

Professional Services: Luke finds the best high potentials.

High potentials in professional services are of tremendous value in order to bring organizations to the next level. Only the best candidates are good enough to help organizations grow in the current economic climate.

A climate that revolves around renewal, a constantly changing market and the pressure to always remain distinctive.

"Luke features an extensive network of contacts. We are always looking for the best candidate who is able to help organizations reach their future goals", says Professional Services market leader Laurien Verschure.

Laurien has over eight years' experience in recruitment with Professional Services as a main focus. "I know how to read people and am always looking for a connecting factor. Also, I am driven, energetic and curious. What is this person all about? I like to look further than the resume." Using her extensive knowledge and natural 'feeling' of organizations, Laurien is a valuable sparring partner for any client. This is true for all Luke's consultants within Professional Services; they are well-informed and capable of translating their knowledge into organizational structures.

Dare to Grow; Luke thinks along and relieves

Rapid technological developments and innovation are vital to stay ahead of competition; innovative service providers who 'dare to grow' are front-runners. Luke is an expert in finding the right candidate to help organizations within Professional Services grow. Even in hard times. Through online assessments, Luke collects an overview of candidates' specific talents, capacities, motives, personalities and ambitions. An extensive culture scan helps us to make sure the candidate perfectly matches the organization's culture. Luke thinks along and relieves. Laurien: "We use a transparent system in which organizations can follow along in Luke's process and see exactly what we are doing – this is what makes Luke truly unique. By combining the culture scan and a full focus on headhunting, we always succeed in finding the best candidate. Even better: Luke doesn't stop until we have found the perfect candidate who is a true addition to the organization."

High Potentials

Luke features an extensive network of professionals in Professional Services - true high potentials. They enjoy working in a professional environment, challenges, personal development and prefer to work in a flexible environment. This fits perfectly with Luke's slogan 'Dare to Grow': Luke only finds the best professionals who dare, and are willing, to grow!

We connect people who dare to grow!

Recruitment Power

At Luke, we call ourselves recruitment innovators. Recruitment is what we do, the role of innovator is what defines us. We're able to make this work through an incredible mix of personal attention, an extensive network of contacts, and by using the latest technologies. This combination has made us a key player in recruitment of HBO- and WO-level professionals with at least 3 years' work experience.

Luke is a true specialist. Our recruitment consultants know of the latest developments and innovations and have a complete understanding of their respective expertise. It is a cohesion of recruitment power; the essential ingredient for a sustainable match.

Specializations

The Recruitment Experts at Luke are experienced in several markets: Agri, Food & Horti, Retail, Interim, Professional Services, IT & Innovation, Industry, Logistics and Energy.



Laurien Verschure
Market Manager Professional Services

Functionele expertise

Luke combines functional expertise with industry understanding. Consequently, we are able to find the most suitable candidate.

Functional expertise

Supply Chain

Finance

IT

HR

Technology & Operations

Interim

Sales

Marketing

Collaboration. How?

A real time, transparent collaboration

Luke uses the state of the art Applicant Tracking System (ATS) with client functionalities. A unique login code lets you to access your job openings. This allows you to real time track the recruitment process including all (previous) tasks and files, ranging from resume to assessment report. You can also review candidates. By downloading the ATS-app you are always up-to-date on the recruitment process with the first results coming in within the first 48 hours.

Advanced Machine Learning sourcingtool

How does Luke find the perfect candidate? To put it simply: by developing recruitment algorithms based on data, such as job and personality profiles, that help us find the best suitable candidate for the job. To do this, we get help from an advanced AI sourcing tool. Our consultants are continuously altering and improving the algorithm, thus helping the algorithm 'learn'. This improves your company's recruitment process, resulting in an optimal match.

Real time transparent process

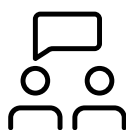
Intake



Recruitment



Selection Luke



Employer



Placement



Week 1-2

- Research organization and vacancy
- Job profile with result areas and competencies
- Analyze cultural fit

Week 2-4

- Online publication and marketing
- Headhunting
- Deploy talent pool / database / network Luke
- Access personal & transparent platform

Week 4-6

- Use online assessments
- Interviews by Luke
- Check employment conditions
- Candidate profile
- Introduction at employer

Week 4-8

- Interviews employer
- Guiding and advising process and employment conditions

Week 9-10

- Candidate signs contract
- Evaluation of collaboration
- Onboarding*

*This process helps newly placed employees easily and quickly adapt to the social and functional context of their new job.