



CCI FRANCE CHINE  
HR SERVICES

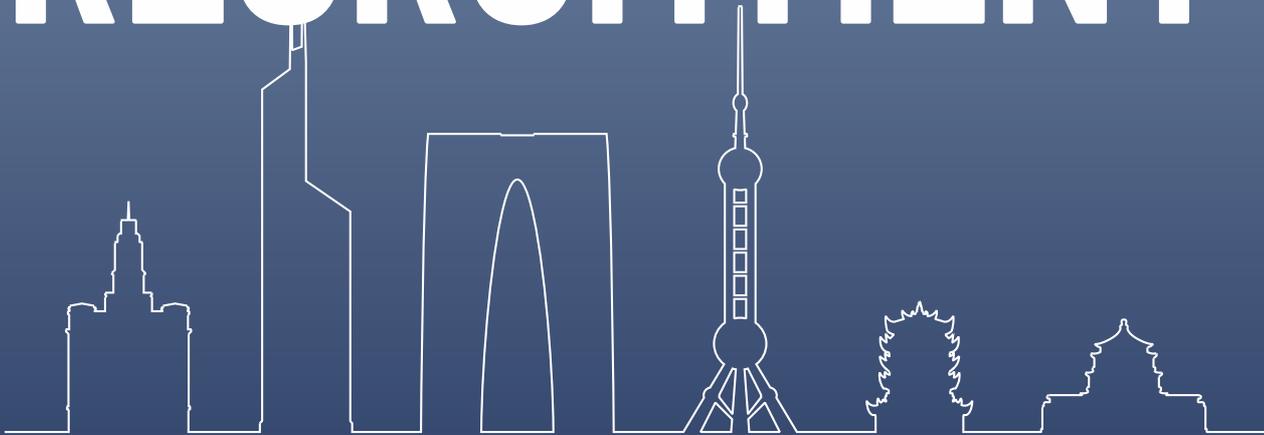


北京

上海

华南

# RECRUITMENT



# SERVICES



HR DEDICATED  
ACCOUNT

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# Overview ←

CCI FRANCE CHINE created in 1992 is part of the worldwide network of CCI France International.

# 1st

French Network  
in China

# 2nd

French Chamber of  
Commerce in the world

# 119

Chambers of Commerce  
part of the CCI network

# 94

Countries part of the  
CCI network

## Missions

### To support

French companies at every stage of their projects in China to translate their ambitions into business, as well as to inform and guide Chinese companies wishing to expand in France.

### To promote

Our members' interest by lobbying Chinese and French economic and political decision makers.

### To lead

The French business community through our various business events, a vibrant platform for exchange and networking.

# Network ←



**North China** 529 members

**BEIJING BRANCH**

Representations: Dalian, Qingdao

**Central China** 831 members

**SHANGHAI BRANCH**

Representations: Chengdu, Chongqing and Hangzhou

**South China** 315 members

**GUANGZHOU, SHENZHEN BRANCHES**

Representations: Guangxi and Kunming



**Caroline PENARD**  
*General Manager China*

“The Chamber has been providing recruitment services for 30 years. We are deeply involved in the recruitment market and continue to provide the best possible service to our member companies.”



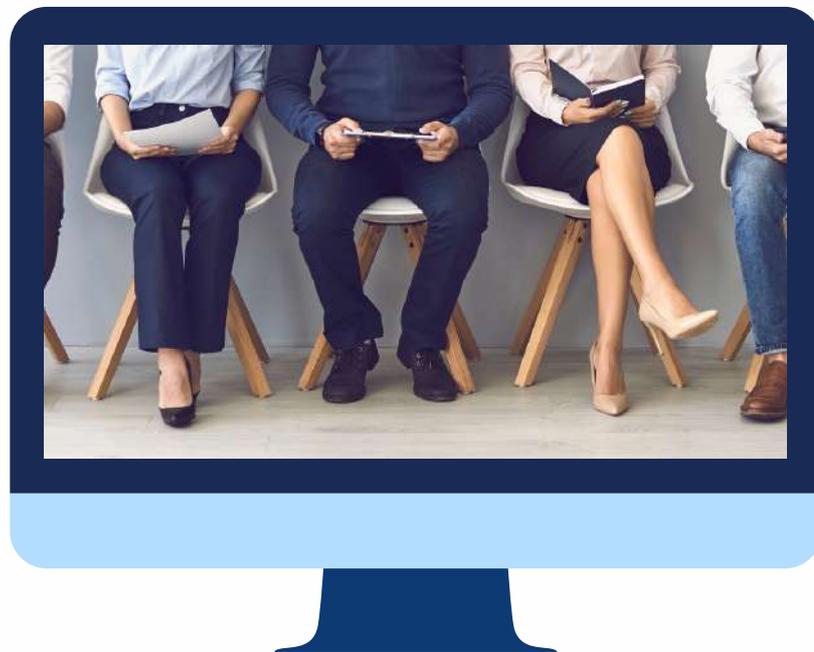
**WANG Dan**  
*HR Director*

**THEY TRUST US**



# Recruitment Service ←

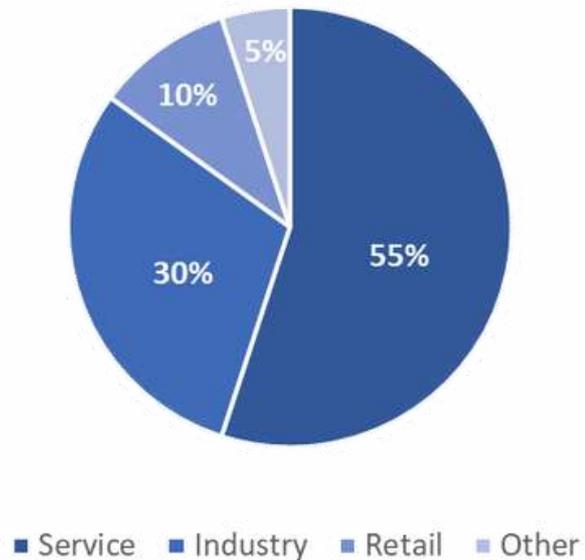
Founded in 1992, CCI FRANCE CHINE has been providing recruitment services for more than 30 years. These include multinational corporations, small and medium-sized enterprises, as well as startups that are just entering the Chinese market.



As the largest Sino-French business network in China, we have 5 main recruitment advantages:

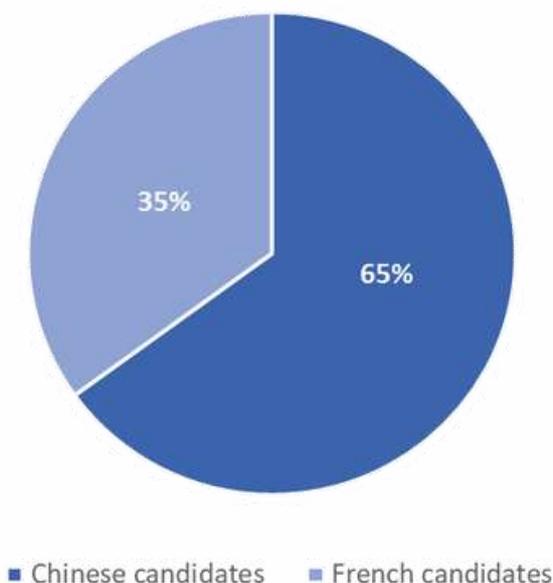
• **Rich Talent Pool**

CCI FRANCE CHINE has a large number of Chinese & French school resources and social resources, many of which are member companies / organizations of the Chamber.



• **First Window For French-Speaking Talents**

CCI FRANCE CHINE is the first choice for French-speaking professionals, French candidates in China, Chinese candidates who have studied and lived in France to find a job in China.





- **International Recruitment Team**

Our recruitment team is made up of Chinese colleagues who are fluent in French and have lived in France, as well as French colleagues. Familiar with Chinese and French cultures, our team is able to build a better bridge between companies and talents.

- **Highly Exposed Media**

The Chamber has several official media channels, such as WeChat, official website, and newsletters, all of which have excellent exposure. This can attract the right candidates for us as soon as possible.



- **Comprehensive Fees**

This service provided to the members of the French Chamber in China is designed to accompany French companies in their growing phase and development needs. This is why, we mainly charges companies only in the case of a successful recruitment and maintained the fee as affordable as possible.

# Service Process Introduction ←

Prior to conducting recruitment:



## COMMUNICATE

Communicate in detail with the company to understand the recruitment needs and preference.

## UNDERSTAND

Study the business, regulations, and corporate culture of the company to better identify suitable candidates.



## SOLVE

In accordance with the knowledge of the market, help the company to optimize the JD and choose the best solution.

## Candidate sourcing phase



Publish the job offer on our CCI FRANCE CHINE website, 2 Wechat official accounts, France Alumni Groups, and other partner channels.



Preselect candidates' profiles from our HR database and also in other channels



Organize telephone or offline interview with the candidates preselected



Recommend the suitable candidate to company and organize face to face interview if necessary.

At this stage, we will commit our recommended candidates to meet the following company requirements:



1. *Enough educational/professional background*
2. *Languages proficiency*
3. *Reasonable motivation to change jobs*
4. *Salary expectations in line with company budget*
5. *Eligible for working visas for foreign candidates*
6. *And everything else the company asks for before hiring.*

*We also measure other factors of a candidate's profile for the company's consideration to maximize the effectiveness of the company's recruitment:*



➔ Candidates' long-term career intentions

➔ Candidate's impression of the company and interest in the position

➔ Personality factors of employees

➔ And other multiple factors that may affect the stability of a candidate



## Candidate on-boarding phase



**1** Policy advisory support for relevant procedural documents

**2** If the employed candidate terminates the contract during the first 3 months of the labor contract, the Chamber will do the replacement free of charge for one time.

# Job Fairs



**CAMPUS  
FRANCE**

法兰西共和国驻华大使馆  
— 法国高等教育署 —

Each year, the Chamber organizes job fairs in Beijing, Shanghai and Guangzhou (or Shenzhen) in collaboration with Campus France, enabling member companies to better reach candidates and enhance the impact of their employer brands.



Throughout 2023, we planned 5 job fairs, with a total of 110 companies participating, attracting 2,000 talented people, they are:

- **Fresh graduates** from prestigious universities looking to start their first job with a French company.
- Members of the **Alumni** Associations of the Chamber's Partner Colleges and Universities
- **Students or professionals** who have studied in France.
- French **candidates currently in China**
- And other **employees** who are **attracted by the French corporate culture** and wish to work in a French company.



## They trust us



# Photos



# Our national recruitment team



WANG Dan



Walter JANVIER



Isciane HUANG



Pascal CHEN



GAO Zeqi



Jean-Olivier  
DE SAUVAGE



MU Xiaohan



LIU Haitian

**North China**

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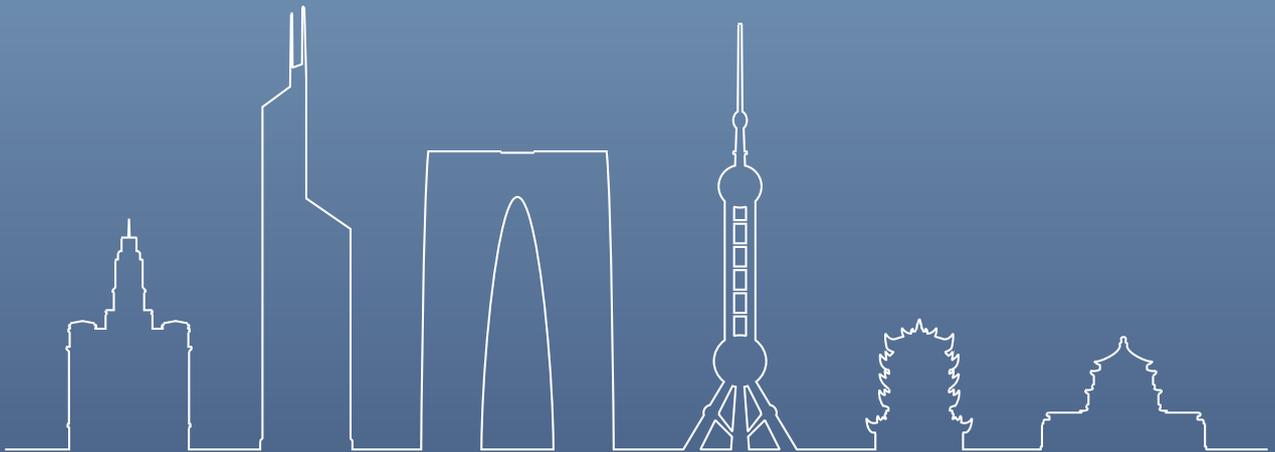
**South China**

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# CCI FRANCE CHINE

## HR SERVICES



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