



**YOUR
BEST
MOVE**

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Who are we?



BatenborCH is a cross-border, sectorial & functional specialist in Sales, Marketing & Digital recruitment, Executive Search & Interim management all across Europe & Africa



Mission

Empower our customers with professionals who will create competitive advantages, growth and sustainable value.

Provide our candidates the best personal opportunities for future growth.

Be an inspiring and entrepreneurial work environment where people are developed and encouraged to inform, inspire, influence and achieve results.



Where are we?



Belgium



France



The Netherlands

Founded in 1989 in Belgium, Batenborch has evolved into an international expert in Marketing, Sales & Digital Recruitment.

Offices in: Belgium, The Netherlands, France, Germany and Morocco.



Germany



Morocco



Partnerships

Through partnerships in the UK, Poland and the Czech Republic, we guarantee a large & resourceful network consisting of today's most talented and successful Marketing & Sales professionals.



How we do it?



In combining both SECTOR and FUNCTIONAL expertise !



Sector

Batenborch professionals belong to industry practices according to their past experience and expertise.

Consumer – Healthcare – Industry – Services – ICT

Our cross-border practice teams merge their in-depth candidate knowledge to offer customers the right specialised industry, functional and motivational insight during every search.



Functional

By proactively getting to know the best Sales, Marketing & Digital candidates and by benchmarking them with the most advanced interview techniques, our consultants are able to predict their future performance in a different environment.

Through permanent career follow-ups, candidates can be accurately advised on future professional turns.



How we do it?

BATENBORCH RELIES ON PRECISION AND A PROVEN, PROACTIVE PROCESS TO RECOGNISE **QUALITY** AND DELIVER **SPEED**!



Speed

Specialization in marketing, sales & digital x international network x solid reputation as a *connoisseur* = quick process of selecting and guiding people towards new opportunities.



Precision

Our marketing, sales & digital expertise is just the top of the iceberg. We go both broader and deeper, offering you experts in various fields: consumer, healthcare, industry, services and ICT.



Proven

Founded in 1989, Batenborch International prides itself on being THE reference in the search, assessment and recruitment of successful Sales & Marketing Executives. Our clients remain loyal to us, because we continuously exceed their expectations.



How we do it?

BATENBORCH RELIES ON PRECISION AND A PROVEN, PROACTIVE PROCESS TO RECOGNISE **QUALITY** AND DELIVER **SPEED**!



Proactive

Our candidate-driven approach is deeply rooted in our passion for Sales, Marketing & Digital, with daily interviews of professionals and thorough research on their expectations, motivations and current environment.



Quality

We do not only find the best people, we closely follow their integration and commit ourselves to their success with a solid guarantee.



How we do it?



Illustrated by facts...



Network

A local and international network of candidates:

Our know-how, expertise and local offices enable us more than ever to meet and to identify candidates on a regional, national and international level. More than **160.000** candidates have chosen to join this active network.



Process

A strict process which is day after day directed towards the market, the candidates and the scouting of new talent:

On average BatenborCH meets over **12.000** candidates and achieves **400** placements per year.

We have assisted more than **8.000 people** in achieving their professional ambitions and in so doing have enhanced the commercial performances of **300 customers**.

We hold an **average RTI of 2,7 months** (Reduce Time Index= average integration time upon starting a new job). This by offering the right combination of expertise, competences and motivation.



How we do it?



Preparation

- Acquire in-depth knowledge of company & function
- Set up the right recruitment strategy
- Discuss possible challenges & market insights with clients

Candidate Qualification

- Sourcing through a multi-channel approach (our network, direct search, job boards)
- Thorough analysis of track record & key technical, behavioral competences
- Motivation analysis (short- and mid-term drivers)
- Assessment match job/profile/company/salary

Client Process

- Guaranteed shortlist (3 candidates) after 4 weeks
- Offer guidance to clients through competence score cards
- Check doubts and motivators
- In-depth reference checks
- Facilitate contract negotiation & conclusion

Integration

- Propose integration plan or ATI (Accelerated Take In) program
- Quarterly performance reviews with hired candidate & customer
- Satisfaction survey after one year



Our clients



References



Our clients



References

NOVY



XL
Airways France

FedEx
Express

Ansell

Valeo
Service

PACKSIZE
ON DEMAND PACKAGING

N1
Net1

DIAGEO

EURONICS

EG
ELECTRONICS

ALCOA

Panasonic

Ahold

SGTM
SOCIÉTÉ GÉNÉRALE DES TRAVAUX DU MAROC

Cegelec
Solutions & Services

CFG Group

winxo

marwa

AVIS

**SOCIÉTÉ
BRASSERIES
DU MAROC**

**لوسبور كريستال
LESIEUR CRISTAL**

Sirmel

**tēnor
group**

**BRITISH AMERICAN
TOBACCO**

VORWERK

CASIO

Brandt



teamwork
targeted approach
quality **commitment**
Sales & Marketing Recruitment
Interim Management
passion
precision
candidate driven
results
speed
excellence
business **leaders**
talent
expertise
instinct
integrity
international
long-term relations
network

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