



# ZENITH



Find Your Perfect IT Talent



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



# About Us

## Zenith est un cabinet de recrutement spécialisé dans l'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



# Zenith's Values



## fundamental 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.

## COLLECTIVE IDENTITY



### 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

- Developers
- Engineers
- Pentester
- Project Manager
- Product Owner
- Scrum Master
- Product Manager
- Experts
- Testing
- Architect
- Administrator
- DevOps/ SRE
- Programmer
- Engineers
- Technical directors



## BIG DATA / BDD

- AI, machine learning and Big Data
- Solution architect
- Engineer
- Specialist
- Chief
- Consultant
- Data Scientist
- AI Ethics Officer
- Project Manager



## SECURITY

- DPR
- CIOR
- Cryptologist
- Head of COS
- Risk management
- Safety auditor
- Security Solutions Administrator
- Integrators
- Evaluators
- Trainers
- Experts



## Cloud/infrastructure

- IT infrastructure design, monitoring and MCO
- Business continuity (backup, PCA, PRA, PCI)
- Deployment and migration of supervision architecture
- Infrastructure as code
- System Expert
- Cloud Engineering
- Strategies
- Migration
- Optimization of management
- Automation
- Hybrid cloud



## ERP / CRM / BI

- Salesforce
- HubSpot
- Sellsy
- Axonaut
- Pipedrive
- Odoo
- SAP Business One
- Microsoft Dynamics
- NetSuite
- Sage
- SAP Business Object BI
- ORACLE Analytics Cloud
- QlikView
- Fastmag Copilot



## KEYS ACCOUNTS

International organizations  
Complex environments



## CONTRACTING COMPANIES

Fast-growing companies  
IT structuring needs



## SME

Agility and responsiveness  
Varied and specific projects

# Our Recruitment Process - Freelance



## 1. Contact

- Fill in the form on our website.
- One of our experts will contact you within one hour.
- It's free, we only work by results!



## 2. Matching

- **In less than 24 hours, we will propose several candidates to you.**
- **Follow the progress of our research.**
- **Make an appointment with the candidate of your choice independently.**



## 3. Contracting

- Once the selection process is complete, we work together to define mission objectives and deliverables.
- We handle all contractual procedures, thereby ensuring your safety.



## 4. Follow-up

- Monthly customer and consultant contact points.
- Satisfaction surveys at different key moments.



## 5. Recommendation

Quality missions :

- We encourage our consultants to provide quality assignments.
- Possibility of receiving a notice from you.

The advice will help them in their future tasks.

• Speed of execution • Expert IT sourcing • Premium support • Contractual security

# Our Recruitment Process - CDI



## 1. Contact

- Fill out the form on our website.
- One of our experts will contact you within one hour.
- It's free, we only work by results!



## 2. Contrating

We take in-depth knowledge of your expectations.

Establishing the contract:

- A contract with a warranty clause.
- Protection in the event of failure to achieve collaboration



## 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.



## 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.



## 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.

• Responsiveness • Expert IT Sourcing • Contractual Security • Premium Support



# 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

REVENUE



# 10M€

TURNOVER



# 86%

OF OUR MISSIONS ARE RENEWED

a TEAM OF



# 15

EXPERTS AT YOUR SERVICE

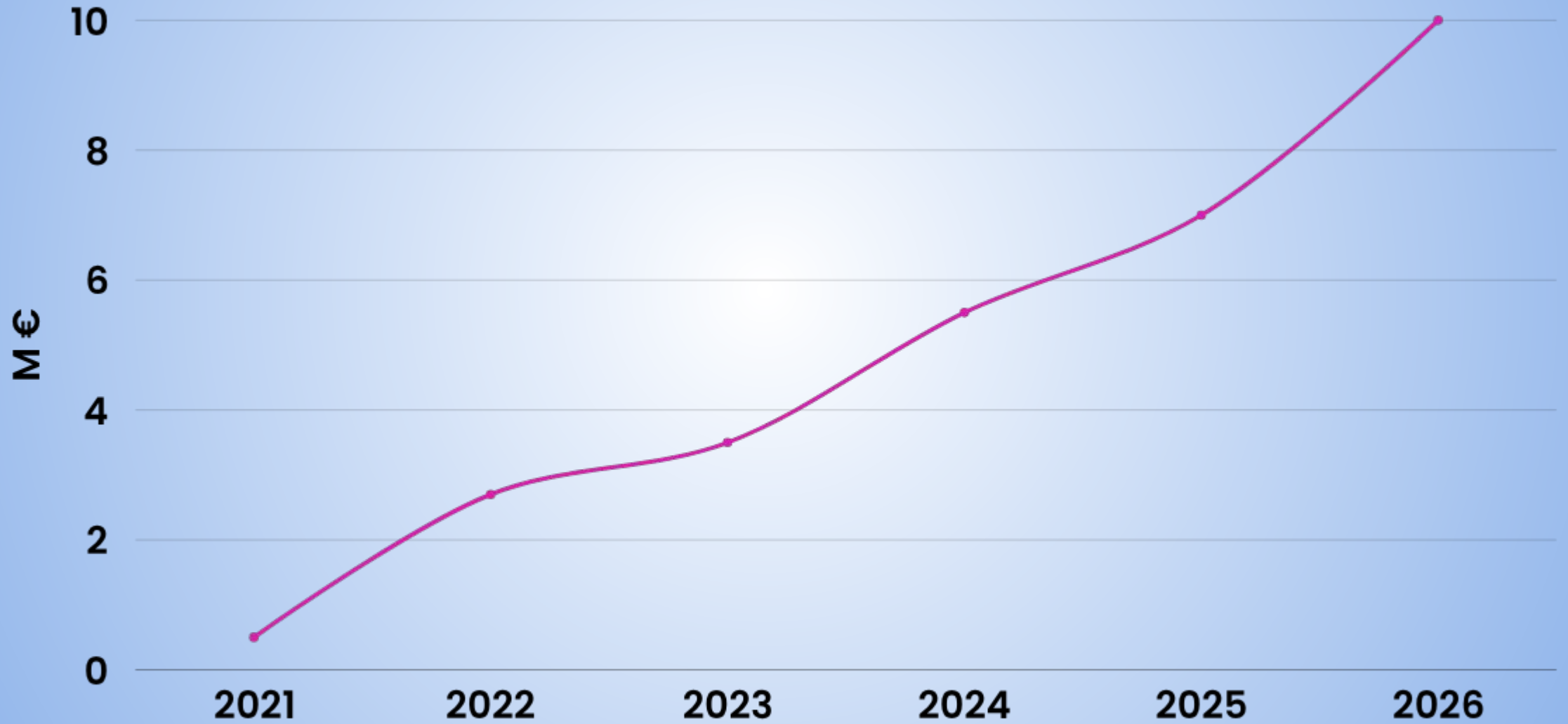
A DATABASE OF



# 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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