

"The HEC Group's high level of personalized service and global pool of candidates greatly assist us in recruiting the very best talent who fit into our culture and contribute to our growth"



*Recruiting **Solutions**
Tailored to Your Needs*



Testimonials



"HEC Group has done an excellent job in helping Cogent Power Inc. build our management team over the past five years. HEC has clearly had our business needs as their first priority, with a dedication to bring forward the best candidate that could enhance our business performance and compliment our management philosophies. HEC's work for us has been done with a very high standard of professionalism, and I am always impressed with the speed in which they can bring forward excellent candidates."

Ron Harper
General Manager, Cogent Power Inc, Burlington, ON.



"NTN has had an ongoing relationship with HEC Group for many years and they have filled several middle and upper management openings for us. HEC has met or exceeded our expectations on each search. On a more personal level, I have been both a client and candidate of HEC and I have found them to be beyond reproach in efficiency, effectiveness and integrity."

Steve W. Bray
Corporate Human Resources Manager, NTN Bearing Corporation of Canada



"HEC Group has served our supervisory, professional and executive recruitment needs for the past several years. We have been extremely pleased with their excellent performance in quickly providing high quality candidates who closely match our stated requirements."

Barry Kelley
Gates Canada Inc., Brantford ON.



"The HEC Group has always gone the extra mile to ensure we secure the most qualified candidates for our business."

Sonny Monzavi
General Manager, Cold Metal Products, Hamilton, ON.



"The HEC Group is very professional in the delivery of their services and has worked with us in a collaborative approach to more than satisfy our recruitment needs."

John O'Brien
President, Delonghi Canada, Mississauga, ON.



"Over the past 6 years HEC Group have developed an excellent relationship with Mueller Canada. HEC have continually proven to be "in the know" with respect to the manufacturing industry and have at all times provided an excellent and dependable level of service. HEC have continually displayed the highest level of professionalism and managed to maintain the trust and integrity expected."

Donna Cordner
Manager Human Resources, Mueller Canada, Milton, ON.



"The HEC Group has differentiated themselves to us from other recruitment firms by their ability to "Truly" understand our technical requirements and the nature of the individual to culturally fit within our workplace."

Verne Milot
General Manager, Automation Business Unit, Rexroth Bosch Canada Corp., Burlington, ON.



"I have worked with the HEC Group for 10 years to recruit primarily manufacturing management and supervisory staff. They have always provided me with top-notch candidates and were very professional in their approach, from understanding our requirements, to attracting, screening and presenting excellent candidates for the specified position."

Norm Baggio, P.Eng.
Plant Manager, Canada Brick, Burlington, ON.



"Over the years HEC Group and their representative Greg Boone have placed some truly fabulous people with us. HEC Group builds relationships. They have really worked hard at getting to know our company and our needs. The depth of their understanding places HEC in a position to truly identify the type of candidate who will fit our culture and make a contribution to our organization."

Peter Adams
Vice President & General Manager, SSI Equipment Inc., Burlington, ON.

History:

Founded in 1976 as Hamilton Executive Consultants, HEC Group, under the leadership of founding partner and President Bob Leek, has evolved into an international presence with an extensive network of affiliates throughout North America, Europe, and the Pacific Rim.

We are pleased to note that HEC Group has continually led all affiliates **worldwide** in total cooperative placements.

Our primary focus is the provision of both highly qualified candidates and innovative solutions that meet the human resources needs of our clients. During the hiring process, emphasis is placed on ensuring that the interests of both the client and candidate are met.

The market sectors we serve span a broad cross-section of the North American economy and include automotive, capital equipment, financial services, primary and secondary manufacturing, chemical processing, personal care, pharmaceutical, food and beverage, and high technology.

HEC Group is a dynamic team of recruitment professionals, utilizing the most advanced database search techniques, a pool of highly qualified candidates, our global network, and extensive personal experience to thoroughly satisfy the needs of our clients.

Mission :

The HEC Group will provide highly qualified candidates and innovative solutions that meet the human resources needs of our clients.

We will seek a position of leadership within our industry through good corporate citizenship and by providing a workplace where our people can excel and achieve their personal goals.

Vision:

To creatively use our ears, energy, integrity, and experience, to forge a level of recruitment service that will make the HEC Group a pre-eminent supplier in the markets we serve.

HEC Group: Adding value to your organization.

- A history of industry leadership and integrity since 1976
- A dynamic team oriented recruitment process, insuring quick responses and quality results.
- A global network of affiliates in 13 countries, including 29 offices in Ontario.
- We seek candidates who fit your culture, add to your growth, and maximize your ROI

Markets Served and Positions Filled

The following is a sampling of the market segments HEC Group has served and the placements we have made in the past 12 months.

Market Segments

Aerospace	Fluid Control Systems	Pharmaceutical
Automotive	Fuel Cell Technology	Plastics
Bearings	Horticulture	Power Generation Equipment
Capital Equipment	Hydrants and Valves	Robotics
Chemical Processing	Laboratory Equipment	Signs and Displays
Clamps and Fittings	Logistics Management	Sporting Goods Manufacturing
Construction Equipment	Material Handling	Steel Rolling Mills
Control Systems	Metal Fabrication	Valves
Film Production	Modular Furniture Systems	Wineries
Food Processing and Packaging	Personal Care	
Footwear/Apparel	Pet Food Processing and Packaging	

Positions Filled

Administration and Finance

- Business Development Manager
- Continuous Improvement Manager
- Director of Finance
- General Manager Canadian Operations
- Human Resources Manager
- Operations Manager
- Payroll Director
- Senior Systems Buyer

Design and Development

- Catia/Ideas Designer
- CNC Programmer
- FEA Analyst
- RPG Programmer
- Software Developer
- Technical Coordinator
- Technical Writer

Engineering

- Applications Engineer
- Design Engineer
- Engineering Manager
- Manufacturing Engineer
- Packaging Engineer
- Project Engineer
- Quality Engineer
- Senior Design Engineer

Production

- Controls Technician
- Manager Fabrication
- Materials Manager
- Plant Manager
- Plasma Operator
- Quality Manager
- Winemaker

Sales and Marketing

- Account Manager
- Sales Coordinator
- Marketing Manager
- Sales (Pharmaceutical)
- Sales Manager

Services and Fees

25% Solution includes the following services:

- Candidate resume submission, including a profile of relevant interview information, salary requirements, availability, motivation to change, key accomplishments, etc.
- Reference research
- Candidate testing analysis
- Profile includes, face-to-face interview (unless circumstances dictate otherwise. The client is always informed of such circumstances.)
- Coordination of interview process and follow-up
- Offer presentation, acceptance, counter offer consulting
- Confirmation of start date
- Post hire follow-up
- 6 month replacement guarantee

20% Solution includes the following Services:

- Candidate resume submission, including a profile of relevant interview information, salary requirements, availability, motivation to change, key accomplishments, etc.
- Reference research
- Coordination of interview process and follow-up
- Offer presentation, acceptance, counter offer consulting
- Confirmation to start date
- Post hire follow-up
- 3 Month replacement guarantee
- Engagement fee of \$2,000.00

HEC Group offers the following additional client services:

- Salary Surveys tailored to client specified criteria
- Employee/Applicant Testing Analysis
- Third party interviewing

Payment terms:

- Our guarantee is void if payment is not received within 15 days of starting date.
- Our 25% and 20% fee solutions are based on starting annual income.