

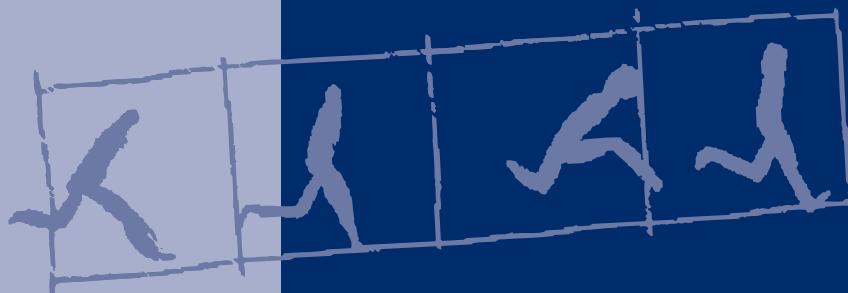
Derks & Derks B.V.  
*consultants in human talent*



# Derks & Derks

## Human resources & talent management

Recruitment | Selection | Assessment  
Career counselling | Coaching  
Temporary staffing | HR Research



## Thorough approach

*Our approach is extremely thorough and is characterised by an in-depth needs assessment/intake and attention to detail. From the first moment of contact, we work closely with our clients to tailor a solution that matches their precise requirements. Starting with an efficient analysis, followed by the selection of optimal recruitment strategies, and ultimately the presentation of the most suitable candidates. Unambiguous agreements about procedures, methods and deliverables form the basis of a successful collaboration.*

# Thorough approach



## Derks & Derks: human resources & talent management

Derks & Derks is an executive search-firm that offers professional support for talent acquisition and talent development. We provide research-based insights and experienced psychologists who will consult with you to offer tailored options that will assist in attracting talent and streamlining the needs of your business. We are client-oriented and results-driven. The services we provide include recruitment and selection, assessment, career coaching, temporary staffing, interim management and HR research.

## Recruitment & selection

Our recruitment and selection division has in-house specialists with extensive knowledge of the pharmaceutical, food, medical and healthcare sectors. We understand the 'ins and outs' of these dynamic industries, which enables us to communicate knowledgeably and effectively with you on a professional level.

Each sector has its peculiarities and challenges. Derks & Derks helps your company to overcome these unique challenges by offering recruitment and selection solutions for a broad range of academic and professional backgrounds. Whether you need R&D and Clinical Research, Production and Maintenance, Quality Assurance, Logistics, Regulatory Affairs or Sales and Marketing; Derks & Derks will offer effective solutions.



## Results-oriented

*You expect results: recruitment and selection of high-quality employees is a critical process in any organisation. Whether you want the best candidate for the job, practical advice on career development or strategic coaching: Derks & Derks offers best practice to effectively recruit, select, and support high quality staff in a timely and cost-efficient manner.*

# Results-oriented



## Assessment

Our assessments aim to map current talents as well as potential for development. A careful and systematic intake assessment prevents your organisation from having to rely on 'gut-feeling' decision making. In addition, the better you know your people, the more able you will be to support them in their development and growth towards more challenging positions.

Derks & Derks utilises state-of-the-art selection procedures. We are committed to evidence-based decision making using instruments with well-established reliability and validity characteristics. Our assessments focus on generic competencies, rather than on job-specific knowledge: it is this strategy that allows us to be successful across a wide range of life sciences sectors.

## Career counselling and coaching

Human capital is the most important asset of your company. We coach and counsel dedicated professionals at their own request, or as part of an employer-initiated career development plan. Coaching and counselling are based on a thorough intake and a set of mutually agreed goals, and they follow a predetermined action plan which generally spans no more than a few months. This action plan offers clearly defined deliverables and dates for target evaluations, whilst providing personal attention, careful advice and solid results.

## Network

*Derks & Derks has access to an extensive network of professionals in the pharmaceutical, food, healthcare, and medical industry. This network guarantees a quick, efficient and seamless match between your organisation and available professionals.*



# Network



## Temporary staffing

Derks & Derks Outsourcing (Derks & Derks Detachering B.V.) provides high-quality HR services for temporary positions. Temporary personnel is provided either by assigning one of our own employees, or by drawing from our network of freelance professionals. Being market insiders and human resource specialists, Derks & Derks Outsourcing can quickly match your company with the most suitable professional available.

## HR Research

We take great pride in our close collaborations with high-standing academic institutions. These include the University of Amsterdam and the Utrecht University, with whom we partner in applied scientific research.

Our research includes longitudinal monitoring of career development objectives among Medical Representatives, development of career aptitude questionnaires, research into salary and compensation trends in selected markets, and validation studies of various selection procedures. Similarly, we perform systematic studies into employee satisfaction and organisational culture, and translate these results into practical advice that helps strengthen your organisation.

We will be delighted to discuss how our research expertise can be applied to your Human Resources issues. Please also explore our website for a comprehensive list of past and current research projects.



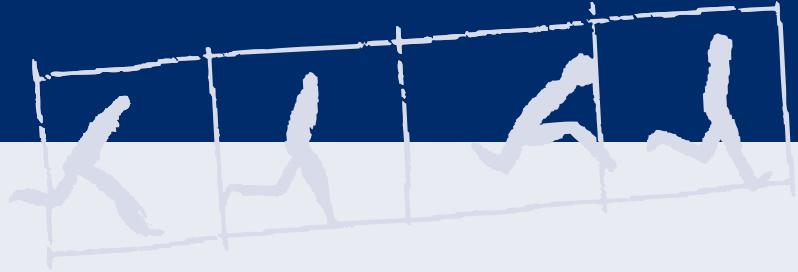
## Sensitive to your needs

*At Derks & Derks we endeavour to create mutually respectful relationships with our clients and our candidates alike. We consider perspectives from all parties with the greatest care, and take time to discuss your views regarding the preferred ways forward.*

*This empathetic approach, combined with a careful choice of methods and unambiguous written agreements, including privacy agreements, is the key to our success.*

# Sensitive to your needs





## Training and development

Derks & Derks has a strong commitment to training and development, and we offer this service to our clients and candidates alike. Take for example our workshops. These sessions cover topics such as interview techniques, career development, and counselling. Workshops are held in an intimate, small-group setting (up to 15 participants), and are designed for optimal personal attention and tailored feedback. During these workshops, participants (mainly HR and line management personnel) have ample opportunity to interact with colleagues from similar or related companies in a relaxed and informal environment. We also provide one-on-one training, such as for job interview preparation.

## Master class: trends in healthcare

Healthcare is rapidly changing. Politicians, insurers, suppliers, care providers, patient associations and other healthcare-related stakeholders increasingly need to cooperate, in order to become even more cost-efficient while improving the quality of care. This is both an exciting and a challenging development, since these parties do not have an extensive history of working together closely, and may have different agendas. Derks & Derks contributes to a better communication and a mutual understanding between these healthcare partners. We initiated 'Masterclass Nieuwe Zorg 3.0', during which opinion leaders in the healthcare field share their vision on (international) developments.

## Driven

*Working with Derks & Derks means working with experienced academic professionals. Our driven consultants, who are all registered psychologists, are passionate about obtaining the best possible results for your organisation.*

# Driven



## Quality management system

Derks & Derks carefully monitors, and stays updated with, developments in quality management systems relevant to selection, recruitment and assessment. It is our professional opinion that the current quality assurance norms applicable to our line of business may not be comprehensive enough. It is for this reason that Derks & Derks has organised its quality monitoring on the basis of ISO9001:2008 norms.

We are strongly customer-oriented. Our procedures are methodically documented. All interactions with candidates and clients are accompanied by a systematic evaluation in order to maintain a high level of customer satisfaction and, where possible, improve our service.

## Netherlands Institute of Psychologists (NIP)

Our consultants are registered psychologists, or have registration pending, with the Netherlands Institute of Psychologists (NIP). They engage in continuous professional education regarding the latest developments in Occupational Psychology, and strictly adhere to the NIP code of conduct.

## INRALS

In the current process of globalisation, talent is often without boundaries and many of our clients are multinationals. For this reason, Derks & Derks initiated the International Network of Recruitment Agencies in Life Sciences (INRALS). This young and rapidly growing network brings together the top recruitment and selection companies in Europe.



Thorough Quality  
Results-oriented  
Driven Reliable partners  
Sensitive to your needs  
Well-connected  
**Derks & Derks**

**More information?**

For more information and to learn more about vacancies visit: [www.derksenderks.nl](http://www.derksenderks.nl)

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