



# **CAES**

**Results, Not Resumes**



*“Superior performance depends on people.  
CAES can help you to hire the right people to move your organization forward  
or we can help you to further improve the performance of your internal managers and staff.  
Perhaps you should consider CAES’s comprehensive solution-focused approach.”*

## **CAES Company Profile:**

**CAES Career Advancement Employment Services Inc.** is a privately owned Canadian based Organizational Performance Improvement, Executive Search and Staff Recruitment organization. Since 1997 we have built our reputation by successfully exceeding the business requirements of a wide range of client company managers and career candidates within North America and Internationally. **We will help you achieve through results.**

Our track record of success is based in our understanding of performance. Whether hiring externally or building internally, this performance knowledge enables us to present adaptive solutions that effectively satisfy each of our client’s specific requirements. Our clients depend on our experience and expertise to identify, assess, select, train or develop high performing managers, engineers, environmental and technical personnel, and this has earned us a sole-resource partnership role. Backed by our consistent success in meeting high client expectations, and through our utilization of advanced methodology, CAES has assumed a leadership position in our profession.

## **CAES Clients:**

Whether domestic or international, CAES clients are lead by strong managers who have long-term vision. High performers and self improvement-oriented, they commit to business improvement and expansion. Seeing the value in surrounding themselves with the right people, these leaders view personnel as an investment, rather than a cost, and they are open to exploring innovative hiring and development initiatives. While offering challenging careers to their people, they also provide developmental opportunities and they hold their managers and staff accountable for performance. Finally, they are selective in their choice of business partners, but once a relationship is established they commit to long-term partnerships sustained on mutual trust.

CAES is process-oriented so our proven solutions are adaptable to most industries. We have notable experience in, Equipment Manufacturing, Engineering and Environmental Consultation, Water Distribution, Infrastructure, Alternative Energy, Chemicals, Oil and Gas, Recycling, Steel, Automotive, Aerospace, Aluminum, Food and Beverage, General Manufacturing and Agribusiness.... plus.

**CAES Priority Markets:** Select clients based in Canada, Middle East, United States, Australia, Asia, and Europe.

### **CAES is different because of our:**

- Realization that our success comes from ensuring the success of our clients, therefore we focus on results.
- Client commitment based on similar business thinking. We are also business managers.
- Significant experience developed over the years. Like our clients, we have a performance improvement mentality.
- Business background and formal education focused on organizational improvement.
- Solid understanding of how and why better people get better results.
- Expertise in personality analysis and subsequent performance assessment, evaluation and development.
- Defined expertise in helping our clients to properly determine required performance results.
- Ability to go beyond basic technical requirements to personality based decision criteria.
- Highly accurate and sophisticated assessment procedures to ensure the right personnel decisions.
- Leadership in successful recruitment methodology, distinguishing us from the typical “employment firm.”
- Strategic and systematic search processes that ensure completion within a suitable timeframe.
- Research-based approach to guarantee that we find the right person, rather than hope they find us.
- Understanding of candidate career motivation and the ability to communicate in their language.

### **What Value Can CAES Provide To You?**

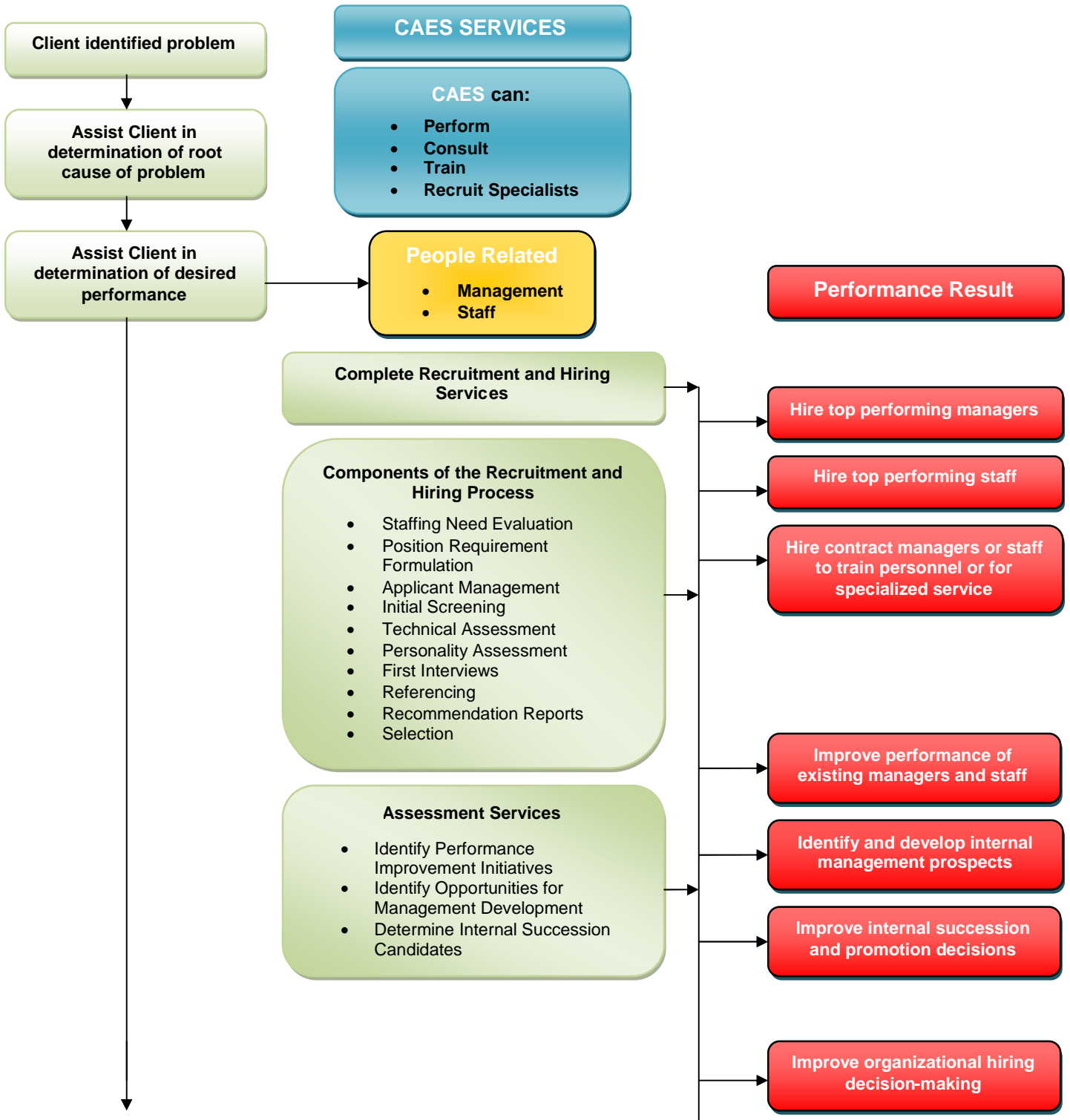
- Results, not resumes.
- Performance improvement on an individual, team, managerial and organizational level.
- Profitability and shareholder value by helping you build an organization of managers and staff who consistently perform at above average levels.
- Positive growth and competitive advantage by helping you to hire or develop high impact people.
- Cost savings in numerous ways. Neglecting performance improvement is expensive.
- Personal success by surrounding you with the right people who are doing the right things.
- Time for you to focus on what you are comfortable doing by doing what we are comfortable with.
- Accurate, independent third-party advice that you can trust. We help you feel confident in making informed personnel decisions with no hidden agendas.
- More personal career enjoyment by having your organization move in the right direction due to the combined efforts of an effective team.

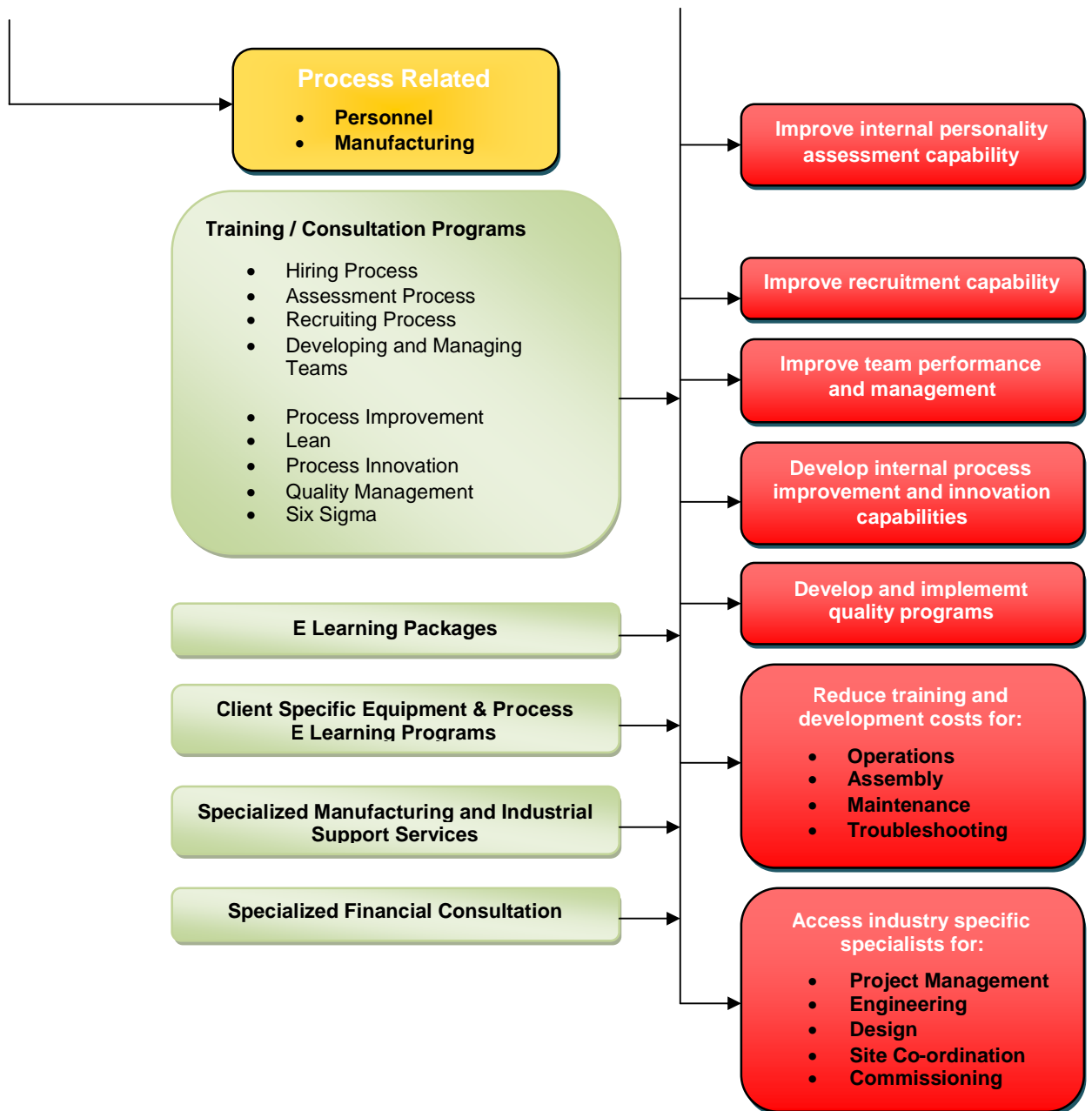
### **CAES is seeking:**

We want to establish long-term client relationships with select organizations led by managers who are determined to move forward and to distinguish their organizations from their competition. Typically growth-oriented, they are ready to move beyond the status quo and are open to investigating progressive solutions to their business challenges. They truly understand the win-win approach to business relationships and, based on mutual trust, they commit and contribute to strengthening these relationships. Our objective is to establish ourselves as an indispensable partner to these leading organizations.

## CAES Client Service Model

Our objective is to provide our domestic and international clientele with a full range of effective performance improvement services. Based on our success in performance based hiring practices, we offer a full range of solutions that can be customized to fulfill your specific requirements.





**CAES Career Advancement Employment Services Inc.**

Please feel free to contact CAES to discuss how we can help you.

**Telephone: 1 (905) 681-8240**

**General Email: [info@careeradvancement.on.ca](mailto:info@careeradvancement.on.ca)**

**Head Office Address:**

**Mailing Address:**

1441 Ontario Street  
Burlington, Ontario, Canada L7S 1G5

#200 - 522 Burlington Avenue  
Burlington, Ontario, Canada L7S 1R8