

International Recruitment: A Dedicated Bilingual Consultant

Recruiting in an international context exposes your company to significantly higher risks than standard recruitment. Unfamiliarity with the local market, cultural misalignment, and language barriers can become real friction points at every stage of the process. Since 2004, ADEIS RH has supported companies recruiting on permanent contracts in these specific contexts, with a consultant dedicated exclusively to international recruitment — bilingual in English and well-versed in the realities of the European talent market.

Two client profiles call on this expertise: French subsidiaries of foreign groups that need to hire locally without an in-depth knowledge of the French market, and French companies looking to integrate employees abroad. Both situations require different approaches. ADEIS RH is equipped for both.

Two Types of Companies, One Point of Contact

International groups and companies turn to ADEIS RH to recruit in France. Their contacts are typically Managing Directors, HR Directors of French subsidiaries, or recruitment managers based abroad. Whether or not they are familiar with the French market, they need a quality local player to secure their strategic hires: identifying the right executive profiles, rigorously assessing candidates, and ensuring a successful integration where there is no margin for error. In many cases, the ability to conduct the entire process in English is a non-negotiable requirement.

French SMEs, mid-sized firms and large corporations looking to recruit abroad face a different challenge: finding a candidate capable of thriving in a cultural, organisational and sometimes linguistic environment different from their own, whether to strengthen an existing subsidiary, enter a new market, or open an office abroad.

César Legrand-Le Bris, bilingual recruitment consultant at ADEIS RH, handles these assignments. For several years, he has supported foreign companies in their recruitment in France and French organisations integrating employees across Europe. His command of English allows him to lead the entire process in the language — both client exchanges and candidate interviews when the role requires it.

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Recruiting in France for an International Subsidiary

A French subsidiary of a foreign group does not operate like a purely French company. Decision-makers are often based abroad, reports submitted in English, and management cultures vary by country. Yet the candidates being recruited are French executives, with expectations, practices, and a reading of the market that are distinctly French.

Understanding the Expectations of the French Market

Identifying the right candidate in France requires knowing what today's executives are actually looking for: autonomy, clear career prospects, compensation in line with sector norms, and employer stability. A foreign company recruiting in France without this understanding of the local market risks putting forward an unsuitable offer and missing the strongest candidates.

Conducting the Process in French and in English

All communications with the client can take place entirely in English, from the initial brief through to post-hire follow-up. Selection interviews with candidates are conducted in French, or in English when the role requires it. This bilingual capability prevents information loss, misunderstandings around the desired profile, and misalignments in the final presentation.

Recruiting Abroad for a French Company

A French company recruiting abroad must find a candidate who combines two things rarely visible on a CV: strong technical skills and a genuine ability to adapt to a different cultural, organisational and sometimes linguistic environment.

Assessing Adaptability for International Roles

Adaptability, autonomy in an unstructured environment, and intercultural fluency cannot be read from a list of training courses. They are assessed through structured interviews, role-playing exercises and behavioural analysis. This is precisely what the psychoprofessional assessment conducted by ADEIS RH makes possible: distinguishing candidates who will thrive abroad from those who perform well only in a familiar setting.

Targeting Candidates with Genuine International Mobility

Not all executives are willing or able to take up a position abroad. Targeted sourcing focused on this dimension, through networks and databases oriented towards internationally mobile profiles, means working from the outset with a pool of candidates who are genuinely available. This avoids weeks of pre-selection on non-mobilisable profiles and secures the overall process.

Methodology: A Structured Process Adapted to International Challenges

ADEIS RH follows a proven four-stage process: needs analysis, direct approach and multichannel sourcing, candidate assessment, and decision support. At each stage, specific adjustments are made to reflect international realities.

Requirements Analysis and Multichannel Sourcing

The brief established with the client goes beyond the job description. It covers the context of the company abroad or its French subsidiary, the management environment, corporate culture, and the concrete expectations of the role on the ground. Sourcing draws on networks and databases oriented towards candidates with international experience, going beyond traditional channels.

Cross-Cultural Assessment and Bilingual Interviews

The assessment process systematically incorporates an intercultural dimension: the ability to operate in a multicultural environment, language proficiency assessed in real situations, and targeted behavioural analysis. Interviews can be conducted in English when the role or client requires it.

Decision Support and Integration Follow-up

Candidates are presented according to the audience: in French for a local team, in English for a committee based abroad. Post-hire follow-up, guaranteed for a defined period, is particularly rigorous for these assignments. In an international mobility context, the first few months of integration are often the most decisive.

Profiles Recruited for International Roles

Executive Management: CEO (m/f), COO (m/f), Managing Director (m/f), Country Manager (m/f), Branch Manager (m/f)

Finance & Accounting: CFO (m/f), Financial Controller (m/f), Chief Accountant (m/f), Treasurer (m/f), Audit Manager (m/f), Head of Consolidation (m/f)

Procurement: Procurement Director (m/f), Purchasing Manager (m/f), Category Manager (m/f), Buyer (m/f)

Human Resources: HR Director (m/f), HR Manager (m/f), HR Business Partner (m/f), Talent Acquisition Manager (m/f), Payroll Manager (m/f)

Sales & Business Development: Sales Director (m/f), Sales Manager (m/f), Key Account Manager (m/f), Field Sales (m/f), Inside Sales (m/f)

Project Management: Project Director (m/f), Project Manager (m/f)

Manufacturing & Supply Chain: Manufacturing Director (m/f), Supply Chain Director (m/f), Plant Manager (m/f), Logistics Manager (m/f)

Non-exhaustive list — ADEIS RH also recruits hard-to-fill profiles on specific functions, via direct approach.

Why Entrust This Recruitment to ADEIS RH?

A failed international recruitment is costly — in time, money, and internal credibility. This is the risk ADEIS RH has been helping companies avoid since 2004, with measurable results: over 250 successful recruitments per year and a success rate above 90%.

Client companies — SMEs, mid-sized firms and large groups — return regularly for one simple reason: every candidacy presented by ADEIS RH has been qualified, met, and assessed in depth. The selection is demanding, the profiles submitted are few but always relevant. It is this level of rigour that builds, assignment after assignment, a lasting relationship of trust.

A formal guarantee applies throughout: should the recruitment not be confirmed within the defined period, ADEIS RH recommits to the assignment. A commitment that reflects confidence in the method.

Do you have an international recruitment need? Tell us about your project: Contact ADEIS RH → <https://www.adeis-rh.com/contact-us-adeis-rh.php>