



**ZENITH**

**Find Your Perfect IT Talent**

 [www.zenith-rh.com](http://www.zenith-rh.com)



# About Us

At Zenith, we're a group of passionate IT experts and recruitment professionals dedicated to harnessing our combined expertise to assist our clients. Whether they require team strengthening or need to handle peak workloads, our customized contracts are crafted to meet the unique needs of each client, ensuring a seamless and effective partnership every step of the way.



**IT Experts  
&  
Recruitment  
professionals**



# Zenith's Values



## QUALITY

Our hallmark! We're committed to provide a quality service recognized by our clients, consultants, and partners

## PERSEVERANCE

Total determination! We address all our clients' needs with unwavering energy, unearthing the perfect fit no matter how long it takes.

## HUMILITY

We firmly believe in the benefits of transparent feedback and the principles of continuous improvement, constantly refining the quality of our services.



## TEAM

Team Power! We unite our efforts, collaborating with empathy and trust for the success of all stakeholders.



## DIVERSITY

Our strength lies in our variety. A multicultural team united, where each talent contributes to making us better.



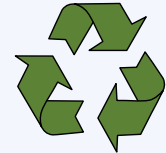
## MADE IN FRANCE

All our taxes are paid in France, and our profits are reinvested in the country's technology industry.

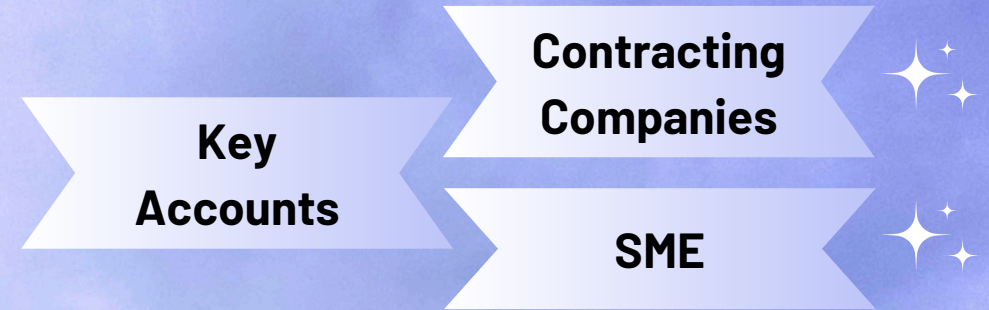


## DURABILITY

We aim to minimize our impact on the environment and leave a positive footprint for a better world!



# Our areas of expertise



## Digital

Developers  
Testing  
Architecture  
Product Manager  
Scrum Master  
DevOps



## Data & Analytics

Governance  
Compliance GDPR  
Visualization BI/Big  
Data/Data Science  
with a focus on Cloud  
DWH technologies  
such as Cloudera,  
Snowflake, or  
Dataiku



## Security

Compliance / GDPR  
Risk Management  
Cybersecurity GRC,  
SecOps



## Cloud

Strategy  
Migration  
Management &  
Optimization  
Engineering &  
Automation  
Hybrid Cloud : Azure,  
GCP, and AWS



## ERP / CRM

SAP  
Odoo  
Oracle  
Infor  
MS Dynamics  
SalesForce



# Our Recruitment Process - Freelance



## 1- Contact

Fill out the form on the website, one of our experts will contact you within **1 hour max.**

*It's free, we only operate on results!*

## 2- Matching

In less than **24 hours**, we will provide you with several candidates. The Zenith App allows you to track the progress of our searches and schedule appointments with the candidate of your choice **autonomously**.

## 3- Contracting

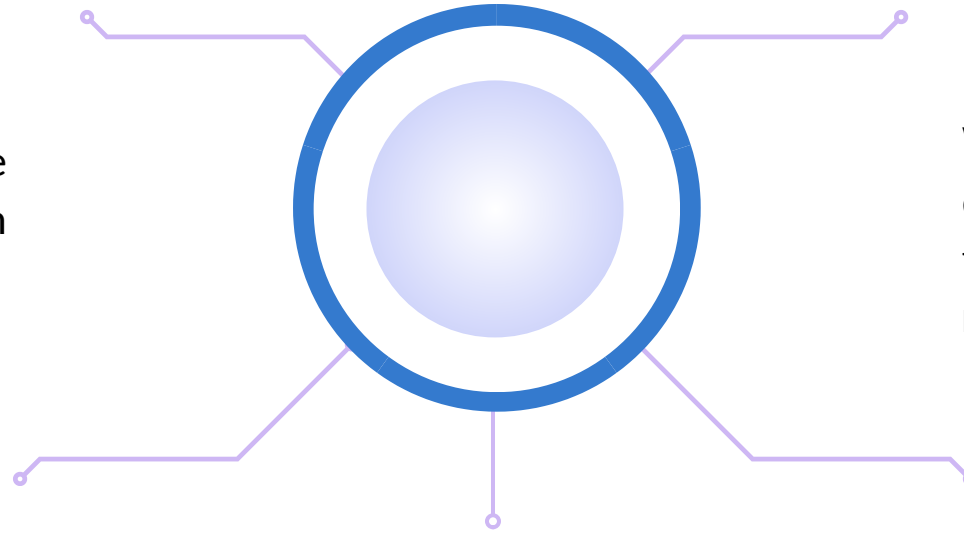
Once the selection process is completed, we collaborate to define the objectives and deliverables of the mission. Finally, **we handle all contractual procedures**, ensuring your security.

## 5- Feedback

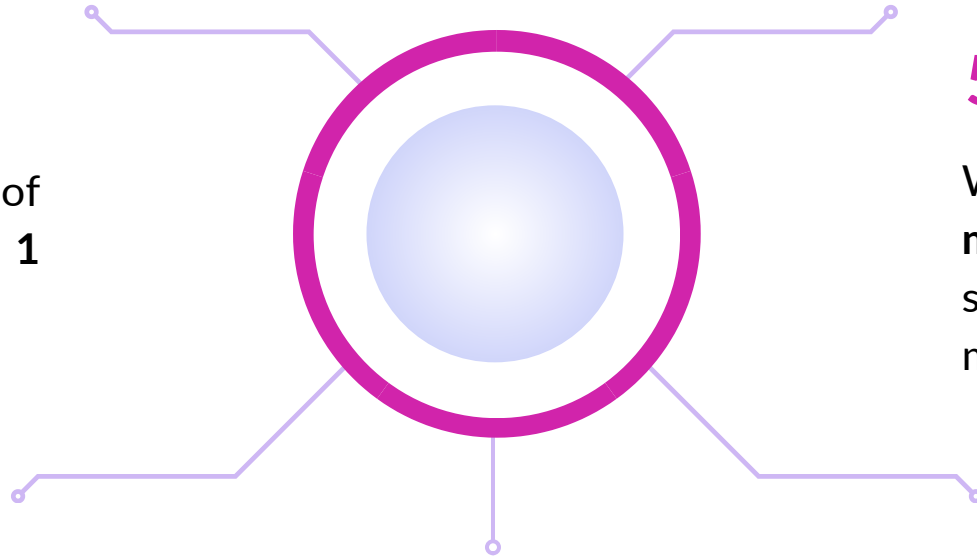
We encourage our consultants to deliver quality missions by offering them the opportunity to receive a **recommendation from you**, which will help them in their future endeavors.

## 4- Follow-up

We continue to support you during and after the mission with **monthly touchpoints** and **satisfaction surveys** to continuously improve our services.



# Our Recruitment Process - CDI



## 1- Contact

Fill out the form on the website, one of our experts will contact you within **1 hour max.**

*It's free, we only operate on results!*

## 2- Contracting

After thoroughly understanding your needs, we establish a contract with a **guarantee clause to protect you** in case the collaboration does not materialize.

## 3- Matching

**In less than 72 hours**, we will provide you with several candidates. The Zenith App allows you to track the progress and schedule appointments with the candidate of your choice **autonomously.**

## 5- Follow-up

We remain by your side, ensuring **monthly follow-ups** to ensure the success of the onboarding phase and make adjustments if necessary.

## 4- Consulting

Our market expertise ensures you get **the best deal without having to negotiate yourself!** We're here to advise and assist you in every detail.

# Our Tech Solutions

2021

Implementation of an **automated quality tracking process** at key stages of missions, ensuring that client satisfaction remains our top priority.

2022

We launch our in-house tool in partnership with **YouSign**: the Timesheet App! Our clients track their missions and **electronically sign their monthly timesheets with peace of mind.**

2023

Timesheet App evolves and becomes **Zenith App** : Automated contracts, billing, and payments, providing access to important documents. **An agile, interactive, and flawless service for our clients.**

2024

Another in-house tool in the works! **Automated matching** based on the profiles of our IT talents & **personalized recommendations** as soon as the current mission ends.

2025

Stay tuned! We're developing our own **ATS** for a full **Zenith** experience with **unlimited candidate sourcing.**



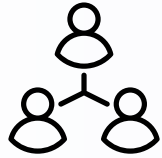
# Zenith metrics

Since 2020



OVER

**170**



MISSIONS

STAFFED

SINCE 2021

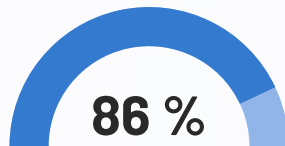


**14** MONTHS  
IS THE AVERAGE  
DURATION OF  
OUR MISSIONS



**86%**

OF OUR MISSIONS  
ARE **RENEWED**



A TEAM OF

**12**



**EXPERTS** AT  
YOUR SERVICE

A DATABASE OF

**32000**



**QUALIFIED**  
CANDIDATES





# They Choose to Trust Us!



# Our Green Certification

We are **certified with a bronze EcoVadis medal** for our CSR performance.

With a score of **55%**, **EcoVadis** recognizes our excellence in:

- ✔ Complete transparency
- ✔ Regular employee performance evaluations
- ✔ Concrete initiatives to reduce carbon footprint
- ✔ Policy to ensure confidentiality and security of information



# Contact Us

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