing me in a dynamic growing international company, where I’ve had the opportunity to grow and gain promotion”

### **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.”

### **Director, Global PMO Operations - Bunge**

I’ve been working with Renaix since 2001 with excellent results, both as a candidate but also for recruiting Internal Audit candidates. When looking back at my career, since my beginnings as an external audit senior up to my latest job as Internal Audit Director, Renaix has played a very important role in my own and my team’s development. Renaix is definitely a trustful partner.

### **Executive - Payment Industry**

“I am very happy to leave my very positive feedback about Carla and Renaix ... even though I have not been selected. I believe you did an outstanding job, much better than most of the other recruiters I have been in contact with during my professional career. Not only did you demonstrate a high level of ethical standards and professionalism, but you also very kindly permanently stayed in touch and updated me (of small or bigger steps) during the 3 months selection process. You also provided me with useful advice and kept my motivation at the highest level. Many thanks for your kindness and I hope to work with you and Renaix at a later stage.”

# Our Global Network



**With 20 years placing senior management, finance and audit professionals, Renaix has an extensive network of contacts across the business communities of Europe, The Americas, Asia and MEA.**

This means we can work on behalf of our clients to target candidates in specific countries, and where a language or knowledge of local regulations is required. We are also highly experienced at conducting searches on a global scale.

Our consultants have extensive knowledge of local finance laws, regulations and trends, and we understand how business cultures vary from one market to another, influencing role requirements and candidate fit.

Our assignments by location:

Algeria  
Australia  
Austria  
Bahrain  
Balkan States  
Belgium  
Brazil  
Bulgaria  
Canada  
Chile  
China  
Colombia  
Czech Republic  
Denmark  
DR Congo  
Finland  
France  
Germany  
Greece  
Hungary  
India  
Ireland  
Italy  
Kazakhstan  
Kuwait  
Luxembourg

Mexico  
Morocco  
Netherlands  
Nigeria  
Norway  
Philippines  
Poland  
Portugal  
Qatar  
Romania  
Russia  
Saudi Arabia  
Serbia  
Singapore  
Slovakia  
Slovenia  
South Africa  
Spain  
Sudan  
Sweden  
Switzerland  
Thailand  
Tunisia  
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