



integrated  
HR  
solutions

## **Integrated HR Solutions**

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solutions

## Ants Performance

The team  
Our services  
Facts and figures  
Just 3 competitive points  
Ethics  
Contacts



**Ants Performance** - professionals offer unrivaled experience and expertise to our clients through a broad range of industries, functions and geographies.

This focused approach allows us to better understand clients' competitive landscapes, business strategies and unique operations. We bring together a team of high skilled consultants with the commitment to exceed customers expectations. Specialists in their area of activity, each consultant generates specific ideas and expertise.

We offer to our the services that drive required organizational change, enhance leadership teams, develop top talent and improve business performance.

All these result in what we promise: Integrated HR Solutions



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## Management team



➔ **DANIELA KOVACS |**  
**daniela.kovacs@ants.ro**

Over 10 years of hands-on experience in performing standard management functions. With an outstanding expertise in international work environments, Daniela is one of the founders of one of the important Italian companies in clothing industry, in Romania. As a consultant, she specializes in non-management positions for major financial service providers and consumer goods & retail companies. To her network of connections, Daniela can always add an impressive market knowledge backed up by high professional skills.

➔ **RENEE ILIESCU |** **renee.iliescu@ants.ro**

An experienced manager, with over four years practice as Chief Accountant, in a high-end consultancy company, Renee Iliescu became a senior partner of Ants Recruitment. As a recruiter she undertakes junior management and non-management appointments across a range of sectors including Consumer Goods & Services, Financial Services, Manufacturing and Engineering, Advanced Technologies and Communication, Health Care and Pharmaceuticals, Marketing & Advertising. Functions include junior and senior accountants, financial analysts, tax specialists, finance controllers. She possesses strong legislation knowledge sustained by an extensive experience of international recruitment, having assisted "start-up" operations both in the Romania and abroad.

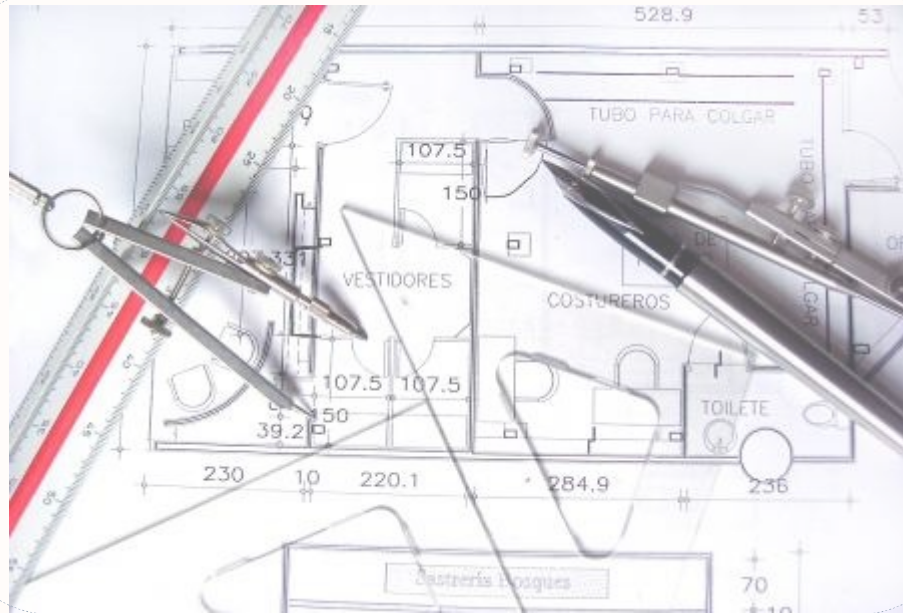




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### ➔ Recruitment

Middle level supervisors, junior managers, experts, specialists, high-skilled students, recently graduated, skilled and unskilled workers,

### ➔ Personnel Leasing & Personnel Administration

Temporary workforce: flexible solutions for all typology of situations and organizations. To undertake all annoying paper work and transform it into reliable resources of information

### ➔ Training

In order to develop organizations we develop individuals. Professional trainings, Personal Skills, Business Skills, Professional Skills. Open training sessions to communicate wider.

### ➔ Mass recruitment

Tailor-made recruitment solutions for mass relocations, large set-up projects, company changes.

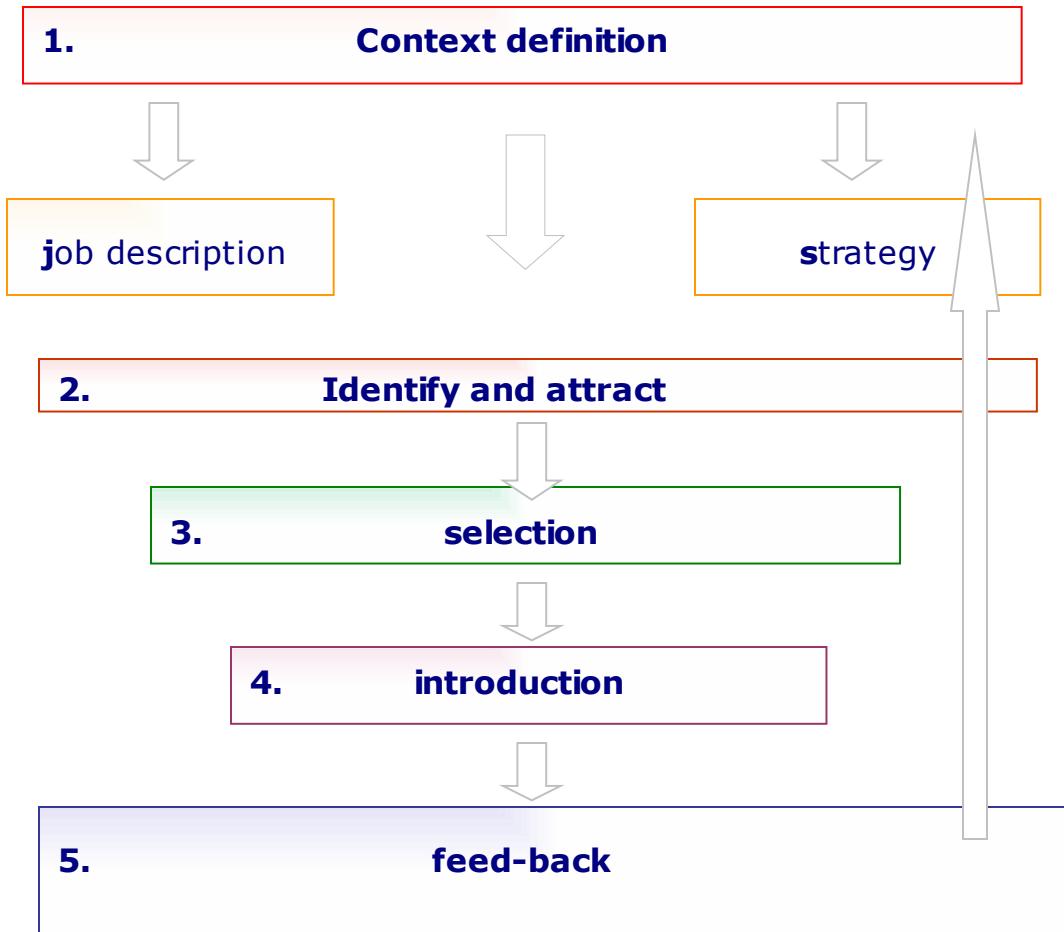
### ➔ On-site HR management

To guarantee the successful implementation and management of complex strategies.

### ➔ Outplacement

Putting all our resources to add value to your employer branding.

# The Recruitment Process





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### Facts and figures

- Over 15,000 candidates registered in our Data Base
- One of the best positions a company can buy on Romanian jobsites
- At least 200 connections to specialized Romanian and world-wide web sites
- Tailored and flexible relations with Bucharest's most important newspapers and magazines
- National network of partner companies: Iasi, Cluj, Timisoara
- Over 5,000 visitors every month on our web site [www.ants.ro](http://www.ants.ro)



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### **Cross-industry experience**

Increasingly our clients are finding that exceptional talent from outside their own industry can bring a valuable new perspective to their business.

### **Customized attention**

Each client is the direct responsibility of a senior consultant who personally takes responsibility of the search, from the initial briefing right through to integration of the successful candidate in the client organization. Our consultants have previously held senior positions and so have first-hand experience of the complex management challenges involved in running a business.

### **Transparent fee structure**

We believe in having an open, honest and straightforward approach to our clients. We work with our clients on the basis of a fixed fee arrangement which is agreed prior to the start of the assignment. This ensures that our interests are fully aligned with those of our client and not influenced by the final package negotiated with the successful candidate.



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### **Confidentiality**

For a proper development of the any type of projects we must ensure, in equally measure - employers, Candidates, Ants consultants and for all parts involved, the strictest confidentiality.

### **Guarantees**

That if any successful Candidate leaves employment for any reasons (other than company relocation, redundancy, restructuring, change form the original job description) or if the Client is not satisfied with the original placement Ants will endeavor to find and introduce a replacement Candidate for the position.



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