



MEC Executive Search

2011

Our History

- With over 18 years of experience gained while working for different industries such as mining, manufacturing, automotive, electronic, banking, medical and government, among others, within Mexico, United States and Canada, **MEC Executive Search** was created.
- Having a wide network of companies and professionals at top levels who shared a common request: the need of having professional and trustable support, with physical presence, in finding the qualified executives at their companies.
- Our years of experience have provided us with the perspective required to identify and evaluate exceptional management potential and the ability to match individual candidates with specific requirements for your company.
- Our expertise within the recruiting field allows our clients to benefit from our ability to meet critical objectives.

About Us

- At **MEC Executive Search**, we are committed to exceed our client's expectations with integrity and professionalism. Our goal is to assist organizations in recruiting highly-qualified candidates.
- Our purpose is simple and focused; we offer top level commitment and quality to make the placement process as easy as possible for both our clients and candidates.
- MEC works based upon your company needs. Acting As your business partner, we make every effort to present to you only qualified candidates. You can rest assured that our recruiters will work closely with you and the best potential applicants. Therefore, only the most qualified candidates will be presented.
- We are proud of having a great portion of repeated satisfied clients. High percentage of our business come from existing clients as a proof of our high standards and results achieved.

We love what we do and do what we love!

Mission and Values

Our Mission and Values are the foundation, upon which we are building the best company we can be.

Our Mission is to provide the best quality service exceeding our customers' expectations through excellence in all our services.

We are always driven by our values:

1. Excellence
2. Integrity
3. Dedication
4. Trust
5. Transparency, and
6. Commitment

Mission and Values

- We consider our clients and candidates as part of our family; knowing their needs; building strong long term relationships and matching them with each other.
- We act with integrity and transparency when conducting business and take pride in our achievements.
- Continually striving for excellence, we enable our customers to stay ahead of their competitors by providing best- in- class qualified candidates. By these premises, we proudly earned the respect and trust of both, our clients and candidates.
- We are highly qualified to help our clients find, assess and recruit excellence in leadership talent. We understand both sides of the business, the needs of our clients and the capacity of our candidates-

How we work

- We custom tailored programs to meet the needs of our clients. We endeavor to deliver the best quality in our services.
- We sort, filter, and dig precisely through our professional networks, industry associations and our customized database of qualified professionals with the objective to find the best candidates for our client's needs.
- We have presence in each community. We are in the people business and enjoy meeting people. We at the office are committed to network, sit on boards, be present at conferences, and cultivate relationships.
- We actively source the best of the best, often before they even enter in the job market. We measure our success based on yours. Our staff is highly trained and has a proven track record of satisfied clients and candidates.
- Our expertise within the recruiting field allows our clients to benefit from our ability to meet critical objectives.

Our Process

1. Conduct a client interview to identify the qualitative and quantitative factors that establish the ideal candidate.
2. Evaluate that information and, using our extensive database and experience as resources, determine the most targeted approach to finding only the top candidates.
3. Begin contacting potential candidates and screen them by way of initial telephone interviews.
4. Determine the contenders who are the closest match to our ideal candidate to meet for more- in- depth, face to face interviews.
5. Assess the results to determine three candidates to present to the client.
6. Arrange interviews with the client and candidates.

Our Process

7. Perform in depth de brief with both, the client and candidates to ensure a clear understanding of job requirements and expectations, determine a cultural fit and establish if both parties desire to continue the process.
8. Coordinate interviews.
9. Consult with client to determine the best candidate and confirm the candidate's satisfaction and willingness to accept an offer.
10. Facilitate the offer process.
11. Post-placement follow-up satisfaction.

What others are saying

Glynne Townsend, former Sales Director, TRW

"I would strongly recommend Maria Elena's services to any potential employer, she is smart dedicated and committed to completing her goals and even though the situation may get stressed she has a personality that makes working with her through it a pleasure."

Ralf Weiser, Technical Engineering and Project Management Director, Aerzen USA Corporation

"Maria is energetic, empathetic, determined and competent. She really puts in the extra effort for her clients and once she locks in on a target she will always go the extra mile. She is such an invaluable asset to you as a client."

Pablo A. Sillas, Corporate Human Resources Director at Grupo Industrial Saltillo, "GIS"

"Maria Elena is one of the best leadership talent consultants I have ever known. As a Head Hunter she delivered high potential executives that today are making the difference in the company. She is an expert reading business needs and delivers on time with high integrity."

Carlos Santacruz, Finished Goods Sourcing Director Electrolux (Far East) Ltd

"I am pleased to fully recommend Maria Elena Cavazos and MEC Executive Search for her satisfactory professional performance in all the projects she engages. I have known her work for over 12 years and can assure it has been always delivered with strict ethic and professionalism."



Contact

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