



AIMS International Egypt



OUR OFFICE

Founded in 1997, **Pauline D’Arcy HR & Recruitment Consulting** is one of the first executive search firms in Egypt. After 10 years of growing renown for professional recruitment standards, the company joined AIMS International as its local partner in 2007. The company has undertaken a multitude of searches for international, multinational and large local entities in middle management to senior management roles. We work across all major disciplines and sectors, with very strong focus and experience in the following sectors: Real Estate Development/Construction, Industrial Manufacturing, Chemicals, Financial Services and Retail/FMCG and have successfully placed CEOs, Directors and Senior Managers in sales, marketing, logistics, HR, finance and engineering/project management functions.

OUR INTERNATIONAL NETWORK

AIMS International is present wherever the client is, AIMS International works actively in over 50 countries across five continents. With over 90 offices and more than 350 consultants we can confidently claim to operate wherever you are located. Our objective is to provide retained executive search and talent management services through a visionary and consultative process that anticipates organizational issues and develops comprehensive solutions.

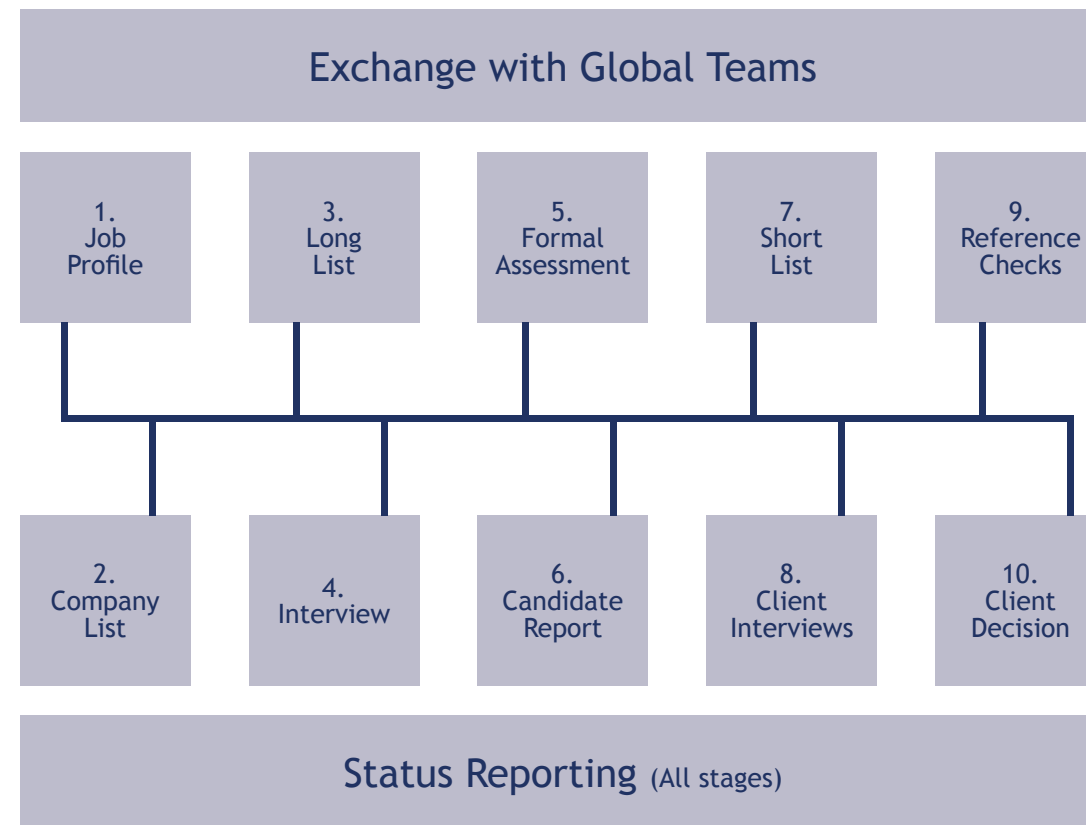
Executive Search

AIMS Egypt offers executive search solutions both in and out of Egypt for companies seeking to hire top talent in senior and executive roles. We provide the expertise, local knowledge and business excellence to support companies looking for first-class executive search services. We specialize in understanding the unique culture of each of our clients and strive to find the candidates that will blend effortlessly into our clients' organization.

Working with AIMS Egypt, clients will be offered a unique executive search approach supported by:

- Global candidate reach through our network of partners in over 90 offices worldwide
- A dedicated team of multicultural executive search consultants committed to the highest standards throughout the whole search process
- Globally-trained and multilingual researchers and consultants who work vigorously as a team to combine all the necessary steps required for success.
- Continuous detailed status reporting throughout all phases of the executive search process; research, evaluation and presentation.

THE EXECUTIVE SEARCH PROCESS



Recruitment Services

Our recruitment and executive search activities are based on partnering with our clients in reaching the optimum outcome. That means acquiring an in-depth understanding of the role and the market, conducting an extensive search including in-depth interviews, submission of initial and final short list, and providing follow up with all parties until successful completion of the assignment.

Any assignment has its own demands and criteria and we treat each assignment with individual attention to match those demands and criteria as closely as we can.

In order to achieve the above we have an extensive and updated database of candidates (80,000+ candidates in Egypt), as well as using targeted head hunting activities, networking, recommendations and referrals, and media advertising to maximize our chances for successful outcomes.

We also pride ourselves on our consultative role in the whole process: we are there to advise on cultural and educational issues, market conditions, remuneration levels, and salary negotiations on behalf of both parties.

The ethical and partnering approach to our work gives us an edge over market competition and has earned us such accolades as “professional, honest, perseverant, discreet and excellent follow up”.

OUR INTERNAL RESOURCES

We have an internal database of more than 80,000 candidates active in all sectors and disciplines. Some examples of our high calibre top talent professionals are listed below.

Executives

CEO's/Board Members
VP's
Managing Directors
General Managers

Sales

Commercial Directors
Sales Directors
Sales Engineers
Key Account Managers
Business Development

Marketing

Marketing Directors
Communication Managers
Brand / Product Managers
Market Researchers

Finance

CFOs/Head of Finance
Financial Controllers
Chief Accountants
Auditors

HR

HR Directors
Compensation & Benefits Managers
HR Officers
Training Managers/Specialists

Engineering

MEP Managers
Design Managers
Construction Managers
Development Managers

Logistics / Operations

COOs
Logistic Managers
Supply Chain Managers
Logistic Officers

IT / Telecommunications

IT Managers
CTO/CIO's
Project Managers
Account Managers





OUR MOST RECENT SUCCESSFUL ASSIGNMENTS

Throughout the years, we have developed an expertise in a multitude of sectors in Egypt and have served the major actors of different industries. Following is a list of some of our most recent successful assignments in Egypt.

Industrial Manufacturing

- CEO Egypt
- Logistics Manager
- Operations Manager
- Business Development Manager
- Commercial Director
- Procurement Supervisor

Real Estate / Construction

- General Manager
- GM Design
- GM Finance
- GM Mall Management
- Senior Development Manager
- Legal Counsel

IT / Telecommunications

- Project Managers
- Technical Manager (VAS)
- Account Manager MEA
- Senior Business Consultant

Consumer Goods (FMCG)

- CFO
- Head of Marketing
- Export Manager
- Product Manager
- Key Account Manager

Financial Services

- Associate Banking Operations
- Associate Corporate Finance & Advisory Services
- Associate External Communications
- Associate Specialized Funding
- Associate Treasury Services

Chemical / Pharma

- Regional Sales Manager
- Technical Promotion Engineer
- Area Sales Manager

Retail

- HR Director / Board Member
- Training & Development Director
- Expansion Director
- Store Managers
- Heads of Buying
- PA's

What our clients say about us



Pirelli

AIMS Egypt demonstrated effort and determination throughout this difficult CEO assignment. Shortlisted candidates were perfectly in line with our requirements thanks to a strong capacity to understand organizational culture, responsiveness to needs and continuous follow up.

Karim Gaddas - Egypt Middle East & India Director - Pirelli



Al-Futtaim Real-Estate

Although Al-Futtaim Group runs a dedicated in-house recruitment team, when we sought to partner in Egypt, we partnered with Pauline D'Arcy Recruitment Agency (AIMS Egypt). They simply deliver. They know the local and regional market and are capable to cater for your senior level requirements. I would definitely recommend them for multinational organizations working in Egypt or for organizations seeking to fill in executives posts.

Heba Abou Rabia - Country Head of Human Resources, Al-Futtaim Group in Egypt



Phillips

I worked with Pauline D'Arcy on a few job assignments and I am really impressed and satisfied about the quality of work they present to their clients. Very professional and dedicated in delivering quality results

Nermeen Tawfik, HR Manager - Philips Egypt.



Energizer

Pauline D'Arcy provided recruitment services for Energizer for Management positions that supported our hiring needs. Pauline D'Arcy is extremely professional, easy to work with and results oriented. Pauline D'Arcy has always been very successful in any endeavor that they take on.

We would recommend Pauline D'Arcy to anyone or any organization that is looking for assistance in filling mid to senior executive roles. They understands the outsourcing and business industries and most importantly, work diligently to understand the culture of an organization to ensure the appropriate candidates are identified. They have professional recruiters that we work directly with; they are honest, reliable and experts in finding the right match in replacing candidates they offer absolutely an incredible service.

Mariam Samir - HR Generalist



Makro

We have always been very impressed with the quality of service we have received from Aims Egypt. They are reliable, efficient, professional and - above all - truthful. This alone sets them out from much of their competition

Jean-Pierre Bienfait, Managing Director - Makro Egypt.



Levis

I have found the support of Pauline D'Arcy (AIMS Egypt) and her team to be invaluable in establishing our new organization in Egypt. Her knowledge of the local market and the talent pool in the region, as well as her professionalism in her approach to recruitment have greatly facilitated our work. I would highly recommend Pauline and her team of professionals to any multinational company looking to hire staff in Egypt

Alison de Maret, Human Resources Director - Levi's Europe, Middle East & Africa.



Contact Us

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