

the world's most equitable
and specialized talent company.

Randstad Romania



randstad



partner for talent.

agenda

01 global presence

02 randstad in numbers (global & local)

03 our ambition

04 services and expertise

05 our processes

06 thought leadership

our global presence.

we operate in 39 different countries

revenue € 27,568 million (€ 24,635 million in 2021)

revenue per market in %



our key figures.

a snapshot from 2022



€ 27,568

revenue in millions
(2021: € 24,635)



4.7%

underlying EBITA margin
(2021: 4.4%)



€ 1,041

adjust net income
in millions
(2021: € 806)



€ 739

free cash flow in millions
(2021: € 590)



€ 2.85

proposed regular
dividend ordinary share
(2021: € 2.19)



1

global leader in HR
services



662,600

number of candidates
working (on daily basis)
(2021: 653,300)



342,700

number of permanent
placements (incl. RPO)
(2021: 276,100)



374,900

number of
candidates trained
(2021: 406,400)



49,300

number of
employees trained
(2021: 45,600)



50%

women in senior
leadership positions
(2021: 50%)



8.1

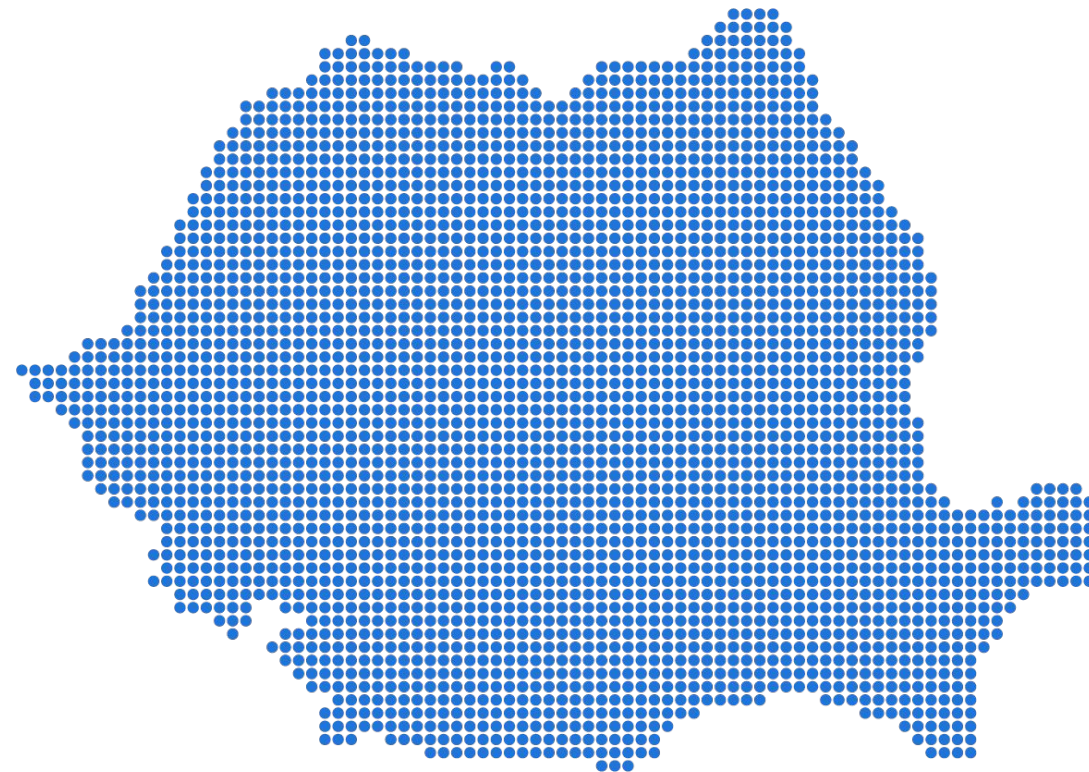
employee
engagement score
(2021: 8.1)

randstad in Romania

one of the major market players in recruitment founded in 2016.

key figures 2022**

Ron	2.500	120+
revenue	number of placements	avg. corporate employees
2	270	17+
offices & remote teams	invoiced clients	years of experience



paving the way
to our new ambition.



partner for talent.

to be the world's most equitable and specialized talent company.

equity means we accept that talent have different starting points in life and we need to deliberately, actively work to promote circumstances to reach equal outcomes.

specialization commits us to an insights-led understanding of what clients and talent need for success.

to achieve this, we need to move forward - together - through **digitization** that promotes constant improvement.



services and
expertise.



our added value for talent.

work that feels good

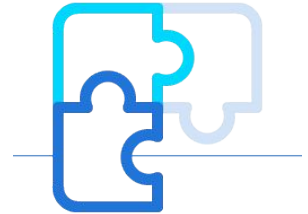
we help talent find secure, rewarding jobs and stay relevant in the ever-changing world of work.



our value for clients.

optimal workforces

we help clients create the high-quality, diverse and agile workforces they need.



our value for employees.

employer of choice

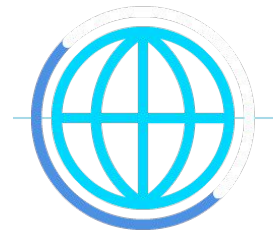
we are an attractive employer for our employees and offer continuous development and career opportunities.



our value for society.

shaping the world of work

through our core activities and active dialogue, we help shape the world of work.



what we do.

We help candidates in finding jobs and developing their skills so they can have a meaningful career. Our data-driven insights enable us to quickly identify smart career opportunities and make the perfect match. Candidates are personally guided to short- and long-term career success.

We help our clients to find the best talent with the most relevant skills for their business. Our technological expertise, combined with our human touch, enables us to focus on our clients' business needs by providing tailor-made solutions and the best personal advice.



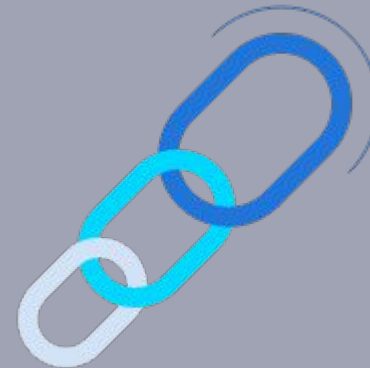
recruitment.



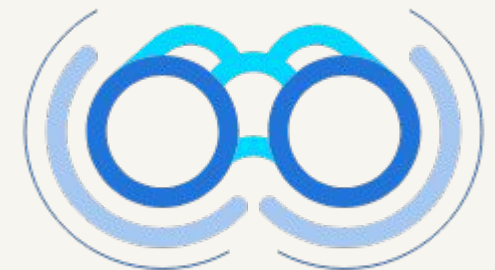
alternative HR solutions.



recruitment.



executive search.



permanent placements (recruitment).

- our largest business in Romania.
- national coverage
- dedicated teams, various industries
- single point of contact for every client
- single assignments and mass volume projects
- comprehensive process: sourcing, screening, interviewing, assessment centers, tracking & reports, process information, contract management
- special services: pre-screening, assessment



staffing.

- dedicated expert teams + unique account management structure with national coverage
- white collar and blue-collar temporary staffing service
- individual assignments and mass volume projects
- recruitment and payroll services
- safe and flexible solution for both candidates and employers
- clear vision of costs
- guide talent in suggesting training that could support a next step in their career.



executive search.

- dedicated senior team
- direct search with confidentiality and discretion
- comprehensive end-to-end process with progress reports and assessments
- wide expertise(CEO, CFO, Operations Manager, HRD, Plant Manager, IT Line Manager, Marketing Manager, CMO)
- covering all business industries
- providing know-how, innovation and connections built in 10+ years of expertise
- market knowledge & professional networking



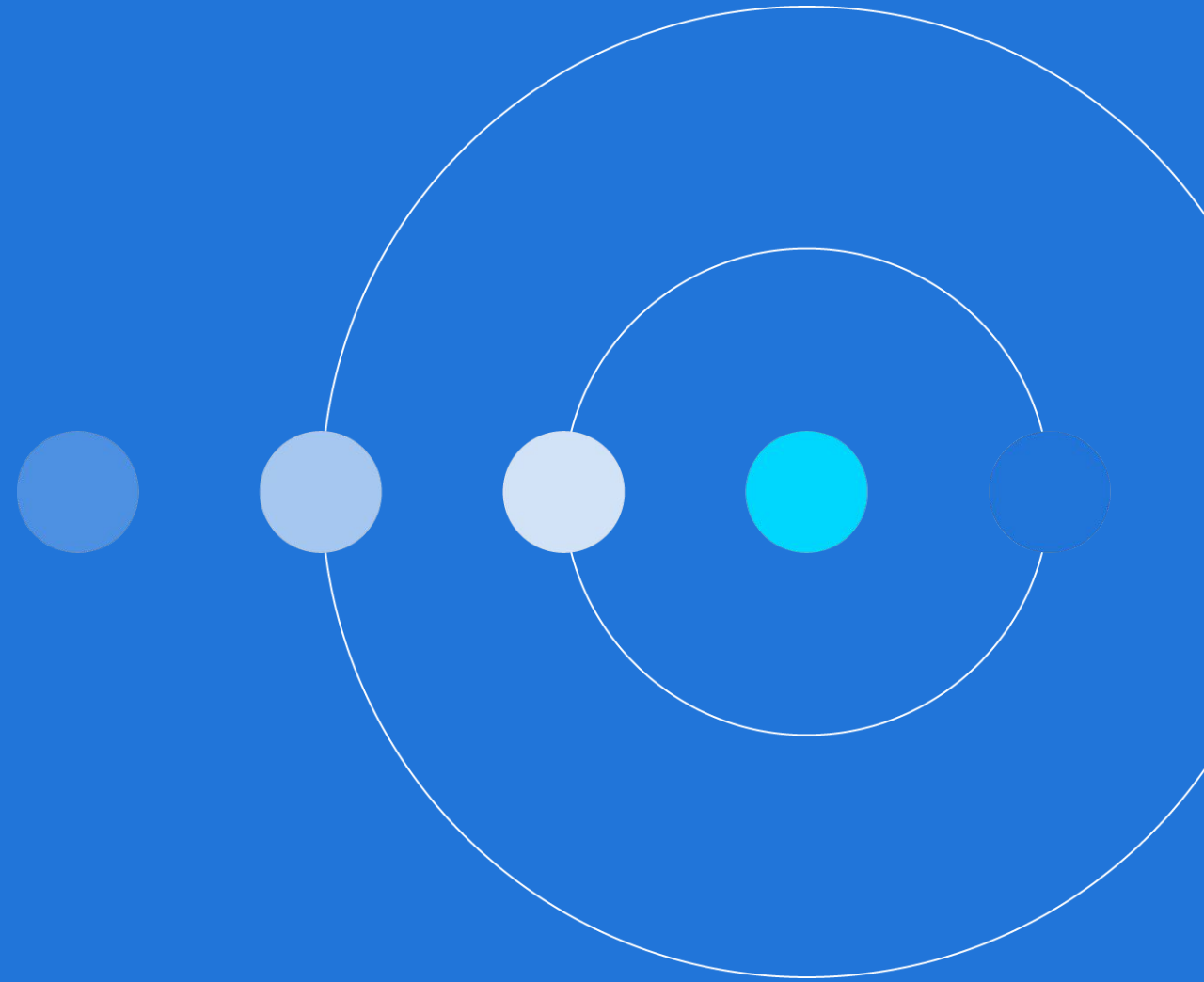
HR solutions.

a range of complex HR services, such as:

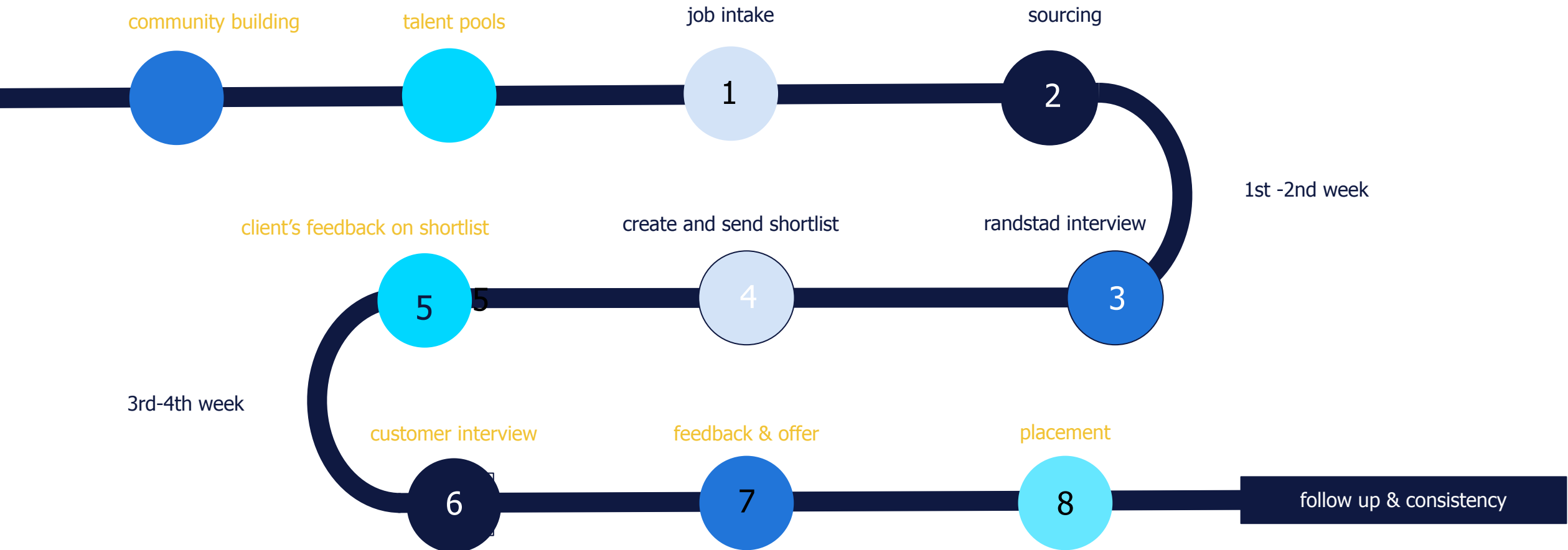
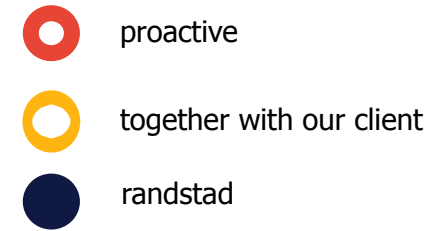
- **recruitment process outsourcing (RPO):** either the end-to-end recruitment workforce or specific process elements of recruitment on - or offsite, with a dedicated team
- **HR & management support:** specialized consultancy for building efficient working system improving all business KPIs - internal motivation & performance, personnel retention, conflicts risk mitigations, workflow/processes, etc.
- **Outplacement:** personalized service in assisting outbound employees to remain valuable ambassadors for internally and externally company's reputation (resume reviews, job searching advice, interview training, personalized coaching and career assessment)



our processes.



standard recruitment process steps and timeline



sourcing process & methodology.



order analysis

- job description analysis
- company and industry analysis
- competitor analysis
- hiring manager communication

search

- database search
- job post
- job recommend

select

- resume screening
- interview

client's interview

- arrange interview with client

offer confirmation

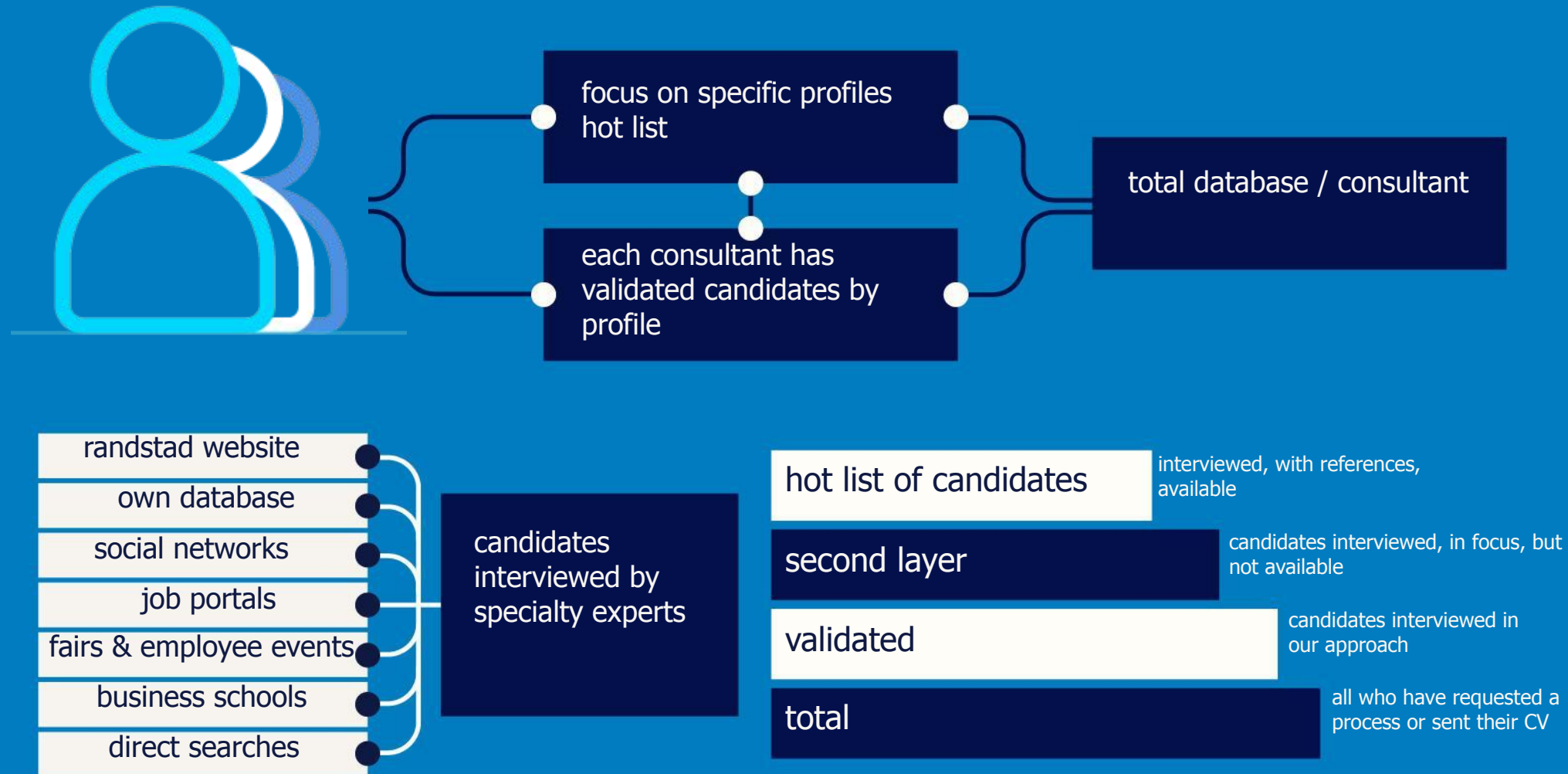
- on-board communication
- sign on offer letter

on board

- track candidate performance after probation
- communication with client



how we create and manage the database



introducing our
thought leadership.



randstad employer brand research.

- A representative employer brand research based on perceptions of the general audience. Optimizing over 23 years of successful employer branding insights.
- An independent survey with nearly 163,000 respondents and 6,022 companies surveyed worldwide, and 150 largest companies in Romania
- A reflection of employer attractiveness for the market's largest employers
- Provides valuable insights to help employers shape their employer brand.



randstad workmonitor research

the voice of talent.

The Workmonitor is Randstad's flagship annual report running since 2003, set up as [the voice of talent](#), providing insight on what they want and expect from employers, and how willing they are to ask for it.

One of the longest-running and largest studies of its kind, it surveys [35,000 employees in 34 markets](#) across Europe, Asia Pacific and the Americas every year.

The 20th edition "Flexible, but stable" focuses on the impact of the economic context on workplace dynamics. Download it [here](#).



randstad HR trends survey the employers' expectations.

An independent, yearly conducted survey, since 2019 with nearly 300 companies surveyed in Hungary.

First line business leaders from a variety of industries participate by invitation.

The Randstad HR trends survey is dedicated to delivering insights into

- how companies are adapting to the current economic context
- what are the major business and HR challenges they are facing
- how do they plan to deal with them in the following year.
- Download it [here](#).



why choosing
randstad romania.



partner for talent.

our unique selling points.

what differentiates us

+80 specialised consultants/sector

quality candidates database +150k

account/project management model

high hit-rates

fully automated tracking systems

consultative approach and tailor-made services seeking to improve and innovate. knowing the specific of each assigned sector.

focus on candidates attraction and retention. actively working with candidates in order to provide best matching jobs.

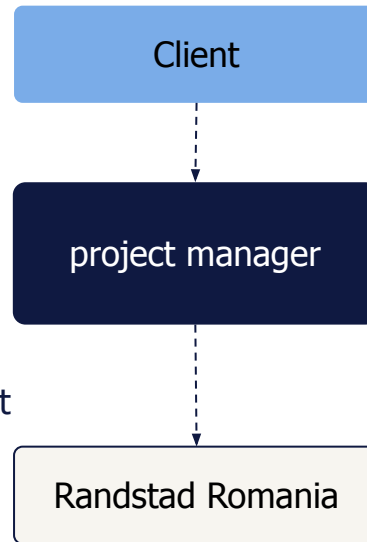
dedicated team for each client that brings speed in communication and dedicated attention.

acting agile with focus on quality assessment both in volume /single assignments.

ATS and CRMs used for candidates, clients and consultants that allows us quick and relevant reports and statistics/sectors.

Project team model.

- single point of contact for the client
- planning for implementation of contractual arrangements
- reporting and analysis
- reconciliation of results with the client



- project needs
- feedback
- results evaluation

- recruitment and selection

Recruitment and selection

1 Account Manager

Project Dedicated Recruitment specialists
(based on volume of hirings)



thank you.

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