



ZENITH



Find Your Perfect IT Talent



www.zenith-rh.com



About Us

Zenith is a recruitment firm specializing in IT

In this dynamic and ever-changing market, Zenith RH is rethinking the recruitment experience to combine performance with human commitment.

- **Tailor-made solutions:** We support our clients in strengthening their IT teams with innovative approaches and adapted to their specific needs, whether as a freelance or permanent.
- **Rethought recruitment :** Thanks to modern methodologies and dedicated technology, we simplify the relationship between companies and talent, ensuring precise and efficient matching.
- **A strong promise :** Offer personalized and creative solutions to attract, engage and retain the best IT experts in France.



Experts IT

&

Recruitment professionals





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!



Nos Domaines d'Expertise IT



DIGITAL

- Full Stack Developer
- Software Engineer
- Digital Project Manager
- Product Owner
- Scrum Master
- Product Manager
- Software Architect
- Systems Administrator
- DevOps / SRE (Site Reliability Engineer)
- UX/UI Designer

Big data / BDD

- Data Scientist
- Machine Learning Engineer
- Big Data Architect
- AI Consultant
- AI Ethics Manager
- Data Project Manager
- Agentic AI Specialist / Agentic AI Engineer
- Generative AI Architect
- Lead Data Scientist

SECURITY

- Chief Information Security Officer (CISO) / Information Security Manager
- Cybersecurity Analyst
- Cryptographer
- Security Operations Center (SOC) Manager / SOC Lead
- IT Security Auditor
- Security Systems Administrator / Security Solutions Administrator
- Cybersecurity Trainer / Instructor

CLOUD / INFRA

- Cloud Architect
- Cloud Engineer
- Infrastructure as Code (IaC) Specialist
- Systems Engineer
- Cloud Migration Consultant
- Cloud Automation Expert
- Hybrid Cloud Specialist

ERP / CRM

- ERP Consultant (SAP, Odoo, Microsoft Dynamics)
- CRM Consultant (Salesforce, HubSpot)
- Business Intelligence (BI)
- Analyst (QlikView, Oracle Analytics Cloud)
- ERP/CRM Application Developer
- ERP/CRM Project Manager

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

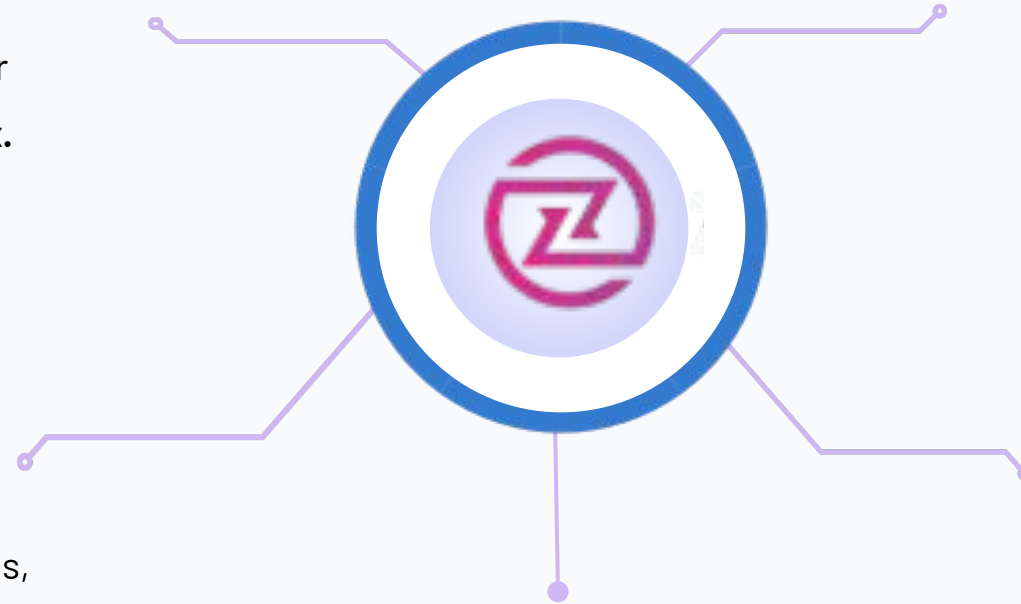
In less than **72 hours**, we will provide you with several candidates. The Zenith App allows you to track the progress and schedule appointments with the candidate of your choice **autonomously**.

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 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

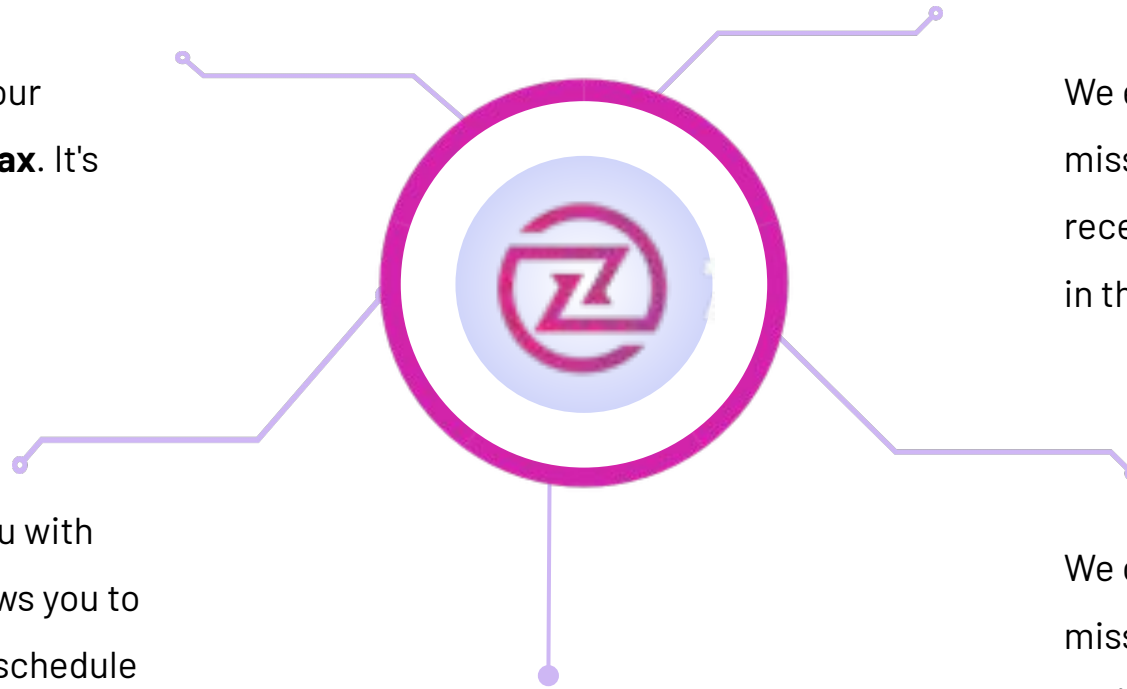
Once the selection process is completed, we collaborate to define the objectives and deliverables of the mission. Finally, **we handle all contractual procedures**, ensuring your security.

5- Recommendation

We encourage our consultants to deliver quality missions by offering them the opportunity to receive a **advice** 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 Tech Solutions

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

We complete our service panel to simplify your life : Management of expense reports, Multi-posting of our job ads, and creation of buyer access and performance dashboards.

2026

Stay tuned ! We're developing our own ATS for a full [Zenith](#) experience with unlimited candidate sourcing.

Zenith metrics *since 2020*



over



320


MISSIONS STAFED

14  MONTHS

IS THE AVERAGE DURATION OF
OUR MISSIONS

10M€

TURNOVER 

86% 

OF OUR MISSIONS ARE RENEWED

A TEAM OF

15 

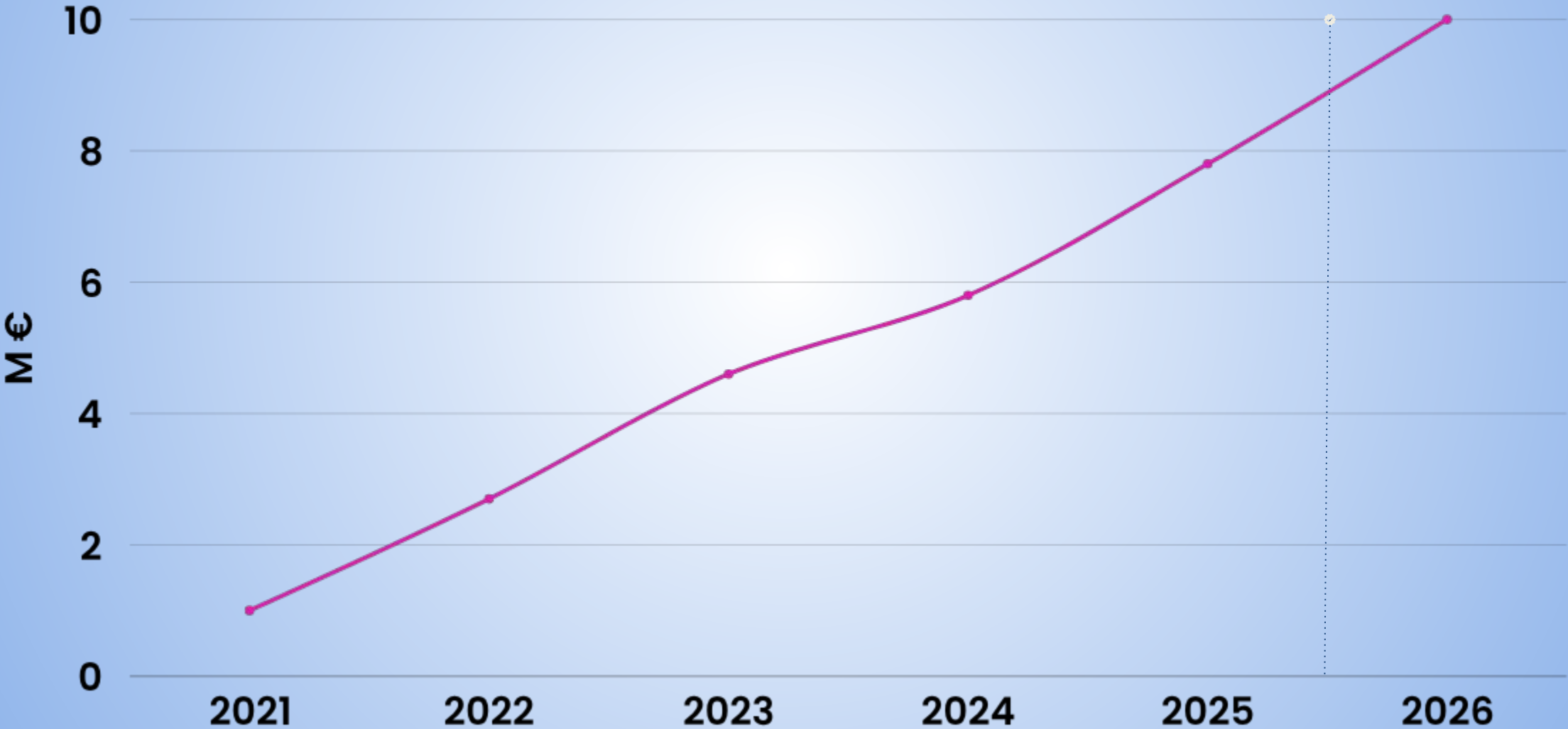
EXPERTS AT YOUR SERVICE

A DATABASE OF 

80 000

QUALIFIED CANDIDATS

EVOLUTION



They Choose to Trust Us !



Our Green Certification

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

With a score of **70%**, 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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