

# Recruitment for construction & civil engineering



**For hiring your collaborators, Hille Consulting offers you a specific know-how :  
human resources skills specialized in the field of Construction Works.**

**R**ecruitment agency and head-hunter, HILLE CONSULTING has understood that companies stakes have changed since the economical crisis and knew how to adapt to the evolution of the job market. In this context, we are offering an ever increasing **quality of selected job applicants**. They are highly qualified, motivated, with a natural sense of rigor, wanting to really invest in the company they will have chosen.

HILLE CONSULTING strives to build strong partnerships with its customers, by carefully grasping their needs, by guiding them for choosing their collaborators, in both studies and construction work realization.

## Our method

### Candidates' search

We target all the **potential applicants** thanks to our large **professional network** in France and worldwide. We also rely upon specialized **databases**. This allows us to have a large starting panel of candidates. Each applicant is going through an **individual interview**, and all its references are thoroughly **checked**.

We also publish the **open positions** on our partners' websites, and also through ads campaigns. We also continue to build up our professional partners network in the scope of yearly domain trade-shows.

We develop privileged relationships with most famous specialized **education programs** (schools and universities), namely (for France) : ESTP, "Ponts et Chaussées" school, "Mines" schools, EISTC, CNAM, EBTP (Vincennes), "Saint-Lambert", "Boule" school, Claude Nicolas Ledoux HighSchool (EBTP), Maximilien Perret... and also with our **partners** : Job-BTP, AB Consult, ASTRIA Consulting, "Pôle Emploi International" and "DGE Group".

### Our partners



Lycée Claude Nicolas Ledoux  
EBTP • créer & construire



CÂMARA FRANCO-MEXICANA  
DE COMERCIO E INDUSTRIA



### Selecting applicants

- We analyze their **skills and past experiences** and systematically **control** their business **references** by contacting their previous employers, in order to check if they fit the open job position,
- We go through a general **behavioral evaluation**. One major point we evaluate

here is their ability to integrate easily in your company.

- We rate their **potential**, and address their carrier's evolution projects.

All of this is done in order to provide you a **full and detailed description** of applicant's characteristics regarding your needs. We also highlight their added values.

### Leveraging our joint Construction Work area and Human Resources know-how

In order to best achieve our job, we establish **privileged relationships** for each of our business contacts and customers, in order to maintain a real partnership enabling us to provide them our know-how and total support.

This is made easy because we have Construction works technical knowledge and experience. In addition, all of our

collaborators are also entitled, thanks to their sound **Human Resources skills**, to choose the best candidate fitting the company's needs.

**Our dual know-how works** hand in hand with a high reactivity, and our ability to handle **urgent business needs**.



## Our engagements

- After our search and evaluation phase, we provide you a list of applicants who all are able to do the job.
- Once we have validated their

technical capacities, we analyze their **personal soft skills**, notably the **ability to adapt to changing contexts**.

- This way, we are fully involved in a **quality and engagement framework**.

## Setting up the process

### Leaded actions and their management

The management of this action is handled by **HILLE Consulting**, **Florence Hille** acting as president.

We are continuously present on the job market in order to provide you **efficient and specific services**.

For you, we :

- seek applicants based on a direct-approach, and also by publishing jobs descriptions in the national scope as well as worldwide, allowing us to reach more than **90 000 potential applicants**,
- **evaluate applicants** (their technical and behavioral skills, their availability, and their salary requirement),
- **check applicant's references**,
- perform personalized **administrative checks**,
- manage the **job-contract signature**,
- **follow the integration** of the selected applicant in the company, by a close relationship with the company.



### Process funding rules



Our fees are based on a **rate of the annual salary of the selected applicant** :

- either in the **scope of a mutual engagement** with our customer, under the shape of a contract established beforehand

(30% of the fees for the applicants search mission, 50% when the applicant is made a hiring proposal, and 20% once the selected applicant spent two months in the company)

- or once we find the **applicant who precisely fits your needs**. In this case, our fees are between 16 and 22% of its annual (without taxes) salary, according to its profile (see full details in annex).

### A wide scope of jobs in the field of Construction Works and related Engineering

We are in contact with domain's professionals : project managers (national or international), engineering agencies directors, generalist engineers, public construction specialized engineers, building construction engineers, studies engineers, contract managers, work conductors, technical & commer-

cial employees, construction economists, studies managers, architects, engineering designer.



# They trust us.



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