



DIRECT SEARCH OF EXECUTIVES, MANAGERS, SPECIALISTS

Russia & CIS



We specialize in finding the best people for the best firms and the best jobs for the best people in Russia.

Most recruiters serve their clients with CVs that accumulate in their database over the years. Inevitably such CVs are outdated and even the biggest recruiting firms cannot cover more than a small portion of the market with this method.

Awara's method is always direct search. Our individual search process is tailored to meet the challenge of the particular assignment and designed to identify the unique professional on an extensive labor market.

Why Awara?

- Awara is a leading recruitment agency in Russia and CIS countries with 20 years of professional experience
- We offer recruitment in Russia for a success fee of 19%
- We apply success fee-based pricing to all recruitment projects
- We charge no retainers
- We always provide a guarantee period for each candidate





Executive Search and Recruitment

Awara is a leading social media and internet recruitment company in Russia and CIS countries. We have the largest pool of candidates in terms of quality and quantity. We provide fast and efficient candidate placement. We apply headhunting methods to all our recruitment assignments.

We work exclusively on a success fee basis, and charge no retainers. This means that our clients pay our recruitment fee only when they hire one of our candidates. If no candidate is hired, no fee applies. Furthermore, Awara now permanently offers recruitment for a success fee of 19%.

We can also help you with:

- Adjusting the Russian corporate culture to the group corporate culture
- Integration of the selected candidate into the organization
- Search for Board Members (independent directors, non-executive directors)
- Assistance with organizing the Board work in Russia to meet the challenges of the culture, corporate governance rules, and compliance issues
- Interim Management resources
- CEO Succession services
- Incentive and bonus systems

Genuine Expertise

Our genuine expertise in what we do is the foundation of our successful search. Awara employs and contracts experienced professionals whose expertise covers all business segments, industries, and type of candidates.

Our expert practices are global in nature and cover the entire geographical area of Russia. Our search starts with identifying experts that bring real value to the search process. This way we guarantee that our clients' projects are guided by the best professionals in any field of business.

Our search starts with thorough research.

First we gain all relevant information about our client's company and the requirements and challenges pertaining to a candidate.

In the next step we analyze the market to identify companies where potential job candidates may currently work. We also identify a network of specialists and stakeholders who possess information on the required resources, which support the search process.





What makes us special

Awara is a business administration services provider with decades of experience serving Russian, as well as international companies.

We are able to leverage this synergy to add real value to our recruitment projects. This is guaranteed by the wide range of experience and expertise that the consultants of Awara have gained from work with leading global companies.

In a Russian context it is of special importance that we have detailed knowledge of the latest governance regulation, compliance solutions, and best practices.

Our advantages:

- We are leading business administration services provider on the Russian and other CIS markets
- International background with superior local knowledge
- We serve with a range of business administration services including: recruitment and executive search, management consulting, accounting, IT, and law
- Over 150 professionals covering Russia & CIS
- Offices located in Moscow, Saint Petersburg, Tver, Helsinki and Stockholm

How We Find the Best

Candidate Requirements

In our study we will identify the requirements that the principal places on suitable candidates in terms of competencies and skills, experience, and behaviors, such as leadership and management behaviors, team behavior, persistence and commitment, and innovativeness profile, etc.

Ideal Candidate Profile

The above steps will result in a documented Ideal Candidate Profile which we submit to the principal for approval. It contains a specification of the position and requirements. The document describes in detail the company, the role, responsibilities, goals and key challenges of the position. It also summarizes the experience, qualifications and competencies required of a successful candidate.

Proactive Approach

Rather than just noting down the expressed requirements, we monitor these requirements against the identified challenges and opportunities and advise the client on the ideal candidate profile. This helps us identify the key competencies, the unique combination of proven skills, knowledge, abilities and attitudes required for the position.

Active Search

Based on the market analysis and the approved Ideal Candidate Profile, we initiate an active search through all of our channels of intelligence. We actively contact any person that we have identified as having the potential to provide valuable intelligence to aid our search. This activity will bring up candidate leads, or the so-called long list.





Our Team



Eva Hua

Positions: Consultants, Sales Managers, Marketing Managers

Industries: Information Technologies, Retail, Manufacturing



Tatyana Skapets

Positions: Consultants, Operations Managers, HR Managers, Administrative Directors

Industries: Hospitality, Retail



Ekaterina Lazareva

Positions: General Managers, CFOs, Sales Directors, Marketing Directors, HR Directors

Industries: Retail, FMCG, Banking, Luxury Goods, Pharmaceutical, B2B



Liana Novoselova

Positions: Engineers, Production Directors, IT managers, Sales Managers, Key Account Managers

Industries: FMCG, Manufacturing, B2B Services, Information Technologies

Contacts



Global call center for all countries:

+ 7 495 225 30 38

recruitment@awaragroup.com

www.awara-search.com



Only One Is Unique — Awara