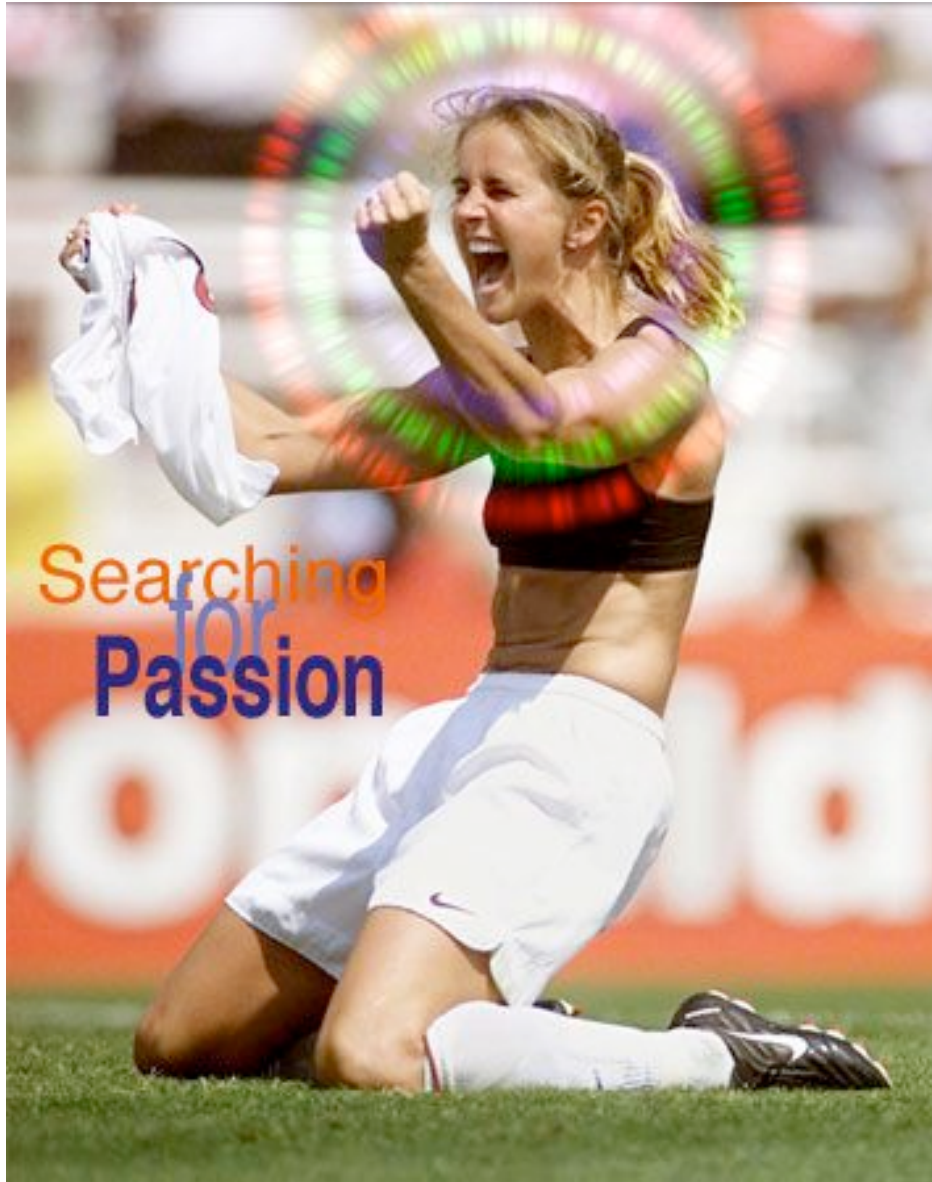


# Karisma

...recruitment services in purchasing...



Searching for passion...

## Searching for passion...

Karisma are recruitment specialists focusing on people in purchasing, answering companies new needs in terms of human resources worldwide. We assist companies in identifying, assessing, recruiting and keeping mid-level management to senior executive purchasing professionals for every economic sector and every purchasing category.

Our objective is to enable our client companies to exploit the huge potential that exists in Purchasing and Procurement today through a total optimisation of their Human Resources.

Our challenge is to find the high level profiles which are adapted to the new roles and responsibilities in the fast moving environment of Purchasing and Procurement today.

Our role is to search, screen, assess... and find the talented individuals who have the professional and personal characteristics ...competencies, motivations, personality, charisma... necessary to make a large contribution to the performance of your company... women and men who are passionate about business, people... passionate about their every day activities...

We believe '**passion is the key to sustainable performance**'.

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Karisma

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## Why is Karisma specialised in Purchasing and Procurement ?

In our fast moving and competitive world, companies need more than ever business minded, results oriented people who are able to anticipate future tendencies and trends and have the necessary skills to develop purchasing policies in line with the global strategy and business goals of the company.

Purchasing today is moving fast...and plays a totally different role than it did even 10 years ago. The Human Resource requirements have clearly changed. The new roles and responsibilities of Purchasing today require different profiles with different skills.

We know through many years of experience from our various relationships and our hands on experience in purchasing that the success of your purchasing organisation depend very much on the people who manage it.

Purchasing objectives are directly in line with the global strategy of companies in terms of quality, innovation, services, financial results, customer and shareholder satisfaction. Purchasing increasingly holds the attention of executive boards' attention and is an integral part of companies' global strategy.

People in purchasing target different goals, play different roles, endorse different responsibilities . They buy to sell and no longer to produce. As a consequence, different skills, abilities and personal characteristics are needed.

In the past, Purchasing was only about cost out, bottom line, reducing cost. Today, whilst cost out has still enormous potential in multinationals, a new objective is to use purchasing and suppliers pro-actively to drive forward top line growth through product innovation and 'speed-to-market', in order to answer changing consumers needs.

Certain benchmark Multinationals have transformed their purchasing organisations so as to optimise all 'cost out' and 'value in' opportunities... but in many cases, there is still enormous potential to be exploited and a huge gap to be filled in terms of the resources that are allocated to the procurement organisation.

Purchasing requires high level, quick thinking, 'street wise' people, to master, implement and use new types of tools and processes. But more than ever, purchasing requires today business-minded people who have a deep understanding of what is the real value added of purchasing and its potential impact on company performance and shareholder value.

Our expertise in purchasing allows us to understand these strategic and operational roles and these new needs in terms of human resources.

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## What can Karisma do for you ?

Karisma continuously develops and improves [customised solutions and personalised services](#) to suit every requirement linked to purchasing worldwide, [with a maximum reactivity](#).

Through its experience, Karisma has, what is today, probably [the biggest network of Purchasing professionals in Europe...and a large and rapidly expanding network outside Europe \(throughout the world\)](#).

Our clients are mostly international companies in all sectors who are looking to fill purchasing positions in Europe, United States, South America, Middle East, Far East, China, India...

We can help our clients in several ways :

- [We are the best placed to search and find the profiles you are looking for ...](#)

...but we can also

- [Help you to define the job descriptions and align the profiles.](#)
- [Help you to optimise your recruitment process...](#)

...and as it is not always possible or relevant to recruit internally

- [We can also help you to recruit the right profiles externally...](#)

...and when you have found highly talented individuals...you want to make sure you keep them...

- [We can help you to manage their career paths and map out their on going potential...and determine the actions needed to keep your teams passionately focused on your objectives.](#)

**Karisma....**

**...it's all about passion!...**

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## What skills are required today ?

The roles and responsibilities of the purchasing population are changing rapidly...  
The biggest challenge today in Purchasing and Procurement is to find talented people who are able to develop purchasing strategies in line with the business drivers of their company.

The 'Big Picture' : a pre-requisite in Purchasing organisations today is to give a clear vision of where purchasing is going... Purchasing requires high level people who have a full understanding of the 'success model' of their company and are able to determine and explain clearly, the value-added that Purchasing offers to the company.

Having people with the right skills and mindsets is essential.

Procurement also requires people capable of taking full ownership of new types of approaches and tools and more especially accept that old working ways and habits are not necessarily the best. Buyers are change agents.

Processes and methods : in most companies today, there is a real need for the harmonisation of purchasing tools across sites. More importantly, these techniques must be built into a powerful process that is commonly recognised and used by all involved in procurement to analyse needs, evaluate and rationalize the supplier base and develop the future supplier strategy.

People in Purchasing must also have the ability to break down costs and implement cost-reduction plans with suppliers. Supplier-Relationship Development which allows the constant improvement of supplier's performance is also an integral part of purchasing professionals' daily responsibilities. The clear objective is to develop and implement supplier strategies which will constantly offer improved quality and service, enhance innovation capture and improve 'speed-to-market' whilst constantly striving to eliminate all non value-adding costs from the system.

Another vital ingredient of the purchasing team is leadership. Purchasing requires people with the necessary communication skills and charisma to enable their companies to rapidly optimise purchasing in a multi-sites, multi-cultural environment.

The success of purchasing organisations depends on the capacity to exploit the huge potential that exists today through the a total optimization of Human Resources. The purchasing team must be composed of people of different background, based upon the roles and responsibilities involved and hard skills required, but also based on different personalities and soft skills...

But we think that a common ingredient should be...passion...a real passion for business, for the company, its people, its products... which give people the desire to move things forward and the will to improve existing situations continuously.

We really believe that '**passion is the key to sustainable performance**'.

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Muriel Crichton (MAI, 39 years old)  
Karisma... recruitment services in purchasing...

With more than 12 years of purchasing experience in large groups such as IBM and EADS and also in smaller companies specialising in purchasing like QP France, Muriel Crichton created in 2003 a recruitment agency exclusively focusing on people in purchasing. From her various relationships and her hands on experience in purchasing, she has seen that the success of purchasing organisations depends very much on the people who manage it.

The objective is to assist companies in identifying, assessing, recruiting and keeping mid-level management to senior executive purchasing professionals for every economic sector and every purchasing category. The challenge is to find the talented individuals who have the professional and personal characteristics necessary to make a large contribution to companies performance.

Karisma clients are multinationals but also smaller size companies where purchasing is part of the global strategy.

This recruitment agency is based on a powerful network of purchasing professionals which has been developed for more than 12 years.

If you are a company looking for new people for your purchasing organisation or if you are a candidate looking for new opportunities, don't hesitate in contacting Karisma at [contact@karismapeople.com](mailto:contact@karismapeople.com), tel : +33 5 56 36 48 57

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