



WORLD CLASS RECRUITMENT
for CIS, in CIS, from CIS...



Who We Are

YOUR BUSINESS PARTNERS



The Russian Connection Group (TRC) with its divisions **ProfySearch®**, **ExecuSearch®**, **StaffSupport®** and **The Career Forum** is a western managed professional services organization providing recruitment and information services to the major multinational corporations having advance standings within the **Global FORTUNE 1000** listings. **TRC Group** operates full service Personnel and Executive Search agencies in Moscow and St. Petersburg and publishes, **The Career Forum**, a paper devoted to the Career Opportunities and HR Practices within multinational corporations in Russia. **TRC Group** is subdivided to effectively handle Top Executive, Middle-to-Senior Management and Support Personnel search assignments. We manage and execute Large-Scale Recruitment Projects as well as provide Personnel Leasing & Outstaffing Services. We carry out searches for both local and expatriate positions. Our Executive Level candidates receive offers for positions of Country Managers, General Managers,

Chief Financial Officers, VPs and similar top corporate positions. Extensive networks in the Russian-American communities of major US cities allow us to draw on this offshore resource for highly qualified expatriate candidates with the local language skills. Amongst TRC Group many achievements is the selection by The Coca-Cola Company to manage the entire recruitment process for its first production plant in Moscow, Russia.

ProfySearch® is a Middle-to-Senior Level Professionals Search Division

StaffSupport® is a Support Personnel and Large-Scale Recruitment as well as Personnel Leasing & Outstaffing Division

ExecuSearch® is a Top Executives Search Division

Every year, we place hundreds of bilingual professionals in a variety of fields including Corporate Management, Sales & Marketing, Accounting & Finance, Investments, Administration, Engineering, R&D, Information Technology and Human Resources. Our candidates work in such diverse industries as FMCG, Oil & Gas, Pharmaceutical, Telecom, Engineering, Media, Food, Chemical, Agricultural, Consumer Electronics, High Tech, Banking, Hotel and many others. We reach out across the country to help our clients find bilingual professionals as far as N.Novgorod, Ekaterinburg, Krasnodar, Novosibirsk, Vladivostok, Kazan, Ufa, Vladivostok, Minsk, Kiev and many other cities in Russia and the CIS.

TRC Group candidates are selected through personal interviews conducted in both English and Russian. Elements of Targeted Selection techniques are used to assure a good fit into a standard corporate employee profile. TRC Group was the first western recruitment organization to set up full-time operations in Russia in 1992 and over the years of continuous operations developed the most complete database of highly qualified bilingual professionals in Russia.

What We Can Do For You



SERVICE ALL YOUR RECRUITMENT NEEDS

Your Likely Task

You have to staff a manufacturing plant top-down as well as build a local distribution network, hire admin personnel, staff your Sales & Marketing Department, institute information systems, build accounting teams, staff a training center and many other support functions. Yes, one more requirement: you need to do it all in record time

To support rapid development of your organization, you need to hire a large group of high potential middle management professionals

You need to replace your expatriate General Manager with a western-trained local executive who will be equally well accepted by both expatriate and Russian business communities

You need to develop and extend your regional Sales force across Russia

You are pursuing your market share and need to urgently increase your staff but your corporate headquarters are slow with upping your headcount. Alternatively, you need to reduce your headcount while keeping your business at the same level or even increasing it.

Our Experience and Resources

We successfully staffed the first Coca-Cola Company plant in Russia on a fast-track basis in 1993. We searched for and recruited all levels of management and subordinate employees in production, administration, sales & marketing, distribution & warehousing, accounting & finance, information systems, quality & process control, facilities and maintenance, human resources and other areas. Approximate staff size at start-up was 250 employees

In a span of 12 months, we placed 25 highly ranked professionals into Finance, Sales & Marketing and Administrative departments within one of the major international tobacco companies

Our portfolio abounds with successfully fulfilled senior executives search projects. It includes placing a General Manager with a leading European food company; a Chief Financial Officer with a world-leading pharmaceuticals manufacturer; a Director of Finance and Administration with a multinational food processing corporation; a Vice-President of Corporate Affairs with one of the most successful international FMCG companies; a General Sales Manager with a famous Japanese consumer electronics firm.

We have helped a top European food company hire experienced Sales professionals in six regional locations: St. Petersburg, Novosibirsk, Ekaterinburg, Kazan, Ufa and Minsk

Our services of Personnel Leasing and Outstaffing are designed with such needs in mind. We will either find new additional employees for you, put them on our books and lease them to you or will take your existing valuable employees, put them on our books and lease them back to you.

**MIDDLE - SENIOR
MANAGEMENT
RECRUITMENT**
ProfySearch®

**IT & ENGINEERING
SPECIALISTS
RECRUITMENT**
ProfySearch®

**REGIONAL
RECRUITMENT
PROJECTS**
ProfySearch® - StaffSupport®

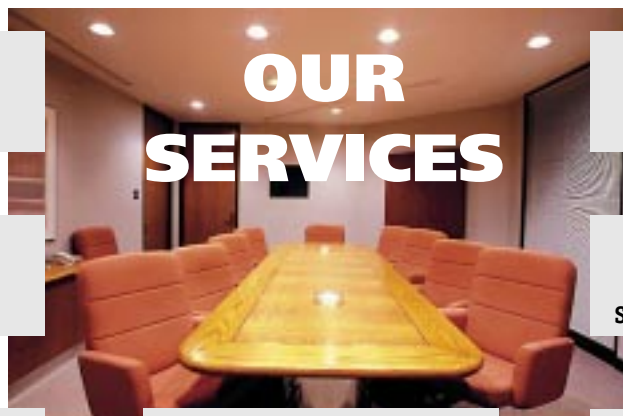
**OUR
SERVICES**

**ENTRY-LEVEL &
ADMINISTRATIVE
PERSONNEL**
StaffSupport®

**LARGE SCALE
RECRUITMENT
CAMPAIGNS**
StaffSupport® - ProfySearch®

**EXECUTIVE
SEARCH**
ExecuSearch®

**PERSONNEL
LEASING &
OUTSTAFFING**
StaffSupport®



TRIDENT

The TRIDENT Search System

We call it "Trident" because this creative combination of the three search components Database Search, Advertising and Headhunting allows us, in the shortest amount of time, to pinpoint the best candidate who will optimally fit all your job requirements. "Trident" allows us to COVER ALL GROUNDS simultaneously thus statistically maximizing the chances of finding the right person in the minimal amount of time. The precise blend of these three methods is determined by the type of position and specific job requirements.

DATABASE SEARCH

We possess the most complete database of bilingual professionals that is powered by a state-of-the-art computerized search system. The system remembers all the searches we have made in the past, is able to compare the current search with all the similar past searches and takes just seconds to give us complete results. Since its inception in 1992, our database has been continuously developed and regularly updated by means of intensive non-stop advertising campaigns. Fresh information is fed into our database on a daily basis. Our database has become a sophisticated tool for tracking career paths of corporate professionals in practically every discipline.

ADVERTISING

We are the first recruitment organization in the CIS to start publishing a Career Opportunities and HR Practices newspaper (The Career Forum). By direct mailing The Career Forum to the tens of thousands of English-speaking professionals and through free localized distribution we get an unrivaled access to the best-educated professionals in Russia. We will offer to advertise your vacancies as a full-size display ads just for a nominal fee when you sign our recruitment Service Agreement. In case, it is necessary to involve other specialized advertising resources we will identify the most appropriate media, draft the text, design the ad and reduce your advertising costs by up to 50%. To attract those candidates who have chosen the Internet as their main job-hunting tool, we have developed a modern interactive web site that is visited by thousands of professionals every week. Our Advertising Response Team will assure that every phone call and every e-mailed application is handled thoroughly and professionally.

HEADHUNTING

We will identify and contact all the leading companies in your industry that employ the type of talent you are looking for. We will develop a substantial list of potential candidates and approach them in order to promote your organization's career opportunities. We will interview them all and present you with a short list of the most qualified and experienced professionals. You just will need to decide which candidate has a better fit with your corporate employee profile.



Multilevel Selection Procedure



Interviewing is the main tool in our selection process. There are two functional stages in this process. The first stage is the **Telephone Interview** (Prescreening). It aims to establish a rapport with the candidate, understand and/or generate interest in the new career opportunity, assess certain personal characteristics, salary level and willingness to change jobs. The candidates who have successfully passed the first stage are invited to visit our office for the second stage of the process - the **Face-to-Face Interview** (Professional). The two major criteria we assess in the second stage are professional skills and personal motivation. To elucidate professional skills we inquire about educational background, work experience, major professional achievements and accomplishments. Upon client's request we can refer the candidates to professional testing centers. Both professional skills and personal motivation are verified through a sophisticated scheme of open-ended questions developed using the **Targeted Selection** methodology. To ensure an unbiased attitude toward the candidates, we can involve several recruitment consultants with expertise in various professional areas. Interviews are conducted over the course of an hour in Russian and English in order to gauge the candidates' ability to express themselves in both languages. We regularly check references when our candidates begin interviewing at our client companies. Our thorough selection procedures assure an excellent fit with your standard corporate employee profile and save you valuable time.



PRESCREENING



PROFESSIONAL INTERVIEWING



TESTING



REFERENCE CHECK



Why We Are Successful

YOUR SUCCESS = OUR SUCCESS

We equate our success with your success. We are here to assure that your recruitment process runs smoothly and efficiently. Upon your request we can provide you with recruitment consultancy at all stages of the hiring process, help you devise ideal candidate profiles and job descriptions, inform you about current market salaries and compensation levels, update you on changes in the Russian labor legislation, keep you informed about the progress of your recruitment project and brief you on all our important contacts with the candidates, participate in compensation package negotiations and much more. You will be serviced by a highly trained professional team consisting of an experienced Senior Consultant/Account Manager and a number of Consultants/Researchers. Additional staff is always on hand to reinforce this team in case your recruitment project is large and/or urgent. An individual approach to every client and our high quality standards have become core principles in our customer service. Client satisfaction is our top priority. The whole recruitment process starting from the identification of your specific needs and finishing with the placement of the best candidate is dedicated to your success.



**OUR
SUCCESS**

EDUCATED MANAGEMENT

**REGULAR QUALITY
CONTROL**

**UNRIVALED ADVERTISING
RESOURCES**

YEARS OF EXPERIENCE

TRAINED STAFF

INNOVATIVE IT SOLUTIONS

PROFESSIONAL ETHICS

**COMMITTMENT TO CLIENT'S
SATISFACTION**

Meeting the most diverse recruiting needs of the most diversified corporations around the globe...



"...The Russian Connection distinguished itself by setting examples of professionalism, good customer service and flexibility to customer's needs.

The Russian Connection assisted us in filling a large number of management, professional, hourly and clerical positions before, during and after the start-up of the first Coca-Cola plant in Moscow."

Ruslan Iliassov
Regional Human Resources Manager (1992-1998)
The Coca-Cola Company, Moscow

"...I would also like to thank you and your team at The Russian Connection for the excellent work you have done for us in the past year and a half in recruitment of local staff. We appreciate your effort, determination and counsel. Recruitment in Russia is a tough task. I am glad that The Russian Connection was there to help us make that task easier. We look forward to continuing working with you and helping us with facilitating our rapid growth."

Henry Braun
General Manager
Colgate-Palmolive, Russia

"...The Russian Connection helped us recruit employees for the positions of Technical Support Engineer, Field Service Engineer and Service Coordinator.

Despite the fact that my communication with The Russian Connection was purely telephone based, I found that The Russian Connection instantly understood what candidates APC was looking for. I was presented with quality candidates who were well briefed on APC and who were interested in pursuing careers with our company. Having recruited for the three vacant positions in the past I will definitely use The Russian Connection in the future when we have new open positions in our Moscow office."

Alicja Reaney
HR Specialist for EMEA
APC Europe

"Deutsche Bank has been working with Russian Connection for two years. During this time Russian Connection has been a reliable support in providing the Bank with professionals in Information Technology field, delivering results within agreed time-scale.

We would not hesitate in recommending Russian Connection as a professional recruitment company and a reliable partner."

Natalia Nikiforova
Assistant Vice President
Human Resources Manager
Deutsche Bank Moscow

"Herewith we would like to confirm that The Russian Connection Group has been our active provider of recruitment services in the Financial Market Products field since 2003.

We are satisfied with The Russian Connection performance, are currently involved in more search projects and would recommend their services to any other financial company."

Alexei Petrov
HR Manager, CIS
Reuters

"We would like to thank The Russian Connection for cooperation and assistance in recruiting personnel for Xerox Russia & CIS.

We have been working with The Russian Connection for several years and appreciate the quick response to our recruitment requests and well organized procedure of providing search and selection services on the basis of cooperation with our company and strictly following our requirements to the candidates."

Lioudmila Arkadieva
Human Resources Generalist
Xerox Russia & CIS

"Our company has been working with The Russian Connection for a long period of time. The Russian Connection proved to be very helpful in providing our company with the highest level professionals, saving our time and energy..."

Elena Karpovich
HR Department
ABB Industrial and Building Systems

"I've been working with Russian Connection for more than 3.5 years already. For the moment I stick only with this recruitment company to fill my open positions.

They work very efficiently. Quality of the candidates is very good. Consultants are always friendly, professional and helpful. I wouldn't say that each position fills easily but RC consultants usually do their best to serve their client in a perfect way."

Ekaterina Jourtcheva
HR Manager EE & CIS
Western Union

"...The Russian Connection was able to provide us with talented and suitable candidates and was able to meet our extremely short timelines... We recommend The Russian Connection as a reliable source of IT professionals..."

Garry K. Preiswerck
Director of Development
Top Producer, Canada



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