

## About Us

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Jouve & Associés is a retained executive search firm based in Paris and specialized in the recruitment of senior-level executives and industry experts.

Founded in 1986, Jouve & Associés is solely dedicated to assisting clients in Europe and the US in building their businesses through the recruitment of top talent using exclusively a direct approach methodology.

We are a Partnership of individuals and a team of experienced search consultants with an established reputation as performance-driven providers of customized search services.

We are a generalist firm, working in diverse industries for companies which are large or small, local or global as well as for start-ups and entrepreneurial ventures. We cover all sectors, focusing on senior-level positions.

Since the creation of Jouve & Associés, our clients have benefited from the resources of a multicultural team working as an independent equity partnership.

The firm is composed of five Partners supported by a team of experienced researchers and working on a cross-border basis. All consultants have previous industry experience.

## **Our Service Offering**

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We exclusively conduct executive search assignments which are high impact to our clients and challenging to us as professionals.

Since the creation of Jouve & Associés in 1986, our mission has been to be a generalist, upmarket "boutique" and quality player competing directly with large international search networks.

Functional Expertise:

- CEO/COO/Board Director
- Division Executive/BU Manager
- Sales & Marketing
- Financial Executives
- HR Executives
- Communications & Investor Relations
- MIS & IT
- Global Purchasing & Supply Chain
- Legal Counsels/Secretary General
- Quality Directors/Business Improvement Managers
- Manufacturing/Industrial Operations

Also:

Non-Executive Directors, Board members.

Partners and Operating Partners for VC Funds + Investments.

Our mission is to work in multi-industry sectors to share Best Practices with our clients and enhance cross-fertilization in terms of sector origin, geography and functional expertise.

We offer additional services to clients we regularly work for, drawing on our close knowledge of their organization and culture.

These services include :

- Assessing an executive for a specific position,
- Conducting an assessment prior to a recruitment decision,
- Auditing the management team when a business is being integrated.

Our ability to effectively provide these services is closely linked to our having an ongoing relationship with client companies that want a customized approach.

To further respond to market needs, [People Capital Management](#), was created in 2008, an independent partnership dedicated solely to Human Resources Development for executive teams and individuals.

In this way, Jouve&Associés and People Capital Management are committed to ensuring satisfaction to both clients and candidates in the spirit of long-term, rewarding relationships.

## Our Values

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We are a people business and a service business; our mission is to assist our clients in attracting excellent executive talent on a competitive international marketplace. We believe talented individuals and teams are key to making companies successful. As executive recruiters, problem-solvers, facilitators and bridge builders, we are there to enhance the competitive advantage of our clients.

We believe in personalized service, personal commitment and accountability for performance in the work we do for our clients. This is why we are an independent equity partnership made up of distinct personalities and professionals of different origins.

We believe in diversity; the cultural diversity of the consultants brings added value to our clients and is an enriching way to work as a team. Thinking and working internationally is important to us.

We do not compromise on the quality of our services. We are a generalist, upmarket "boutique" working for only a limited number of clients in each industry sector to avoid conflicts of interest, which can impact the quality of search work. We therefore strive to build long-term partnerships with our clients.

Who you see is who does the work! We believe this to be one of the foundations of our firm's reputation; full accountability of the Partners from A to Z for each recruitment ensures the excellent success rate of our searches. We are committed to ensuring satisfaction to both clients and candidates in the spirit of long-term, rewarding relationships.

## How we work

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### *Our Methodology*

The methodology of Jouve & Associés emphasizes a customized approach combined with speed in execution, reflecting our consultants' experience and the excellent IT tools and research capabilities of our firm.

We conduct high-impact recruitments using a direct-approach method that is a series of steps designed to identify and attract the best-qualified executives.

The steps of our methodology are summarized as follows:

- We acquire in-depth knowledge of our client's requirements and the company's structure, products, markets, people and culture.
- We submit a proposal for approval that includes a position description and customized search strategy to successfully carry out the recruitment.
- Primary research is conducted by our team of research specialists under the guidance of the consultant(s) responsible and accountable for the recruitment.
- Only the Partner(s) responsible for the search contact potential candidates and industry sources. The Partners act as the client's sole representative on the marketplace.
- Partners interview and evaluate candidates. They then present the most qualified executives in confidential written reports.
- Client/candidate meetings are organized, followed by review sessions with both parties.
- Professional references are taken on the finalist candidate(s).
- We assist in structuring and negotiating the offer, as required.
- We follow up on the candidate's arrival in the client organization with both parties and monitor integration as needed, particularly during the first six months, to ensure a smooth transition.

## Josette Sayers

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### *Partner*

Josette Sayers was one of the founders of Jouve & Associés in Paris in 1986, following five years in the international network of the US executive search firm Russell Reynolds Associates.

She was previously in the telecommunications and technology services sector, working on behalf of NEC in Europe as Director of the Documentation Department of Technology Resources SA.

Residing in France for more than twenty-five years, Josette Sayers is a dual national (American and Irish). She holds a Bachelor of Arts degree from Wesleyan University (Middletown, CT, USA) and a business degree from the Centre de Perfectionnement aux Affaires (CPA Paris).



### *Languages spoken*

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Josette Sayers is bilingual in French and English.

### *Areas of competence*

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Josette Sayers has specialized in international executive search on behalf of French and international clients for over twenty years. She works primarily in fast-moving businesses: high-tech, consumer and luxury goods and retail. She is also active in the media and leisure sectors. She specializes in cross-border search and notably Euro/Anglo-Saxon recruitments for French and international companies.



## Sylvie de Vésinne-Larüe

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### *Partner*

Sylvie de Vésinne-Larüe joined Jouve & Associés in 1997, following a period of eleven years in the financial services sector. Prior to becoming a Partner, she was with Credit Commercial de France (CCF) in investment banking and capital markets. She initially worked in new financial products and derivatives, followed by five years as a Vice President in the Corporate Finance Department, specializing in mergers and acquisitions, notably in the health, beauty care and chemicals sectors.



A French national, Sylvie de Vésinne-Larüe is a graduate of the Ecole des Hautes Etudes Commerciales (HEC, 1986).

### *Languages spoken*

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Sylvie de Vésinne-Larüe speaks French and English.

### *Areas of competence*

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Sylvie de Vésinne-Larüe is specialized in executive recruitment on behalf of French and international companies in financial services and investment banking as well as in the retail and luxury sectors.



## Christine Censier

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### *Partner*

Christine Censier joined Jouve & Associés in 1988 as Director of Research and became a Partner of the firm as of 2001. Prior to joining Jouve & Associés, Christine Censier spent three years with Russell Reynolds Associates, based in the Paris office of this leading US executive search firm.

In addition to having over fifteen years of experience as an executive search consultant, Christine Censier has worked in the pharmaceutical industry, with Pharmuka (Rhone-Poulenc Santé), and in investment management, with Compagnie Lebon (Group Paluel-Marmont).

A French national, Christine Censier holds a Master of Arts in History from the Université de Rouen.

### *Languages spoken*

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Christine Censier speaks French and English.

### *Areas of competence*

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Christine Censier is specialized in executive recruitment on behalf of French and international companies in the press, publishing and media sectors. She also works for service companies, professional organizations and associations and venture capital funds, in particular for the recruitment of managers for their portfolio companies.



## Laura Vernier

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### *Partner*

Before coming to Jouve & Associés, Laura Vernier was Partner in a Paris-based executive search firm, Floriane de Saint Pierre, specialised in Luxury Goods, Fashion and Accessories, Perfume and Cosmetics, Jewelry and Watches as well as Hospitality sectors. She conducted assignments in Europe, USA and Asia.

Previously, Laura worked for the French office of an international executive search firm. She has specialized in executive search on behalf of French and international clients for over twenty years after starting her career with Booz, Allen & Hamilton Inc.

Laura Vernier is a dual national (French and Greek). She holds a Bachelor of Arts degree from King's College, London, UK.

### *Languages spoken*

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Laura Vernier is trilingual French, English and Greek.



## **Céline Gigon**

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### *Consultant*

Céline Gigon joined Jouve & Associés in 2007, after spending five years in China where she co-founded a travel agency and set up the Beijing office of Publicis Events China. She initially worked in the financial services sector with Crédit Commercial de France (CCF) in investment banking, first in Corporate Finance and then in the Structured Finance Department.

A French national, Céline Gigon is a graduate of the Ecole Supérieure de Commerce de Paris (ESCP, 1995).

### *Languages spoken*

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Céline Gigon speaks French and English



## **Sylvie Fleckinger-Botter**

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### *Consultant*

Prior to joining Jouve & Associés in 2010, Sylvie Fleckinger-Botter spent over 20 years in Capital Markets activities working for investment banks. She worked at Crédit Commercial de France, which became HSBC in 2000, then at Dresdner Bank from October 2007, where she managed teams selling derivative and structured products to corporate and institutional clients. She began her career in 1988 as a Risk Analyst for the French Futures Market's clearing house. (MATIF SA).



A French national, Sylvie Fleckinger-Botter holds a Master's Degree of Economics and Statistics from the Université de Toulouse.

### *Languages spoken*

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Sylvie Fleckinger-Botter speaks French and English.

### *Areas of competence*

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Sylvie Fleckinger-Botter is specialized in executive recruitment on behalf of French and international companies in the banking and insurance sectors as well as in the finance function for companies in diverse industry sectors.

## Silvia Cheli

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### *Consultant*

Silvia Cheli joined Jouve & Associés in 2006 as a Consultant.

She worked previously four years in the telecommunications sector with Colt Telecom where she was notably in charge of the development of a market segment. Besides this experience, she participated in the development of a web agency as Responsible for the Business Development and Partnerships.



An Italian national, Silvia Cheli holds a Phd in Political Science from the Università Cattolica of Milan.

### *Languages spoken*

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Silvia is trilingual in Italian, French and English.

## Fee Structure

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### *Our Fees*

Jouve & Associés operates solely on a retained basis and only when mandated by the client company.

Our fees are calculated per recruitment and are based on one-third of each successful candidate's total first-year compensation, with pre-agreed retainer fees invoiced during the course of the search. Search-related expenses are invoiced separately. Our retainer fees are credited against the full fee due upon search completion.

Our commitment is to work until a satisfactory solution is found for each executive recruitment undertaken by our firm.

We apply a flat fee for the recruitment of Board members, Non-Executive Directors and Operating Partners for VC-backed ventures.

In the case of entrepreneurial ventures where equity factors or upside incentives come into play, we design a flat fee structure on mutually agreed upon terms at the outset of the search.

## **International Reach**

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### *International Partners*

Since 1986, Jouve & Associés has established a reputation as one of the top executive search firms in France with pan-European capabilities.

We have conducted executive searches in France, Germany, the UK, the Benelux, Switzerland, the USA and Canada.

As part of our highly customized approach to international search, we have developed non-exclusive relationships with the Globe Search Group, an association of independent search firms in New York, London, and Milan as well as several major cities in Scandinavia and Asia.

Depending on the nature of the search, Jouve & Associés may elect to work with a Partner from this network. Such customized work is done with client consultation to leverage resources and ensure timely execution of international recruitments. In other specific cases, we refer our clients to these Partners, as we believe the best consultant should be engaged for each search. We believe the most important thing is to put the client first and match the best search consultant with each specific recruitment.

For more information on our international capabilities in association with the Globe Search Group, visit our Links Page or contact Josette Sayers, President of Jouve & Associés.

## Links

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As part of our co-operation with the [Globe Search Group](#) we work closely together in major US and European markets with the following partners:

[The Miles Partnership](#), Great Britain

[Heads !](#), Germany

[Herbert Mines Associates](#), USA

[Tracks Executive Search](#), Netherlands

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For recruitments in Asia, we solicit the independent leader's competencies:  
[Bô Lê Associates, Ltd.](#)

We have also developed strong ties with leading educational institutions to identify and track international talent for our clients.

In Europe, we keep close ties with the MBA and International Programs of INSEAD, HEC-ISA, EAP in France, EBS in Germany, ESE and ICADE in Spain, IMD in Switzerland, LBS and LSE in Manchester and Cranfield universities in the UK, Bocconi in Italy, Solvay and Louvain in Belgium.

In the Americas, we keep in contact with the major MBA Programs (HBS, MIT, Wharton, Stanford... as well as HEC Lausanne and Mc Gill in Canada) to track talent in the US as well as globally.