

about randstad.

Romanian overview



01

a brief overview.



our global presence in 2024.

total revenue € 24,122 million (2023: €25,426 million)

revenue per market in %



*due to rounding, percentages may not round to exactly 100%

a snapshot of 2024 – key figures.



€ 24,122

revenue in millions



39

markets



41,400

corporate employees



1

leader in global
talent services



570,300

number of talent
working on weekly basis



260,300

number of permanent
placements (incl. RPO)



1.7

million
talent placed



3,752,800

hours of training
for talent



50%

women in
management positions



7.7

employee
engagement score

our core values guide how we work.

Our core values, established in the company's early days, represent the foundation of our culture. We use them to guide every decision we make and every action we take. Our core values also form the foundation of our Business Principles.



to know

We are experts. We know our clients, talent, suppliers and other business partners, and we know that it's often the details that count the most.

to serve

We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

to trust

We are respectful. We value our relationships and treat people well.

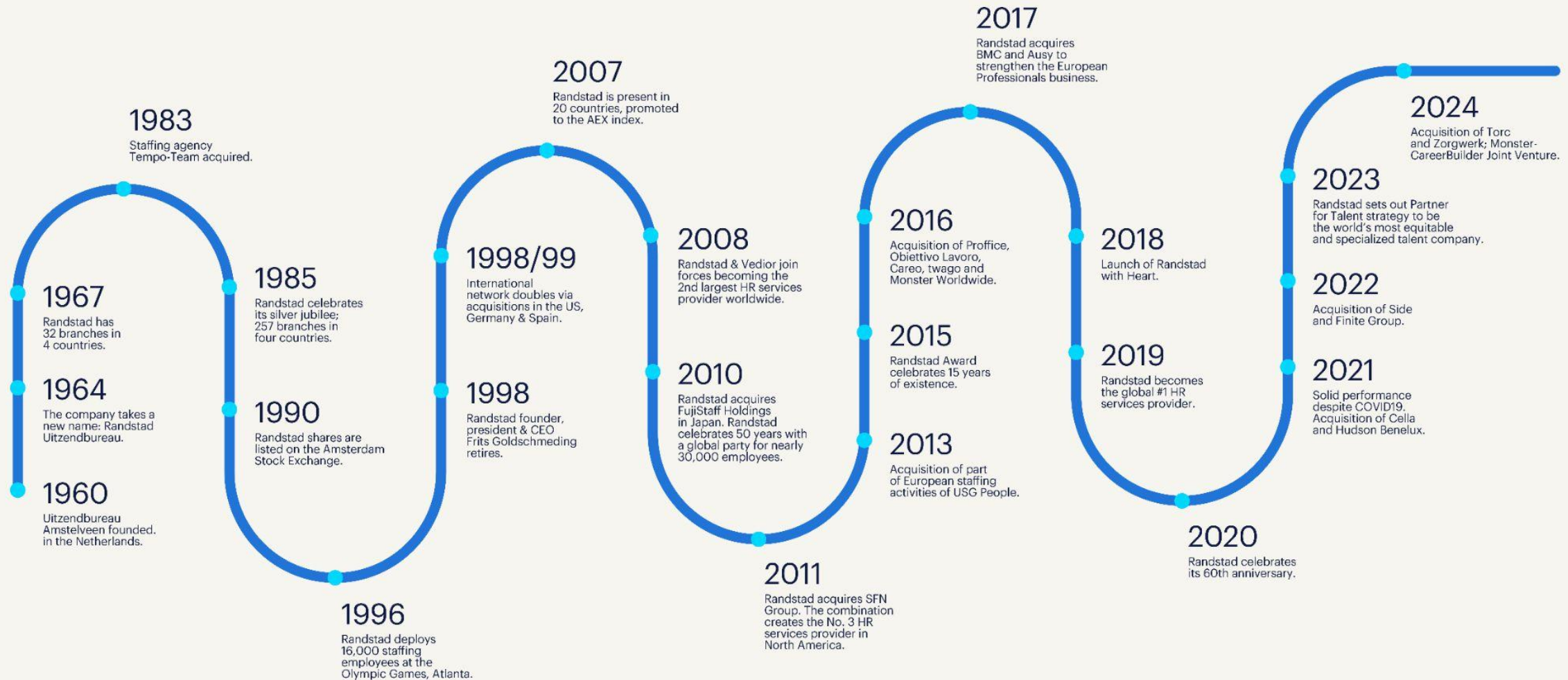
simultaneous promotion of all interests

We see the bigger picture and take our social responsibility seriously. Our business should always benefit society as a whole.

striving for perfection

We always seek to improve and innovate. We are here to delight our clients and talent in everything we do, right down to the smallest detail.

our history.



our leadership structure.

meet our executive board and executive leadership team

executive board



Sander van 't Noordende
Chief Executive Officer
& Chair



Jorge Vazquez
Chief Financial Officer



Myriam Beatove Moreale
Chief Human
Resources Officer



Jesus Echevarria
Chief Operating
Officer



Michael Smith
Chief Executive
Randstad Enterprise



Dominique Hermans
Chief Strategy and
Transformation Officer



Martin de Weerd
Chief Information
Officer



Marc-Etienne Julien
Chief Executive
North America



kajetan slonina
Chief Executive
Asia Pacific



Graig Paglieri
Chief Executive
Randstad Digital



Herman Nijns
Chief Executive
International Markets



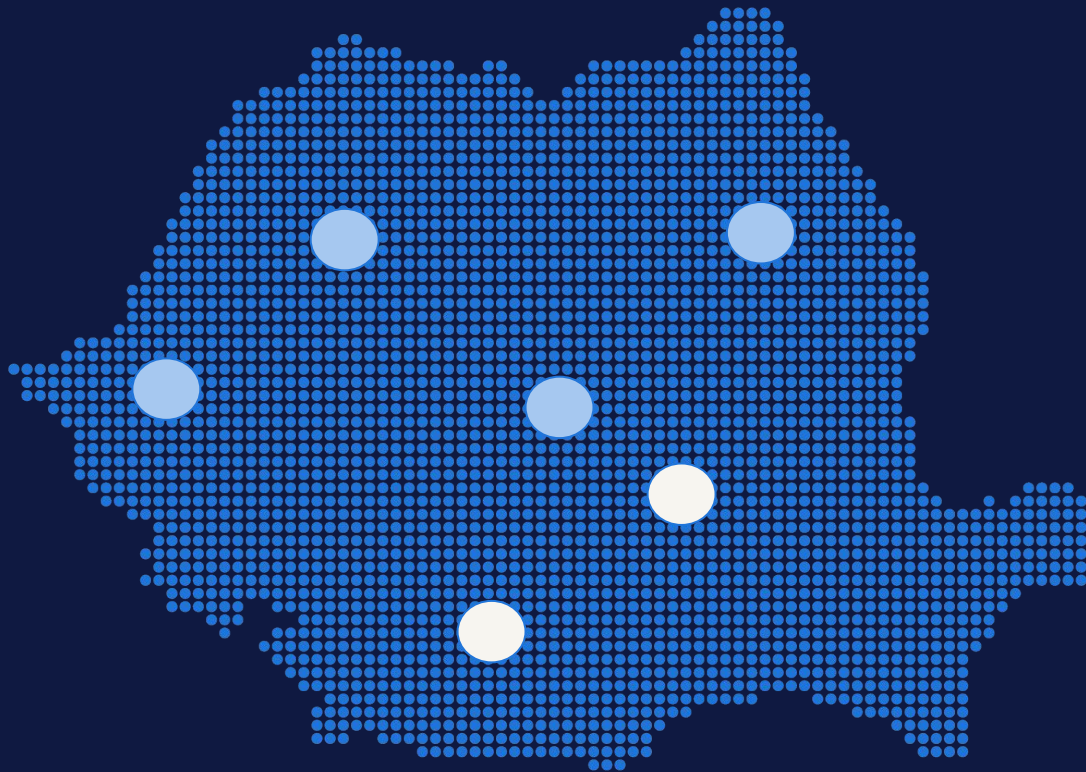
Miriam van der Heijden
Chief Marketing Officer



Disclaimer: This structure is effective as of 1 April 2025.

Randstad in Romania - founded in 2016

one of the major market players in recruitment.



7.3 Mil Eur
2024
revenue



270
invoiced clients
in 2024



2,500
candidates placed
in 2024



110
average corporate
employees in 2024



2
locations
in Romania & remote
teams

light blue remote teams



02

our vision

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



our core values guide how we work.

Our values shape our culture.

They help us develop, grow and better serve our clients, candidates and other stakeholders.



to know

We are experts. We know our clients, candidates, suppliers and other business partners. In our business, it is often the details that count the most.

to serve

We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

to trust

We are respectful. We value our relationships and treat people well.

striving for perfection

We always seek to improve and innovate. We are here to delight our clients and candidates in everything we do. This gives us our edge.

simultaneous promotion of all interests

We see the bigger picture and take our social responsibility seriously. Our business should always benefit society as a whole.

delivering value to all our stakeholders.

our strategy is underpinned by five key pillars that will ensure we drive growth at scale

growth through specialization

Addressing the needs for specialized talent is critical to labor market efficiency. Our focus on this will allow us to grow the trust and confidence clients and talent have in our brands.

talent and equity at the heart

We're focused on removing barriers that can get in the way of people securing rewarding careers and development opportunities. Equity is at the heart of everything we do, and we work to create a fairer labor market where decent jobs offering prosperity and security are available to everyone.

delivery excellence

Delivery excellence is why Randstad is the preferred partner for talent for many organizations. Our objective is simple: create the best and most efficient experience for our clients.

randstad talent platform

The Randstad talent platform includes a fully digitized workflow supporting end-to-end transactions between employers and talent. This powerful technology offers quality and speed, and unparalleled value and satisfaction to both talent and clients.

best team in the industry

Our employees embody the values and culture that set us apart in the eyes of clients and the talent we support. They bring the vision, strategy and principles of Randstad to life, and are the driver behind our market-leading status.





our services and
specialisations.

we support our talents and clients at all levels.



- permanent recruitment
- temporary staffing
- payroll outsourcing
- recruitment process outsourcing
- outplacement
- salary surveys
- executive search
- cross-border recruitment

our services



- office & administrative support
- business services
- finance & accounting
- HR & legal
- sales & marketing
- retail
- life sciences
- engineering
- real estate & construction
- logistics



- software development
- advisory services
- IT management
- cloud & infrastructure
- customer experience
- data & analytics
- digital product engineering



- industrial unskilled work
- industrial skilled work
- call & contact centers

our specialisations

our services

with decades of human resources expertise, you can count on us as your partner for talent.

recruitment.

Our recruitment service helps you find the best candidates for the job, saving you time and resources and increasing the efficiency of your recruitment process.

staffing.

Looking for a quality workforce urgently? With our temporary staffing service, we provide you with the best candidates and take care of the necessary administration.

RPO.

Outsourcing the recruitment process gives businesses the opportunity to handle recruitment tasks more efficiently if their own recruitment team does not have the capacity or competence.

executive search.

We help you find the best candidates for top management positions. Our service provides a discreet and personalised approach to ensure the best results.

outplacement.

We help you carry out the necessary but responsible and empathetic downsizing while supporting your employees to find their ideal new/next position and employer.

payroll outsourcing.

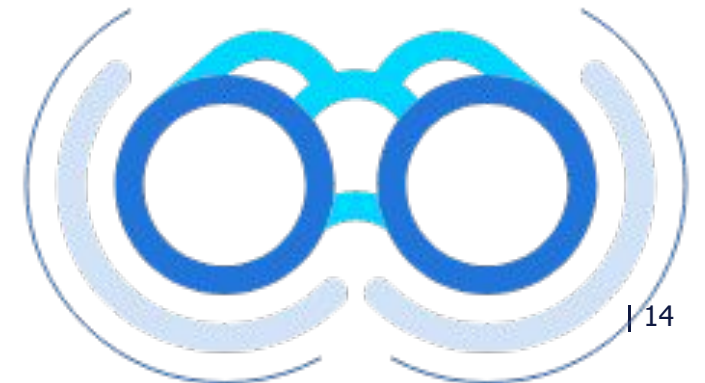
Want to save time and money and spend your resources on business goals? Leave the complex payroll process to our dedicated professionals.

cross-border recruitment.

HR services without borders. We provide recruitment and selection assistance to companies operating in the European Union, by placing Hungarian employees.

salary surveys.

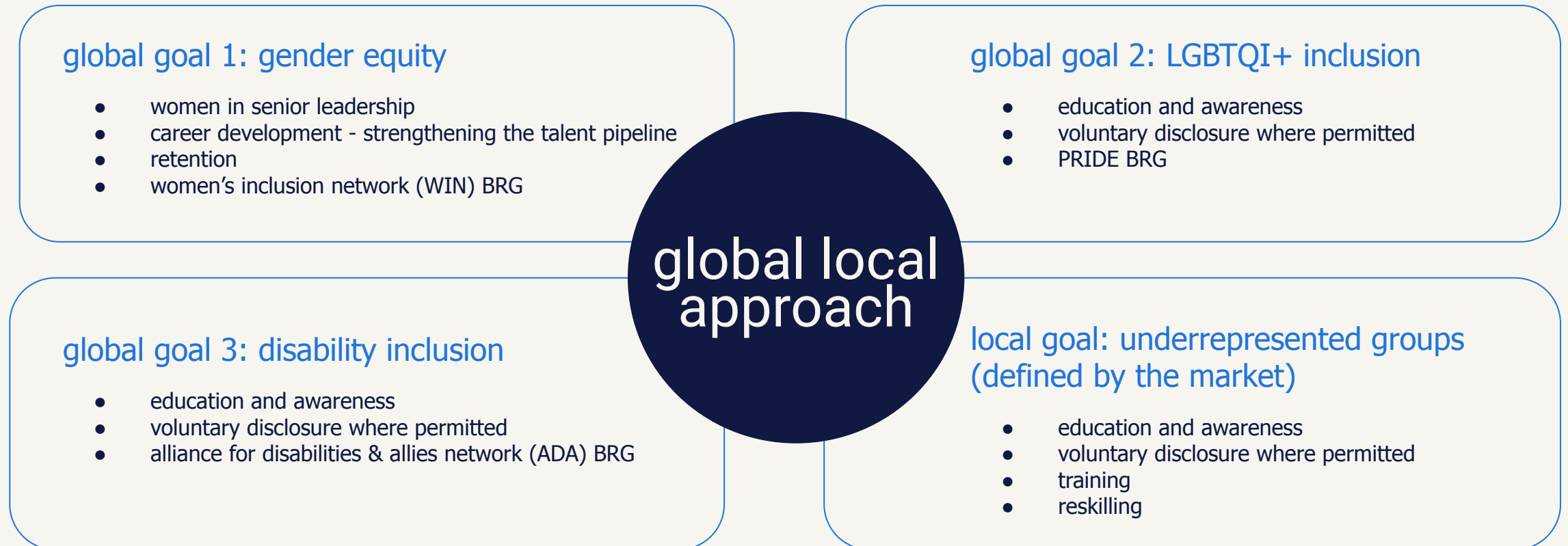
Our tailor-made salary survey service can help with the annual salary planning or assess the competitiveness of your company's reward system.



equity@work.

diverse teams contribute to better ideas, innovations, and outcomes for all

Our focus areas include [gender equity](#), [disability inclusion](#), [LGBTQI+ awareness](#) and [local underrepresented groups](#). We prioritize creating an inclusive workplace where everyone can thrive and that is why we ensure our business resource groups can support the needs of all of our employees. We want to be held accountable to listen, learn and make progress.



permanent placements (recruitment).

- biggest team in Romania with nationwide coverage
- dedicated consultants across various industries
- single point of contact ensuring seamless communication between us and our partner
- expertise in handling both single assignments and mass volume projects
- comprehensive process including:
 - sourcing
 - screening
 - interviewing
 - assessment centers
 - tracking & reporting
 - process information management
 - contract management



staffing.

- **tailored solutions:**
our staffing services offer customized solutions to meet your workforce needs efficiently
- **diverse expertise:**
we specialize in sourcing talent across various industries and job roles
- **streamlined processes:**
We employ rigorous screening processes and advanced assessment tools to ensure that we identify the best candidates for your organization
- **cost-effective:**
partnering with us streamlines recruitment, reducing hiring costs
- **flexibility:**
access a flexible and scalable workforce tailored to your business needs
- **proven success:**
with a track record of 15 years of delivering high-quality staffing solutions, we ensure your success



executive search.

- **experienced team:**
our executive search services are provided with a team of senior professionals committed to finding top talent for your organization
- **comprehensive Process:**
we cover every aspect from initial consultation to final placement, with regular progress reports and assessments to keep you informed
- **confidentiality:**
we conduct direct searches with utmost confidentiality and discretion, ensuring your privacy and reputation are safeguarded throughout the process
- **extensive expertise:**
specializing in CEO, CFO, Operations Manager, HRD, Plant Manager, IT Line Manager, Marketing Manager, across various industries
- **proven know-how and innovation:**
with over a decade of experience, our team brings know-how, innovation, and valuable connections to every executive search project, delivering exceptional results tailored to your requirements
- **market insight:**
our professional networking ensures access to top talent and up-to-date market knowledge.



HR solutions.

a range of complex HR services, such as:

- **recruitment process outsourcing (RPO):**

(RPO) services offer a comprehensive approach to managing your workforce recruitment needs

whether you need end-to-end recruitment and selection or specific process elements, our dedicated team is here to support you, both on-site and off-site.

with a focus on employer branding, we tailor our approach to meet your unique requirements, ensuring alignment with your organization's goals and values

- **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:**

from resume reviews to job searching advice and interview training, we offer comprehensive support to ensure a smooth transition for employees leaving your organization.



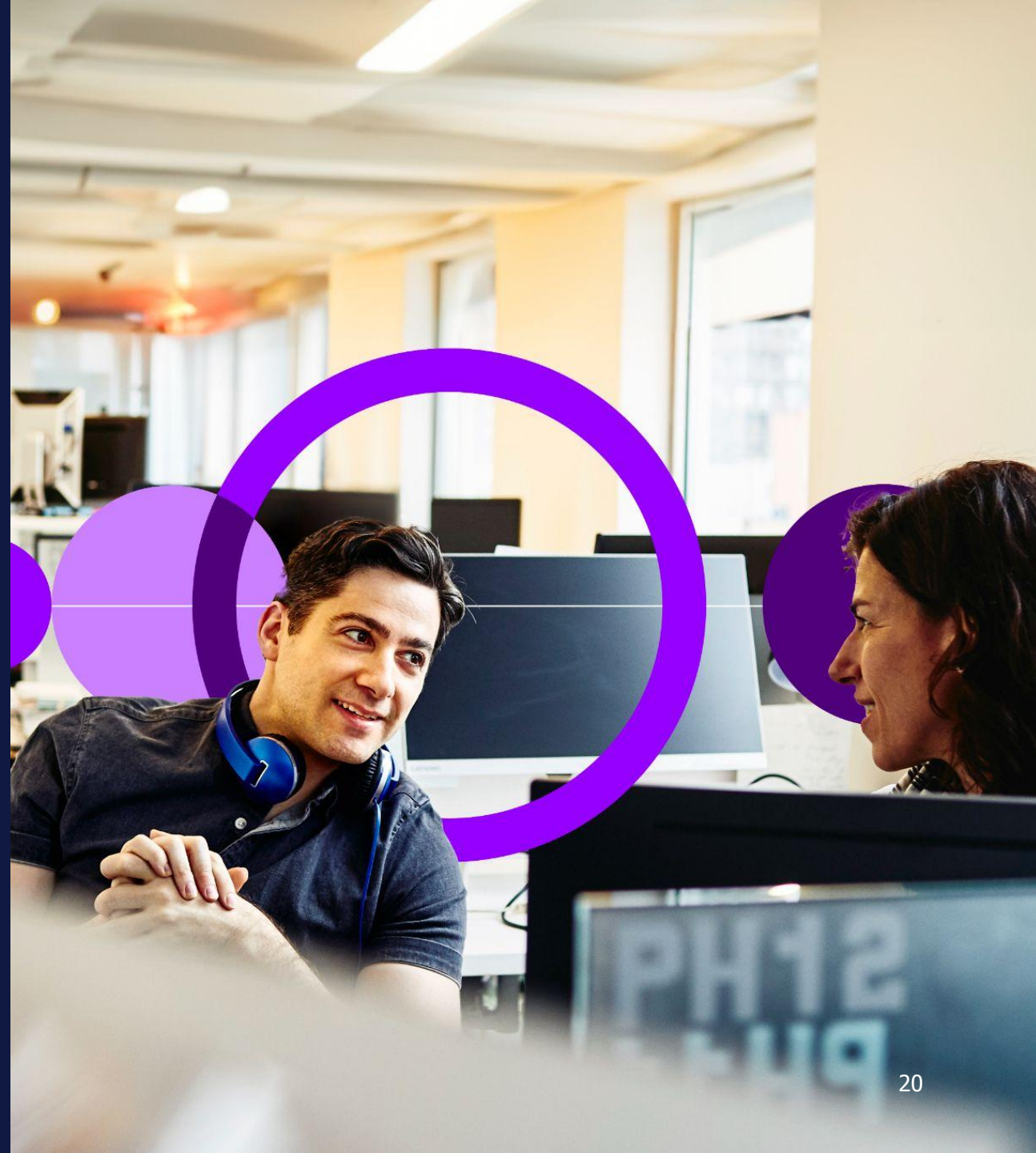
professional talent solutions.

We find you in-demand, specialised professional talent: experts, specialists and managers from junior to senior level with an academic or equivalent qualification from a wide range of disciplines.



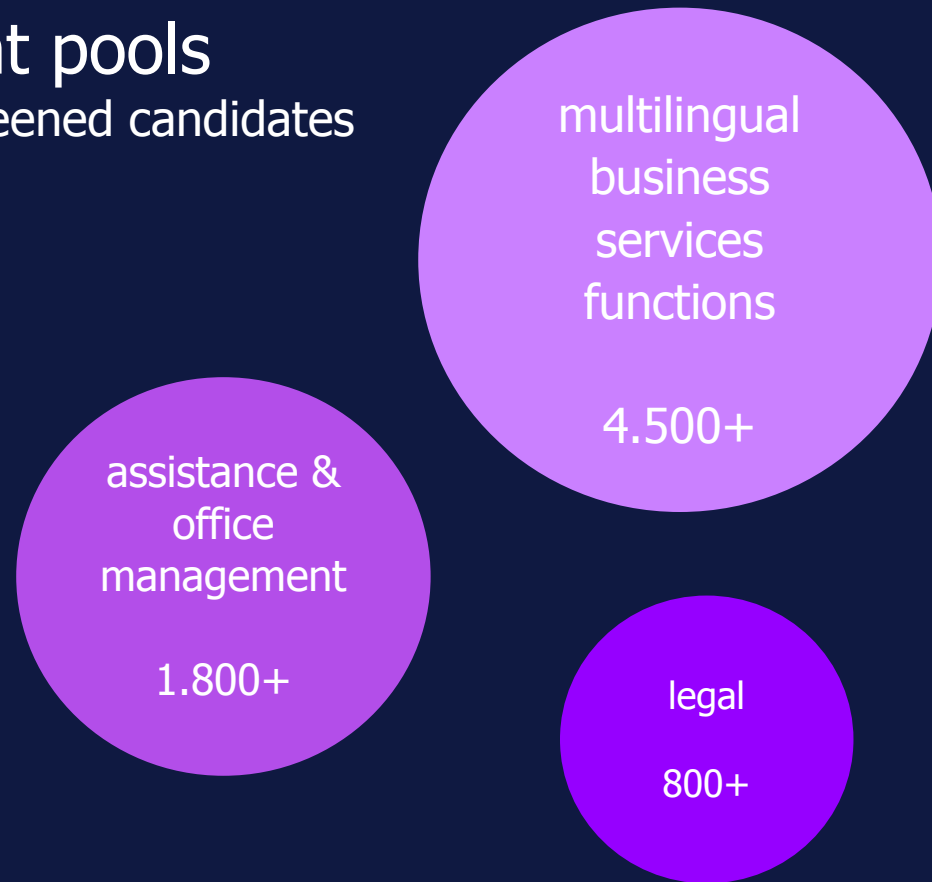
professional areas covered:

- office & administrative support
- business services
- legal
- finance & accounting
- HR & sales & marketing
- retail
- life sciences
- engineering
- real estate & construction
- logistics



business services & assistance & legal.

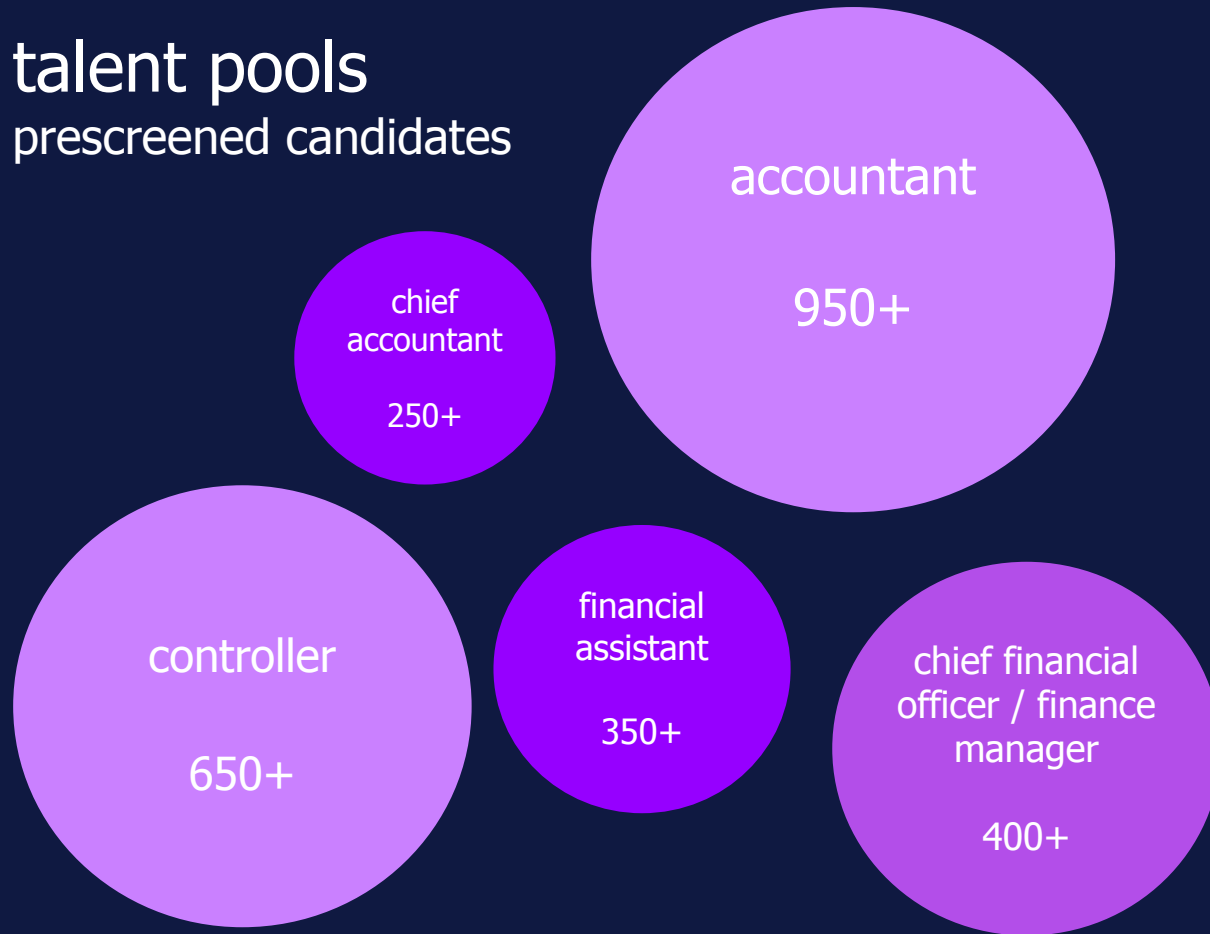
talent pools
prescreened candidates



- **multilingual business services functions**
 - customer service
 - order management
 - IT helpdesk
 - master data/ data analyst
 - cash application/collection
 - team leader/manager
 - HR/payroll administration
 - AP/AR accountant
 - GL accountant
 - procurement
- **assistance & office management**
 - administrative support
 - facility management
 - executive assistant
 - personal assistant
 - financial assistant
 - center manager/assistant
 - receptionist
- **legal**
 - legal assistant
 - legal advisor
 - lawyer
 - legal counsel
 - tax advisor

finance & accounting.

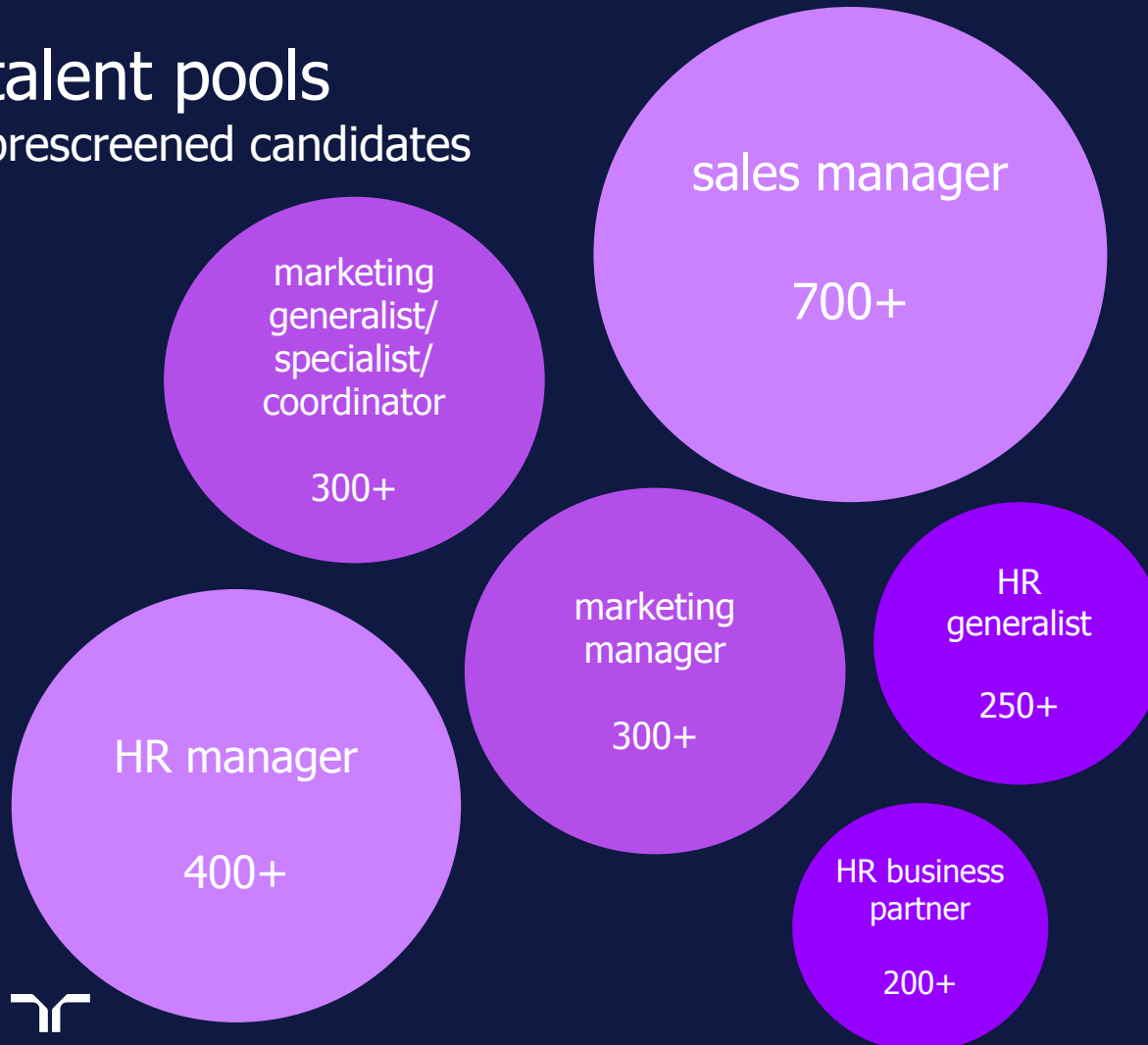
talent pools prescreened candidates



- finance and accounting functions
 - accountant
 - controller
 - chief accountant
 - CFO / finance manager
 - treasury specialist
 - payroll specialist
 - auditor
 - reporting specialist
 - business analyst

sales & marketing & HR.

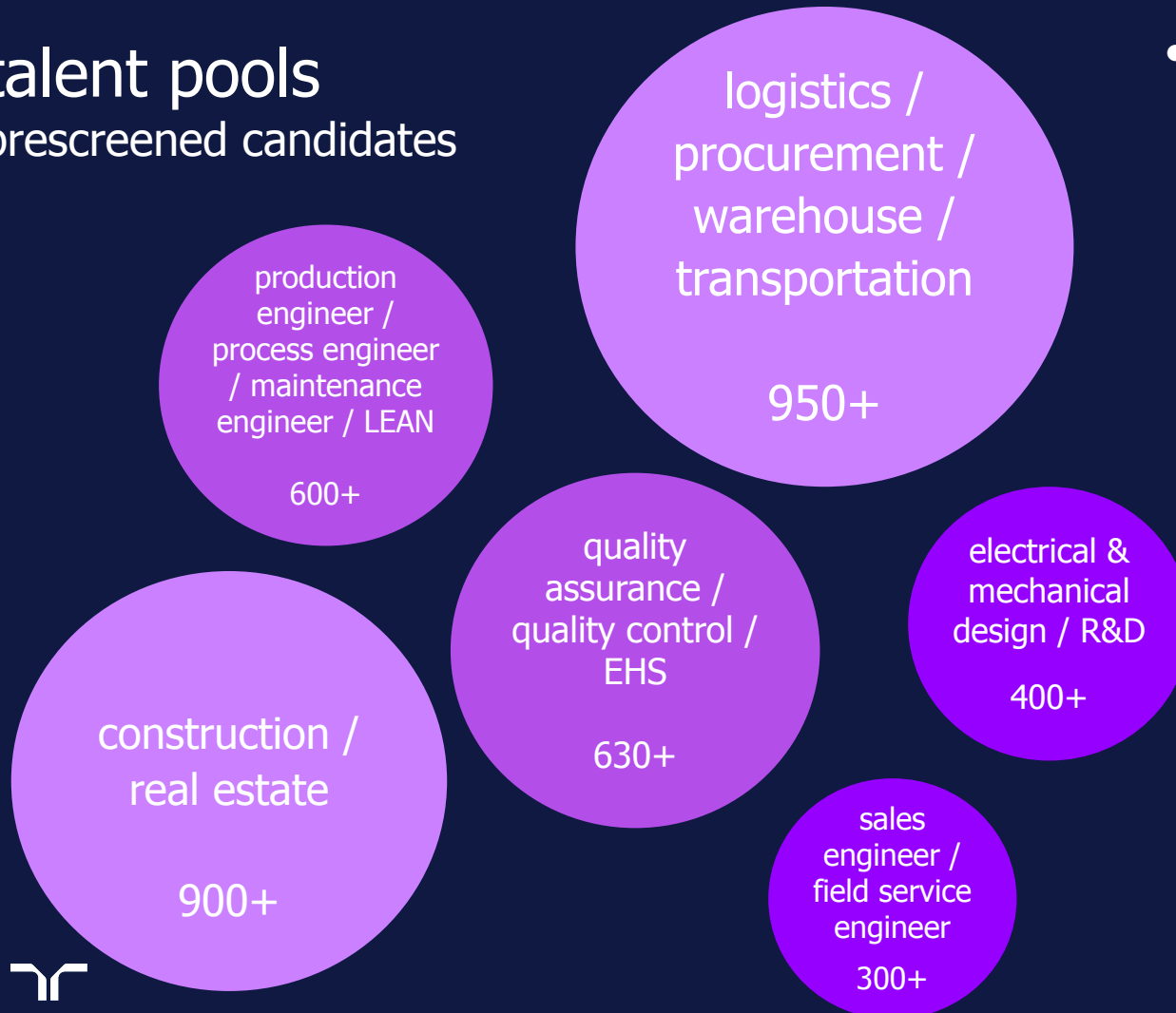
talent pools prescreened candidates



- sales functions:
 - sales representative
 - key account manager
 - sales manager
 - commercial / sales director
 - tourism / event / hotel professionals
- marketing functions:
 - marketing specialist
 - marketing coordinator
 - marketing generalist
 - digital marketing professionals
 - trade / brand marketing professionals
 - marketing manager
 - marketing director
- HR functions
 - HR generalist
 - HR specialists (L&D, comp & ben, recruitment)
 - HR business partner
 - HR manager
 - HR director

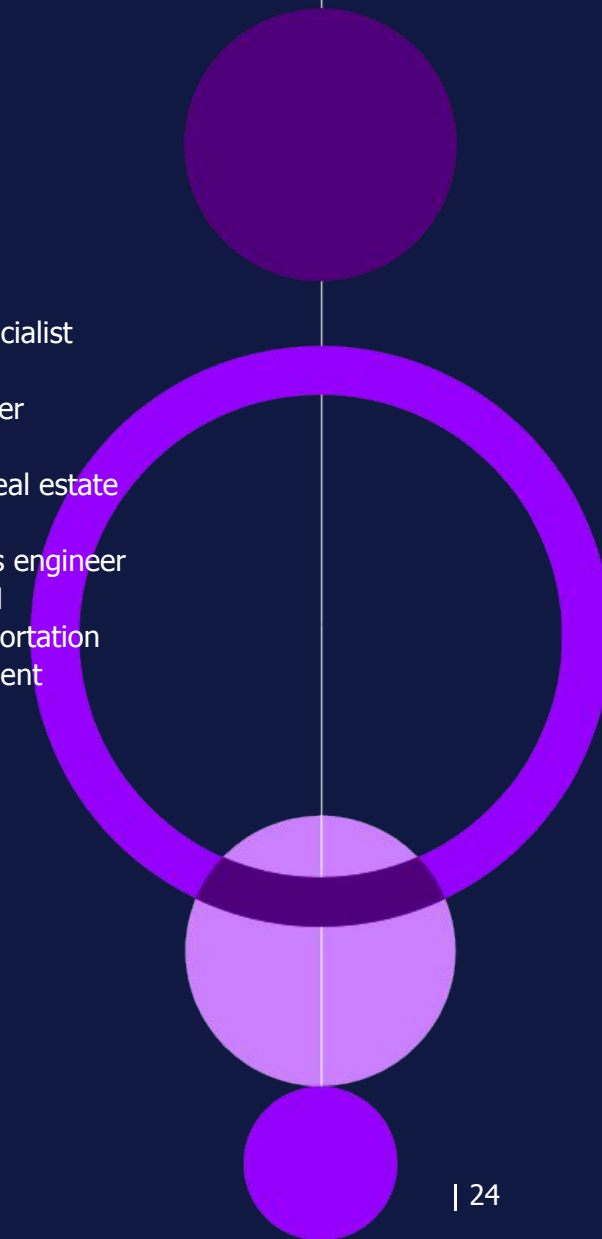
engineering.

talent pools prescreened candidates



• engineering functions:

- quality assurance
- sales engineer
- logistics and supply chain specialist
- project / process engineer
- maintenance / service engineer
- construction profile
- construction professionals / real estate
- quality control / EHS
- production engineer / process engineer
- maintenance engineer / LEAN
- logistics / warehouse / transportation
- buyer / purchaser / procurement
- field service engineer
- R&D / design / automation
- pharmaceutical / life sciences



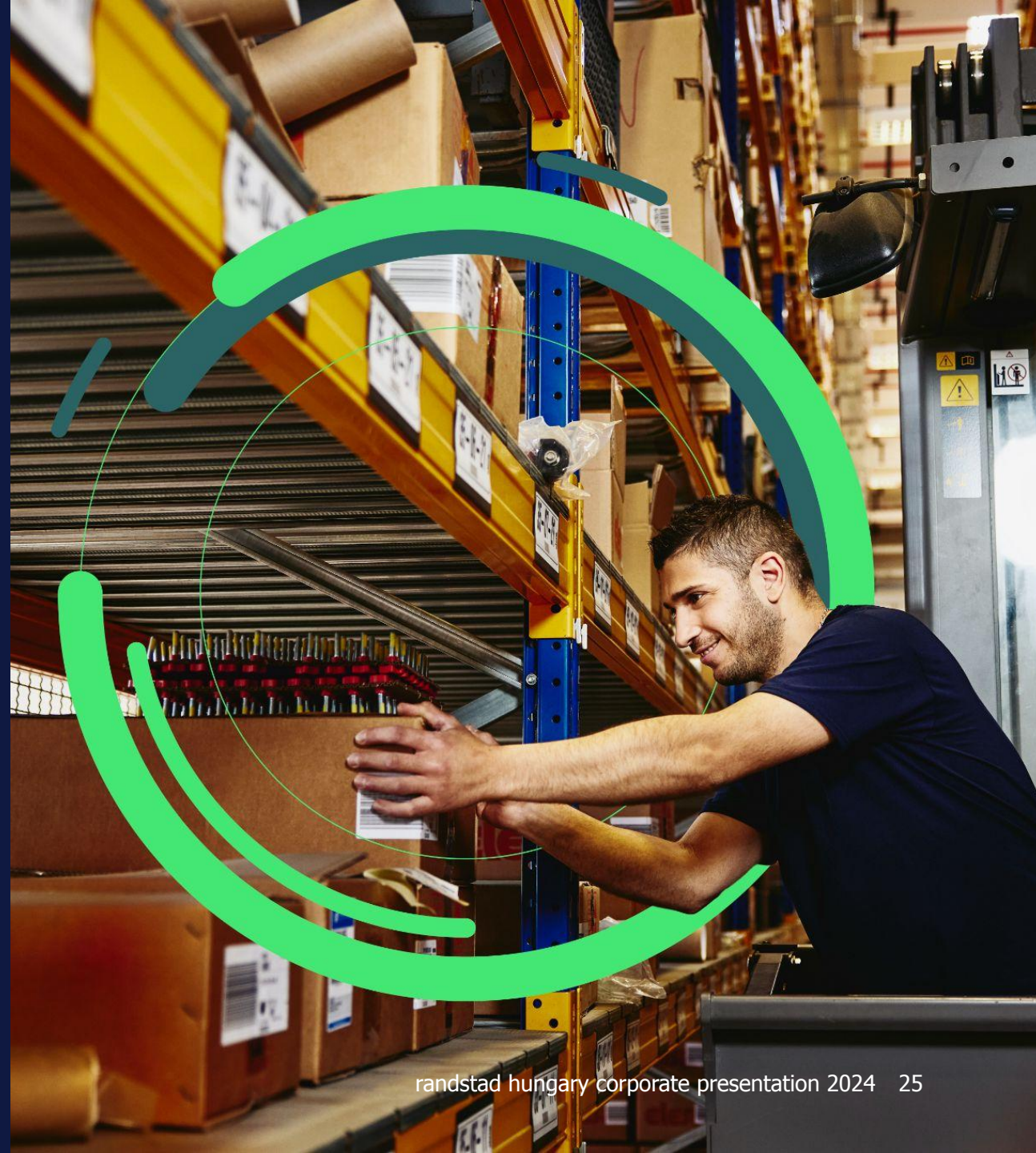
operational talent solutions.

With a large pool of pre-qualified candidates, industry expertise and deep insights into operational workforce dynamics we'll help you recruiting your workforce on demand — quickly and cost-effectively.



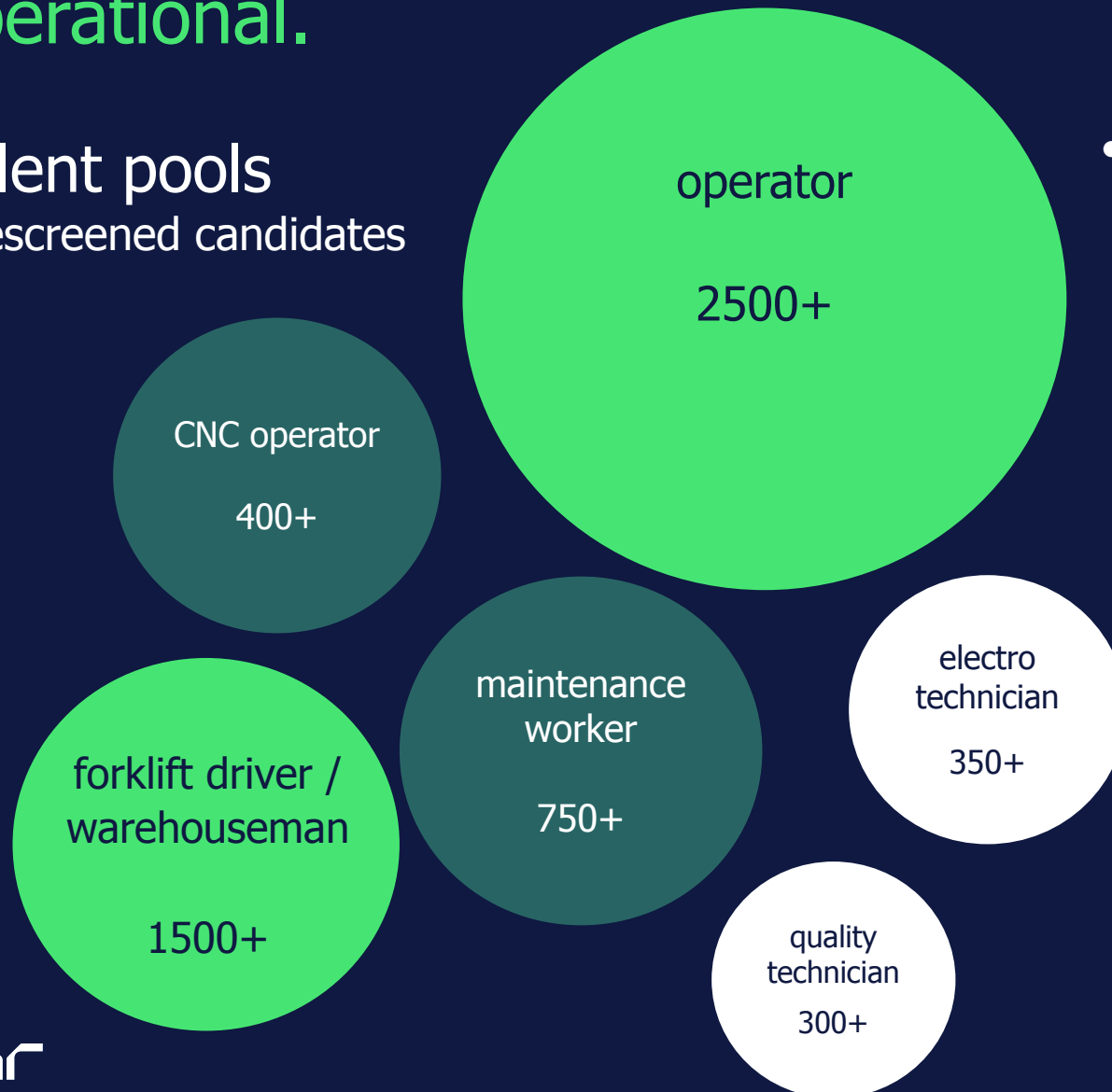
professional areas covered:

- industrial unskilled work
- industrial skilled work
- Hungarian call & contact centers



operational.

talent pools
prescreened candidates



- operational functions:
 - operator
 - forklift driver / warehouseman
 - maintenance worker
 - service technician
 - CNC operator
 - admin & receptionist
 - electro technician
 - quality technician
 - logistics administrator
 - administrator

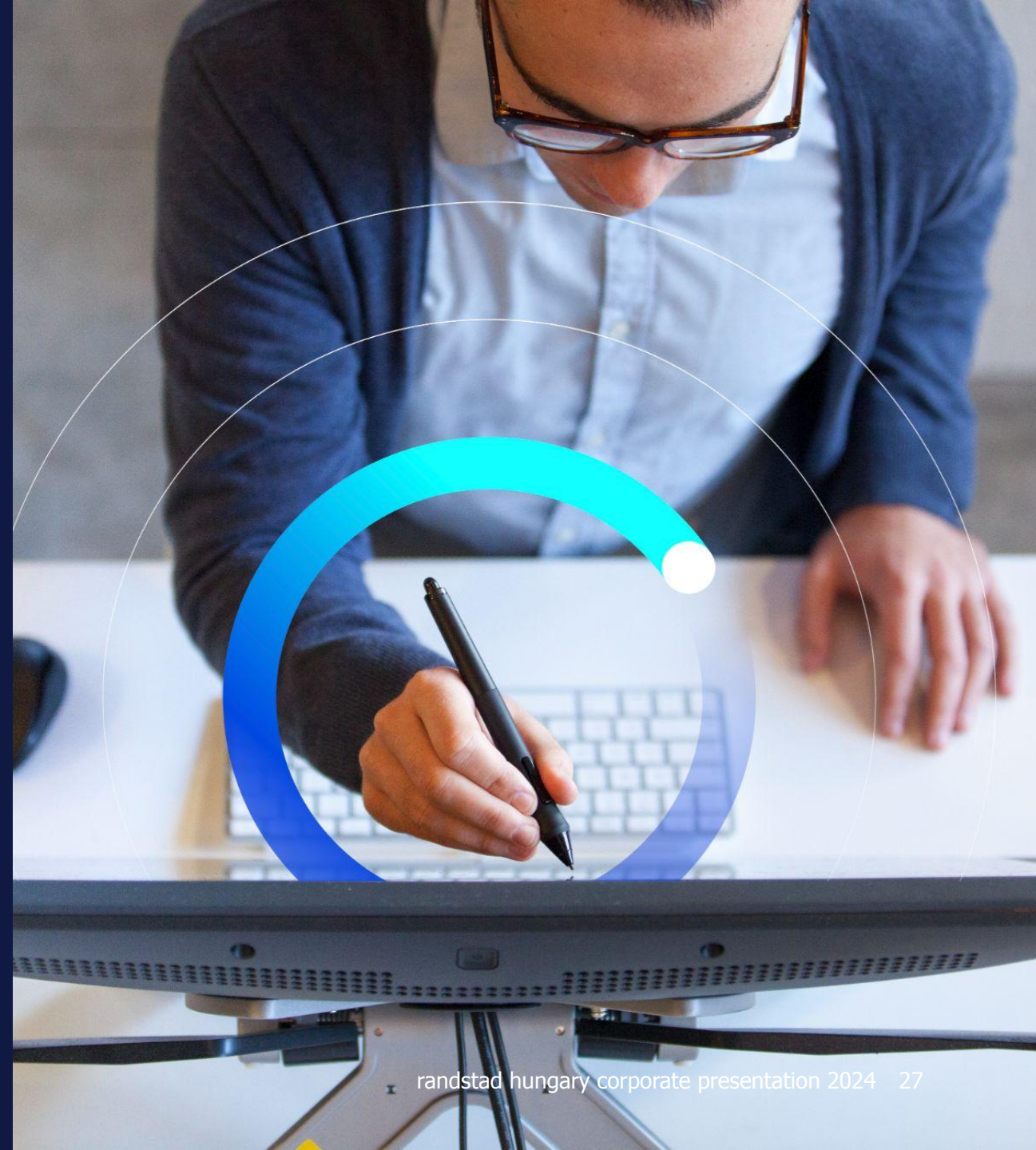
digital talent solutions.

We support your organisation's digital transformation by providing outstanding IT professionals even in times of talent scarcity.



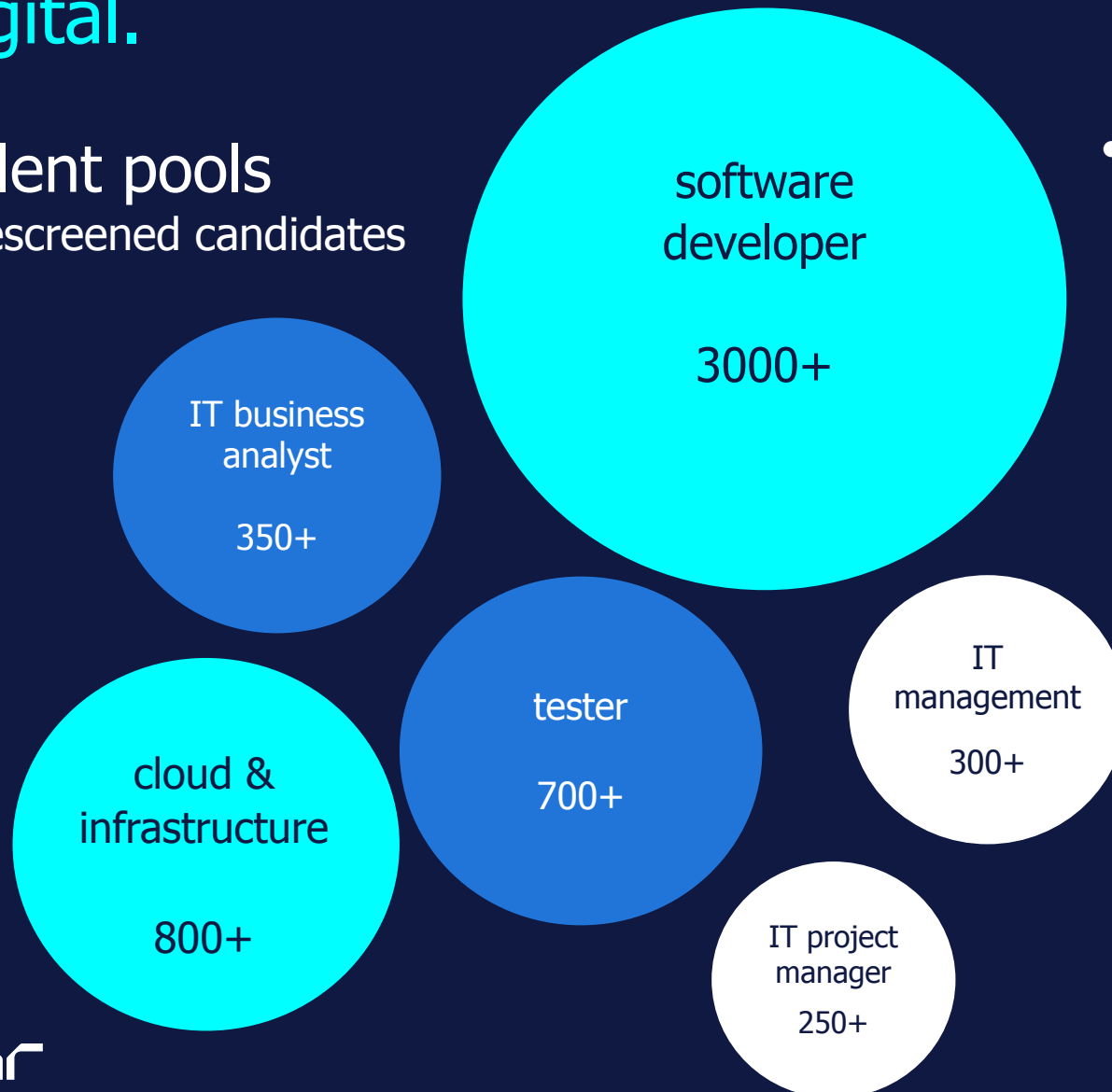
professional areas covered:

- software development
- advisory services
- IT management
- cloud & infrastructure
- customer experience
- data & analytics
- digital product engineering



digital.

talent pools
prescreened candidates



- digital functions:
 - java developer
 - C# developer
 - IT business analyst
 - tester
 - IT project manager
 - full-stack developer
 - project manager
 - system administrator
 - IT manager
 - product owner
 - IT support
 - BI analyst
 - cloud/DevOps engineer
 - scrum master



our professional
sourcing know-how
in a complex system



talent database and up-to-date talent pools

We have 129.800 candidates in our database.



sourcing knowledge

Our dedicated sourcing experts are skilled in advanced Boolean search and deep web sourcing for niche talent.



headhunting

We use in-depth talent and industry mapping strategies to uncover candidates who best match our clients' needs.



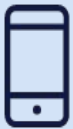
referrals

Our best-in-class incentive schemes are offered to our candidate network to encourage quality talent referrals.



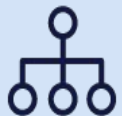
advertising

We use specialist job boards, aggregator sites, professional networking sites, social media channels.



paid social ads

We implement highly targeted campaigns to specific audience groups across a range of social channels to amplify live job opportunities and generate applications from passive and active candidates.



social networking

Our consultants cultivate relationships with top talent on social and business platforms, expanding our access to specialized talent pools for our clients.



strategic partnerships

We leverage the networks of educational institutions and industry associations to develop a deeper talent pool.



direct marketing

We implement content-based lead generation and direct marketing campaigns to convert passive talent into active candidates.



digital solutions

We tailor integrated digital campaigns to target passive and in-demand talent.



website

Our website is highly optimised and mobile-responsive which drives a high volume of traffic (40.000 work sessions/month) to our jobs.



SEO & SEA

Our ongoing investment in search engine optimisation and paid search ensures top visibility and drive candidate leads.



global network

We have access to a global network of talent across all major disciplines and industries.

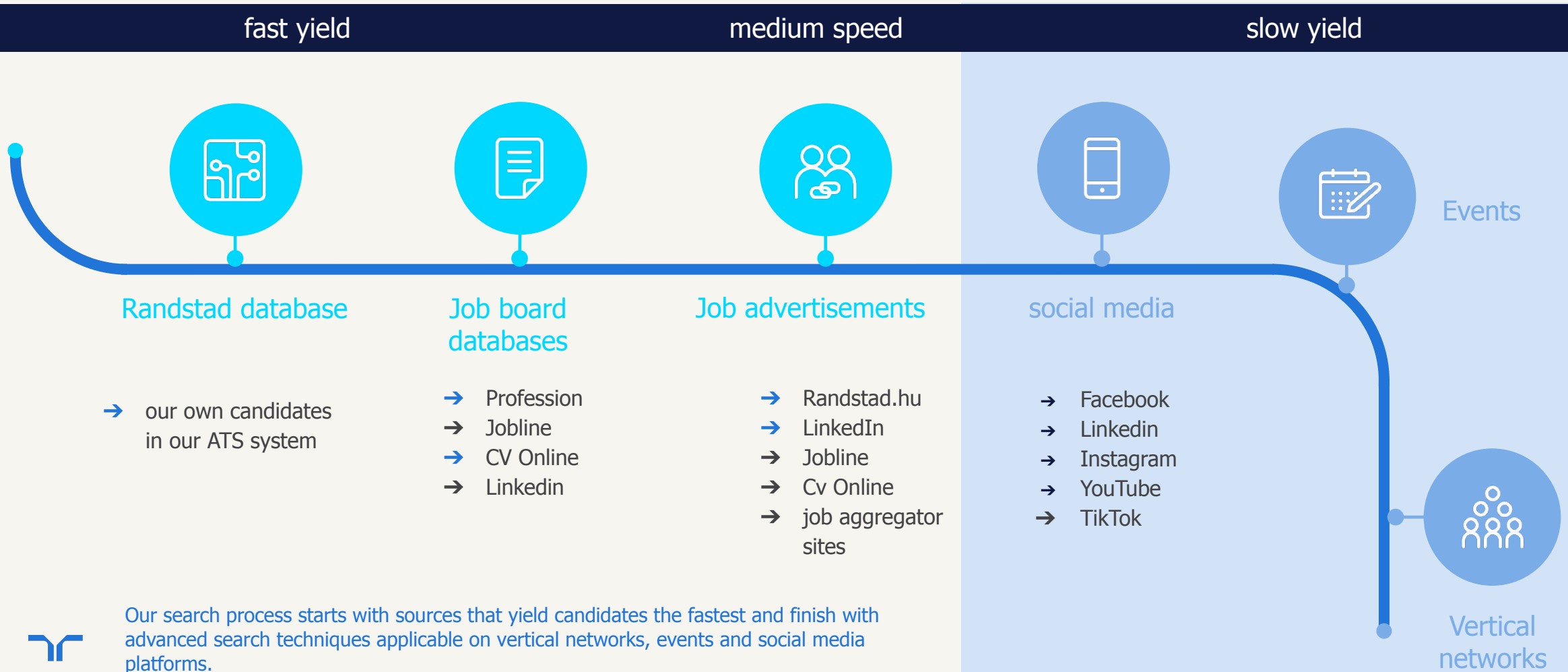


job fairs and events

We host networking events, career talks and workshops to target active relevant candidates.



we identify and understand potential candidates before interacting with them, so we are not limited to the active job-seeking minority in our advanced sourcing method.



randstad talent pools

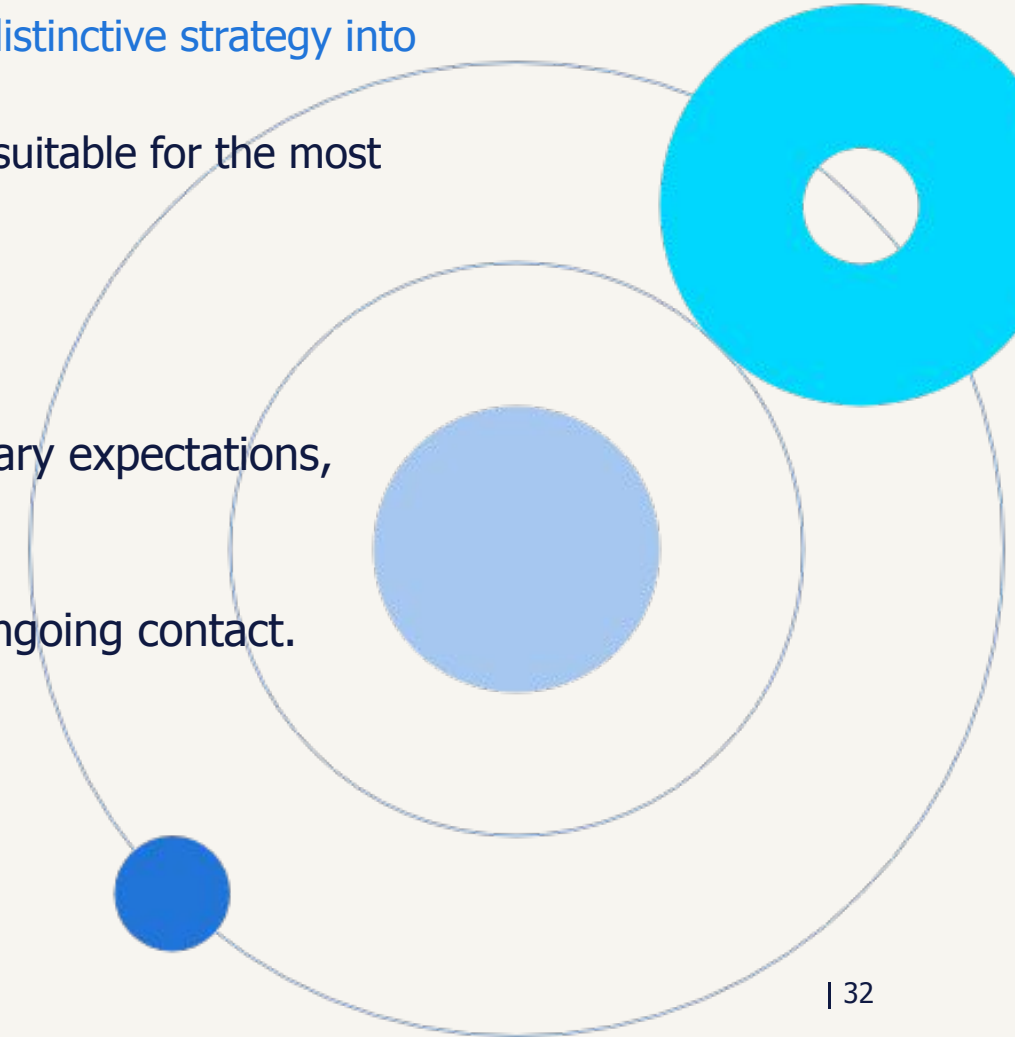
pre-screened candidates for your needs

We're unique in the way we source and match, and how we embed that distinctive strategy into our operations from a specialisation and industry focus.

In our segmented and up-to-date talent pools we collect the best talents suitable for the most sought-after positions.

These candidates:

- have all been **assessed** via phone screening
- have all shared the most important **hard facts**: notice period, salary expectations, language proficiency, and career goals.
- **can be rapidly mobilizable** for new roles as needs arise.
- regularly **validated and kept engaged** through newsletters and ongoing contact.
- active and responsive members of our database
- **likely to be open to change their job**

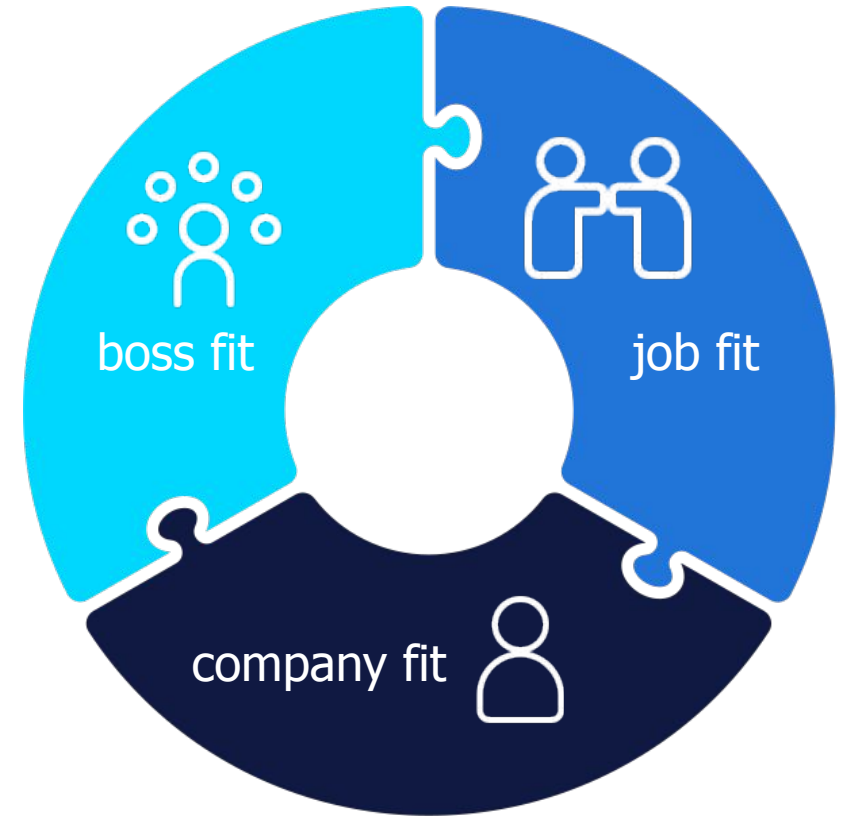


the way we source & match.

True Fit® methodology

We know that in order to accurately match the best people to your organisation, a deep insight and understanding of our candidates and your specific needs is required.

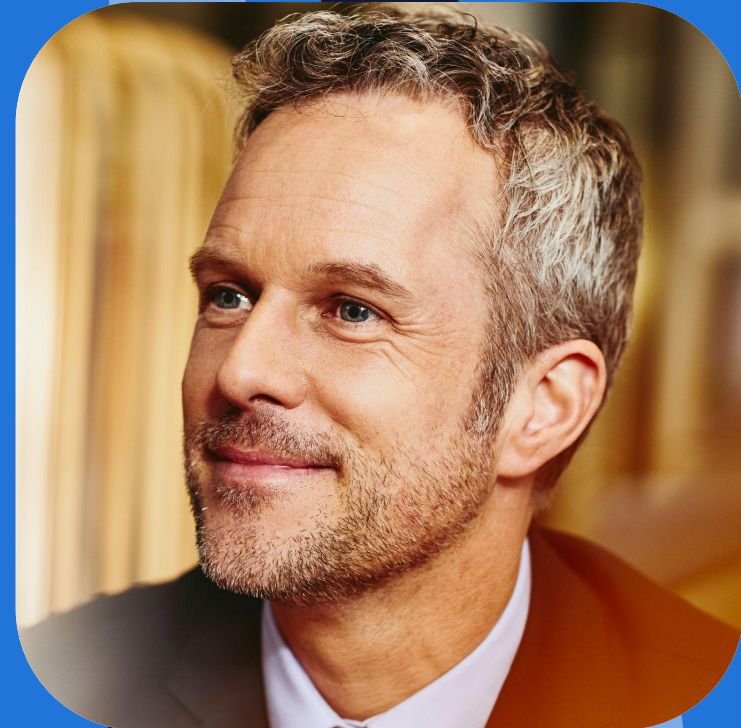
That's why we have created the True Fit® methodology – which aims to provide a high quality and accurate measurement of a candidate's suitability on three dimensions: the job fit, the boss fit and the company fit.



05

sharing our knowledge.

our global and local researches
have many valuable insights



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. Download it [here](#).



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 Romania.

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

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

quality candidates
database +150k

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

account/project
management model

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

high hit-rates

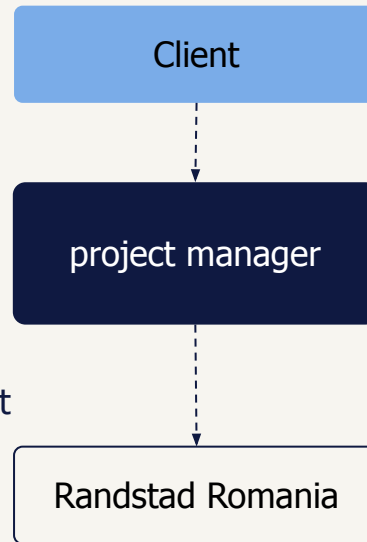
acting agile with focus
on quality assessment
both in volume /single
assignments.

fully automated tracking
systems

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)



07

our approach to
sustainability.



our sustainability framework.



We shape and improve the world of work through our core activities, social dialogue and societal impact programs. You can find all relevant policies [here](#).



promote a fair labor market



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES

- working conditions: living wage, social dialogue, working time, fair and secure employment, freedom of association and collective bargaining
- health and safety
- other work-related rights: no workplace violence, no child or forced labor



foster equity at work



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES

- diverse and inclusive employment with equal opportunities
- training and education, including up- and reskilling



support the green transition



4 QUALITY EDUCATION



13 CLIMATE ACTION

- training and education, including up- and reskilling for the green transition
- net zero in 2050*

*Based on the results of the double materiality assessment, this is not a material topic.

overarching sustainability topics

business ethics

policy and industry involvement

data security and privacy

social innovation programs.



We are shaping the world of work through our activities and active social dialogue, and have developed [over 100 social innovation programs](#) in 2024 that aim to improve employability by [reskilling and upskilling](#) and promote equal opportunities.

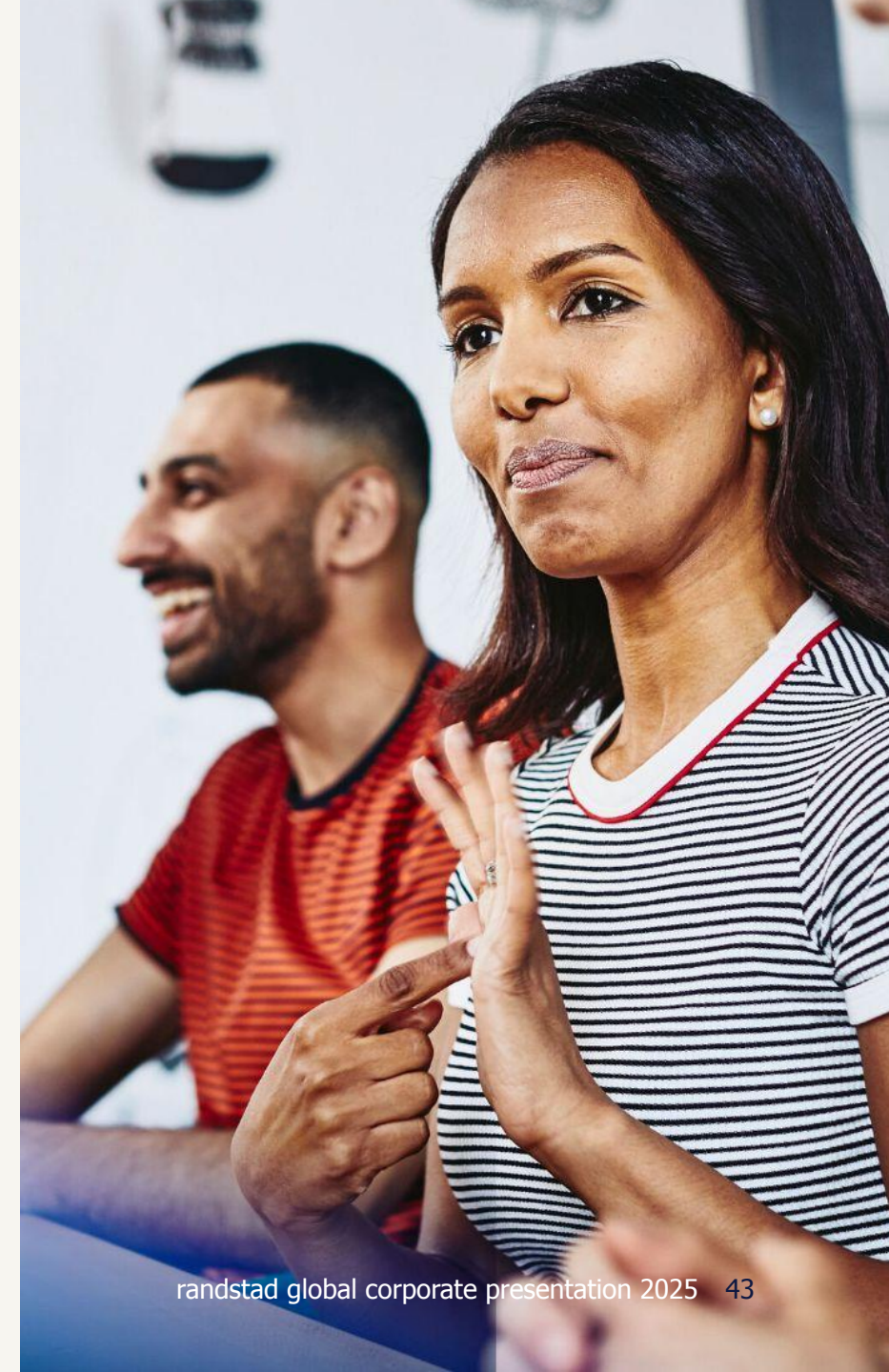
Learn more about how we empower our clients, talent and communities in the [2024 Randstad Sustainability Report](#).



[example: member of the Tent Partnership for Refugees since 2019](#)

Goal 2023-2025: assist 50,000 refugees on labor market.

In 2024 alone: we supported over 37,000 refugees worldwide through jobs and training.



randstad road to net zero.

lead the way to a zero-carbon economy

our commitment

Randstad has set [science based targets \(SBTi\)](#) with the goal to reduce emissions over 57% across scope 1 & 2 and over 30% in scope 3 by 2030.

Our ambition is to work towards [net zero by 2050](#).

building blocks

scope 1 and 2



sustainable
mobility



renewable
energy efficiency
in buildings



scope 3



sustainable
business travel



supplier
engagement

partner
for talent.

