



A MEMBER OF
INTERSEARCH
worldwide organization of executive search firms



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“Search & Selection” industry in Italy

The “Research, Selection and Outplacement” industry (RSO) gathers consultancy firms that, upon specific authorization of the Ministry of Labor, are active in the field of recruitment, selection and redeployment of staff.

Currently there are **772 companies** operating in Italy, with a global turnover of **170 million Euro** and **3.124 employees**, including nearly 2.640 professionals/consultants (over 80% of total employees). Over 52% are small companies with no more than 3 employees and over 44% have 3-9 employees. There is however a small group of large companies, especially Italian subsidiaries of foreign multinational companies or partners of large international networks.

Size	Nr. of companies	%	Turnover (mil. Euro)	%	Employees	%
10 or more employees	33	4%	51	30%	551	18%
3-9 employees	339	44%	79	46%	1.811	58%
Less than 3 employees	400	52%	40	24%	762	24%
Total	772		170		3.124	

- ▶ Industry's average data: Turnover 220.000 Euro – Employees 4
- ▶ Euren InterSearch data (media 2012-2018): Turnover 2.900.000 Euro – Employees 25

Source: Harvard Business Review Italy; Survey on Management Consulting in Italy



Overview Euren

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Euren InterSearch was established in **1985** in Turin, as a specialized Executive Search firm. We are now able to offer, in Italy and abroad, a wide range of services:

Executive Search/Middle Management Search

(Italy)

Executive Search/Middle Management Search

(International)

Company Mapping/Talent Scouting

Other Services

Talent Assessment and Development, HR Management Consulting

In Italy we have **25 senior-level professionals**, working in our offices located in **Turin, Milan** and **Rome**, each one with different expertise per activity/industry/company function.

The "Ministero del Lavoro e delle Politiche Sociali" has given us authorization to carry out Search and Selection services (**Ministerial Authorization** n. 1317 dated 15/01/2007) and Outplacement services (Ministerial Authorization n. 13/1/0018250 dated 30 September 2008).

Euren InterSearch can operate abroad with similar services by partnering with the **international network InterSearch**, ensuring all the benefits of a global approach to international business. Euren is the exclusive partner of InterSearch in Italy. Established in **1989**, InterSearch ranks as one of the top international executive search organizations in the world, with more than **90 offices** in over **50 countries**.



Overview Euren: Assignments 2015-2019

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During the last five years (2015-2019):

- ▶ **951** assignments, for **223** customers (of which **335** international searches in **33** countries)
- ▶ **7.561** short-listed candidates
- ▶ **618** placements (**40%** Executive/Manager, **60%** Professional)

Services	Turnover
Search & Selection - Italy	48%
Search & Selection - International	27%
Other (Company Mapping, Talent Ass. & Dev., HR Consulting)	25%

Industry	Assignments
Automotive (OEM)	14%
Automotive (TIER1, TIER2)	28%
Chemical	7%
Electric, Electronic Equipment	8%
Fashion, Luxury	4%
Financial, Professional Services	7%
FMCG	9%
Household Appliances, Durable Goods	6%
ICT, Digital	2%
Logistics, Transportation	3%
Machinery	5%
Pharma, Biomedical	3%
Other	5%

Function	Assignments
Finance	8%
General Management	6%
HR	13%
ICT	3%
Logistics	3%
Manufacturing	12%
Purchasing	4%
Quality	4%
R&D/ Engineering	15%
Sales & Marketing	27%
Other	5%

Countries					
Argentina	Czech Rep.	India	Poland	Spain	UAE
Austria	Denmark	Ivory Coast	Romania	South Africa	UK
Belgium	DRC (Congo)	Malaysia	Russia	South Korea	USA
Brazil	France	Mexico	Serbia	Sweden	
Bulgaria	Germany	Morocco	Singapore	Switzerland	
China	Hungary	Netherlands	Slovakia	Turkey	



InterSearch network highlights

(1/2)

GLOBAL REACH. LOCAL IMPACT. A worldwide organization of executive search firms

Established in **1989**, InterSearch ranks as one of the top international executive search organizations in the world:

- ▶ **90+** Offices
- ▶ **50+** Countries
- ▶ **600+** Consultants/Researchers
- ▶ **\$100+** million Global Revenue
- ▶ **2.500+** Placements/Year

InterSearch is governed by an **International Board**. The current Board consists of members from: Australia • Belgium • Ireland • **Italy** • United Arab Emirates.

Rigorous **member selection** criteria: experienced owner-operated businesses in each country with excellent reputation, local market knowledge and international recruitment experience. Each member committed to high professional and ethical standards.

Shared values built around the global partnerships we forge with our clients: reliability, quality, effective and open communication with both clients and candidates as well as between the InterSearch partners involved in cross-border projects.

Our highly qualified local and international **Centres of Expertise** make our services unique, especially in industries such as: Automotive • Board Practice • Consumer Goods • Diversity & Inclusion • Energy, Oil/Gas & Renewable Energy • Financial Services & Banking • Industrial • Infrastructures, Construction & Environment • Life Sciences, Biotech & Healthcare • Technology & Telecommunications.

Central point of contact and control for the InterSearch network, single point of reference for the client's HQs, the InterSearch **Key Account Manager** acts as a global/regional point of reference for any issue. Cross-border projects always have a **Project Manager**, who has the direct contact with the client's HQs and the Operating InterSearch partner, and monitors all the phases of the assignment.

www.intersearch.org



InterSearch network highlights

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90 OFFICES IN 50 COUNTRIES Operating in 70+ markets



Argentina



Czech Rep.



Japan



Panama



Slovenia



Australia



Denmark



Kazakhstan



Peru



South-Africa



Austria



Finland



Korea



Poland



Spain



Belgium



France



Luxembourg



Portugal



Sweden



Brazil



Germany



Mexico



Romania



Switzerland



Bulgaria



Greece



Morocco



Russia



Turkey



Canada



Hungary



Netherlands



Saudi Arabia



Ukraine



Chile



India



New Zealand



Serbia



UAE



China



Ireland



Norway



Singapore



UK



Colombia



Italy



Oman



Slovakia



USA

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Customer portfolio

Argo Tractors, CNH, Ducati, FCA, Ferrari, GM, Iveco, Jaguar Land Rover, Lotus, Maserati, Peugeot/Citroen, Porsche, Qooder

AUTOMOTIVE (OEM)

Brembo, CLN Group, Cooper Standard, CSI, Dana, Denso, Hella, ITT, Johnson Control, Marelli, Pininfarina, SKF, Sogefi, Tenneco, Trelleborg

AUTOMOTIVE (TIER1, TIER2)

Akzo Nobel, DAW, Eigenmann & Veronelli, Linde Gas, Lubrizol, Mapei, Petronas, PPG, Sol Group, Zobebe

CHEMICAL

Bitron, Datalogic, Everel, FAAC, Gewiss, Pramac, Prysmian, STMicroelectronics, Vimar, Zoppas

ELECTRIC/ELECTRONIC EQUIPMENT

AGV, Bulgari, Geox, Loro Piana, LVMH, Marchon, Miroglio, Natuzzi, Valentino

FASHION, LUXURY

Accenture, ADP, Charme Capital Partners, CNHI Financial Services, Compass, Confindustria, DEA Capital, Ersel, FCA Bank, FCA Services, Fisher Investments, IMQ, Intoo, TUV

FINANCIAL/PROFESSIONAL SERVICES

Barilla, Bolton, Caffè Vergnano, Diageo, Ferrero, Fiorucci, Galbusera, Lavazza, Lindt, Mutti, Parmalat, Perfetti Van Melle, Sofidel, Tetra Pack, Unilever

FMCG

Ariston, De'Longhi, DL Radiators, Elica, Hansgrohe, Kone, Lagostina, Munters, Technogym, Whirlpool

HOUSEHOLD APPLIANCES, DURABLE GOODS

Deltatre, Green Hills, Redcoon, Subito.it, Venere.com, Vodafone

ICT, DIGITAL

Artoni Trasporti, Avis, BCube, Codognotto Group, Gruppo Koelliker, Hertz, Katoen Natie, Number 1, Sagat, SDA Express Courier

LOGISTICS, TRANSPORTATION

Atop, AVL, Bonfiglioli, Cefla, Coesia, Comau, Eidos, Infertaba, Prima Industrie

MACHINERY

Actavis, Alfa Wasserman, Amplifon, Chiesi, Diasorin, Esaote, Livanova, Roche, Sorin Group, Zambon

PHARMA, BIOMEDICAL

ActionAid, Ansaldo Energia, Azimut Benetti, Cementir, De Agostini, Decathlon, Enel, GE Avio, Hera, Juventus, NH Hotels, Unicoop

OTHER



Contacts



Sebastiano Viani
Managing Partner

www.intersearch.it



MILANO

Via Carducci, 26
+39 02 5814021



TORINO

Corso Marconi, 13
+39 011 6690143



ROMA

Via Agri, 1