



Who are we ?

COPROCESS SA was originally a limited company under Luxembourg law that was created in 2000 by the association of three managers – all come from the largest Anglo-Saxon audit and consultancy firms - specialized in banking, project management and change management.

The firm's activities developed rapidly:

project management large systems (2001), SAP © for industry (2003), accountancy and related services (2008).

Engineering training and executive coaching (2010), sourcing IT (2011)

The Group coPROcess

COPROCESS S.A.
Management consulting
Economic Advice
Professional organization training
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(Grand-duché de Luxembourg)

COGITO SERVICES Sàrl
Accounting expertise
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Is this the right candidate ?

Every recruiter, that is to be in an office or in a firm, questioned himself or herself on the subject at least once in his or her life. Even though the need was clearly identified and analyzed upstream, it's still difficult to be certain that one has chosen the right candidate.

Let's put the question differently : If I made a mistake, how much will it cost to replace that employee ?

Easy to calculate you will say, but do you have a clear idea? EUR 6,000 for an employee, EUR 9,000 for an average manager and EUR 35,000 for a senior manager. And this only represents the valorisation of the time spent by the various actors on the recruitment process.

If, contrariwise, this employee was in contact with your customers, the cost (poor image, professionalism, etc.) could be significantly higher and persist for years : loss of contract, distrust towards the society, etc.

We are not a recruitment firm and we ourselves made recruitment mistakes. Sometimes, we reacted on time and managed to avoid problems. Other times not, and we paid for our mistakes. But we have learned and developed very specific skills to verify CVs in depth.

**Identify and analyze your needs.
Launch the recruitment process
Intrust us with the further validation of the course
of the chosen candidates.**

We will save you money!



GETTING TO THE POINT

*Get started now, not tomorrow.
Tomorrow is a loser's excuse.
(Andrew Fashion)*

**Whatever the size of your company,
you were, you are, you will be concerned
one day by recruitment.**

Today, each of us can cite a crazy anecdote, a disappointment, heard or discovered during an interview. If they often make us laugh, they can also have disastrous consequences for the company and the employees on all levels, humanely, professionally, financially.

Applicants are often willing to do anything to get the job ... and for that, the first step is to get an interview and thus provide a CV.

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So it is here that everything happens : from the small lie on one's age (too junior, too senior) to the over-qualification, the invention of a more "punchy" degree , periods of presence slightly stretched, high-sounding titles, technical or language skills overvalued, everything is falsifiable.



Some figures :

Rising unemployment and economic problems often encourage candidates to lie.

A man lies on average 6 times per day, against 3 times a day for a women²

A man will overestimate his past performances of nearly 30%, against 15% for a women²

- ✉ 20% of candidates falsify their CV and / or diplomas.
- ✉ 11% of candidates have submitted a CV mentioning a degree that they have not obtained.
- ✉ 11% of candidates have submitted a CV resuming embellished professional activities or activities they have not done (improving their position in the firm, inventing firms, falsified dates, ...)
- ✉ 2% of candidates have submitted a CV resuming invented professional career and studies.
- ✉ 75% of commercials, 52% of managers and 36% of technicians and engineers lie on their CV.³
- ✉ 53% of resumes are falsified.⁴
- ✉ 70% of students will lie to get their first job.⁴

And concerning recruiters:


- ✉ 6 seconds : average time spent by CV at reception (keep / reject).
- ✉ 67% of French recruiters admit they don't verify the validity of the candidat's career.

So how can one not make anymore mistakes, and commit oneself without having doubts on the recruited candidate, ensuring oneself of the veracity of the words and of documents provided and being able to optimize recruitment.

Sources :

- ¹ www.recruitingtimes.org (USA), 2011 survey (amounts converted in EUR)
- ² www.gradschoolhub.com (USA) - unreferenced
- ³ Le Figaro (France), edition of 04.18.2013
- ⁴ The Society of Human Resource Managers, Survey 07/2012
- ⁵ La Libre Entreprise (Belgique), edition of 26/05/2012

*There is little difference
between a man and
another, but that
difference does it all.
(William JAMES)*



*Tell everyone what you want
to do and someone will help
you accomplish it.
(W. Clement Stone)*

Our skills :

We are a company based in Luxembourg, created over 15 years ago, and consisted of expert consulting teams in the fields of IT, Banking, Soft Skills.

We have specialists in communication, maintenance, synergology®, management, in recruitment able to check, monitor, and find the information you transmit to us. They are professionals who have been recognized for their ability in industry, trade, tertiary ...

With our extensive knowledge of the trades that surround us, our specialization and our expertise resulting from many years of practice, we were able to develop a customized and flexible procedure for all your CV verification needs during a recruitment phase.

We offer a partnership which is based on validated procedures.

After the first CV "sort", send us your selection and tell us which types of verification you want us to perform.

You may not want to make the same type of research for all selected CVs.

We adapt to all your needs by letting you choose one or more elements to control.

The final file containing summaries and / or requested documents, will then be handed over to the company. **You remain the only judge of the final decision.**

We know that it sometimes takes several days to obtain certain documents.

However, we commit ourselves to deliver you the results within a **maximum period of 5 days**. Any document that could not be checked for specific reasons will not be charged .

All documents, interviews, tests, necessary for the creation of the record were written in order to respect the rights and duties of the applicants, the client and the auditor. All precautions concerning the interviews have been taken and clarified with the various parties in aim to do no harm .

A TEAM AT YOUR SERVICE

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