



EVEREST

executive & direct search / consulting ▲

Unique talents,
Organizations on the Summit



Montreal – Paris – Tunis

The summit is *performance, determination*, and *optimal* achievement.

It is also the *peak of excellence in working methods* and client relations. Finally, it's our most prized values, which are *passion and integrity*.

To share the summit as leaders, Everest proposes cooperative excellence.

The EVEREST team offers you *20 years of experience* in *recruiting, employer branding, leadership development, and training*. Our firm has distinguished itself through *its simplicity, dedication, and efficiency*.

By *listening* to our clients and truly *understanding* their needs, market realities, and current and future positioning, EVEREST is able to *propose the most appropriate solution* for every specific need. To be a business partner, one must, above all, *make a difference* by *offering a personalized service* and, using a structured approach to access market know-how, *find opportunities* where no one else has thought to look.

Vision

For us, fulfilling our mandates effectively is not the sole criterion for success. We also strive to build a relationship with our clients that is anchored in understanding and mutual trust.

This partnership is embodied by our proximity policy that we put into practice daily by listening to our clients' concerns, taking part in their events and industry events, and sharing with them our professional network and sectoral expertise.

Our vision of this relationship is realistic, not idyllic. "The client is king" is not a concept that we take lightly. To us, the client is more than a king; the client is our co-pilot on an intricate journey of need and skill assessment, recruiting, and talent development. We share our own values with our clients while embracing theirs. This sharing forms the foundation of our partnerships.

"Behind every result, there's always a strong partnership."

Value

Excellence

We strive for excellence in all our mandates. Our market experience and expertise allow us to guide our clients to the summit, attaining their objectives and ours.

Transparency

Our relationships are established on the basis of honesty and trust. We keep our promises and meet our clients' expectations.

Reliability

Complex mandates, specific talents, strategic projects—we have the means to meet all your needs, deadlines, and expectations.

Passion

Our passion drives our work; it gives us all the energy we need to achieve our clients' goals. Our passion for our work and the joy of mutual success gets us out of bed every day

EXECUTIVE RECRUITING



- Local and international recruiting of board of director members, executive managers, and middle managers through our offices in Montreal, Paris, and Tunis.
- Analytics support, needs assessment, and drafting of task descriptions.
- Follow-up and support for recruit integration and retention.
- A wide range of psychometric tests with the help of seasoned industrial psychologists.

EMPLOYER BRANDING



- Development of the employer's brand, positioning, and appeal.
- Development of innovative recruitment and retention strategies using the expertise of our internationally recognized consultants.
- Emphasis on the candidate, business, and HR marketing experiences.

LEADERSHIP DEVELOPMENT



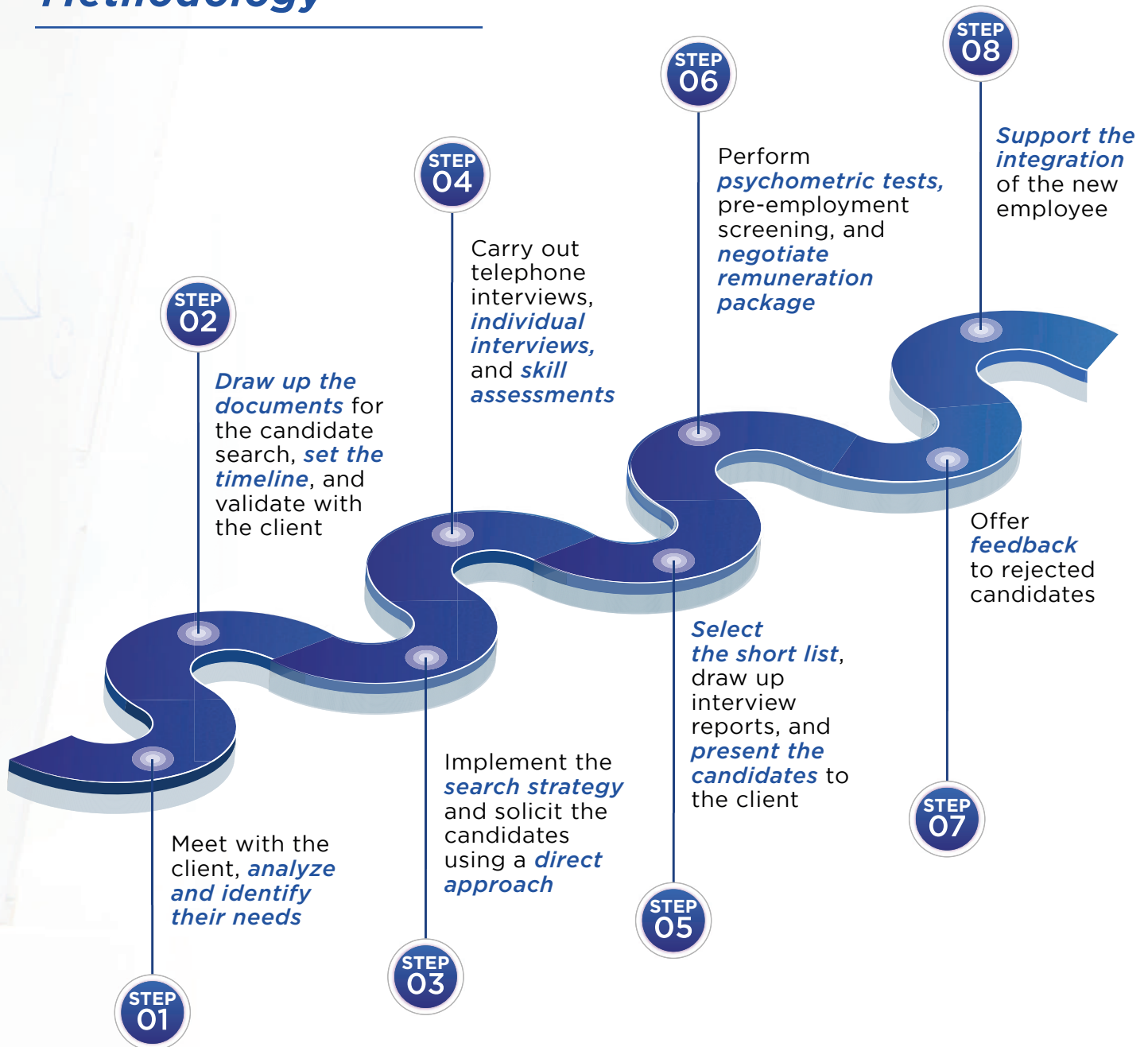
- Identification and development of exceptional leaders to bolster their capabilities for innovation, accelerate their growth, and improve their performance.
- Development of assessment solutions based on tried and tested psychometric standards, as well as leadership skill development solutions tailored to each client's strategic challenges and context.
- Development of a succession plan by identifying and supporting candidates with great potential.

TRAINING



- A custom offering of a variety of modules that meet your specific training needs:
 - Change management
 - Talent management
 - Emotional intelligence
 - Workplace happiness
 - Team building
 - Conflict management

Methodology



Industries

Agri-food and consumer goods
Retail
Banking and financial sectors
Investment capital
Industrial and manufacturing
Construction
Engineering consulting
Start-ups and medium-sized enterprises
Government and public sector
Pharmaceutical and medical
Communications and media
Business services
Technology
Non-profit organizations

Roles

President and Board of Directors
Senior management
Sales and marketing
Accounting and finances
Human resources
Legal affairs
Project management
Engineering and production
Research and development
Logistics and supply
WEB 2.0

Why choose us?

Because...

- Our *team of experts* with *20 years of experience* and *varied and specialized expertise* is at your service
- We are able to take on *complex mandates* thanks to our team's *wide variety of experience, skills, and know-how*
- We mobilize our *international network*, with offices in *Montreal, Paris, and Tunis*
- We operate using an *innovative methodology* and *rigorous, efficient*, and result-oriented processes
- We provide *predetermined deadlines* and *detailed reports*



Local presence, international vision

In a world of globalization characterized by mobility, scarcity of talent, and fierce competition, human capital offers a decisive competitive edge. EVEREST addresses this by diversifying its geographic strategies and offering both local and international services.

Therefore, with our offices in Montreal, Paris, and Tunis, we are able to meet the intersecting needs of businesses in North America, Europe, Africa, and the Middle East that are seeking local and international expertise.



Involvement and dedication

● *FrenchFounders*

● *H factor*

● *Conseil de la
transformation alimentaire
du Québec (CTAQ)*

● *Tunisia Africa
Business Council*

● *Trophée
Roses Des Sables*

● *The Grand défi
Pierre Lavoie*

● *Pallia-vie*

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