



# **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. Their dependence on our experience and expertise in identifying, assessing, selecting, training or developing high performing managers, engineers, environmental and technical personnel has most often earned us a sole-source partnership role. Backed by our consistent success in meeting high client expectations, and through our utilization of advanced methodology, CAES is distinguished as leaders in our profession.

## **CAES Clients:**

Whether domestic or international, CAES clients are lead by strong managers who have long-term vision. They are high performers and self improvement-oriented, and they commit to improving and expanding their businesses. Seeing the value in surrounding themselves with the right people, they 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 hold 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 are results oriented.
- A business mentality that understands the relationship between superior business performance and better people.
- Expertise in personality analysis and subsequent performance assessment, evaluation and development.
- Significant experience developed over the years. Like our clients, we have a performance improvement mentality.
- Defined expertise in helping our clients to determine the 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 change motivation and the ability to communicate in their language.

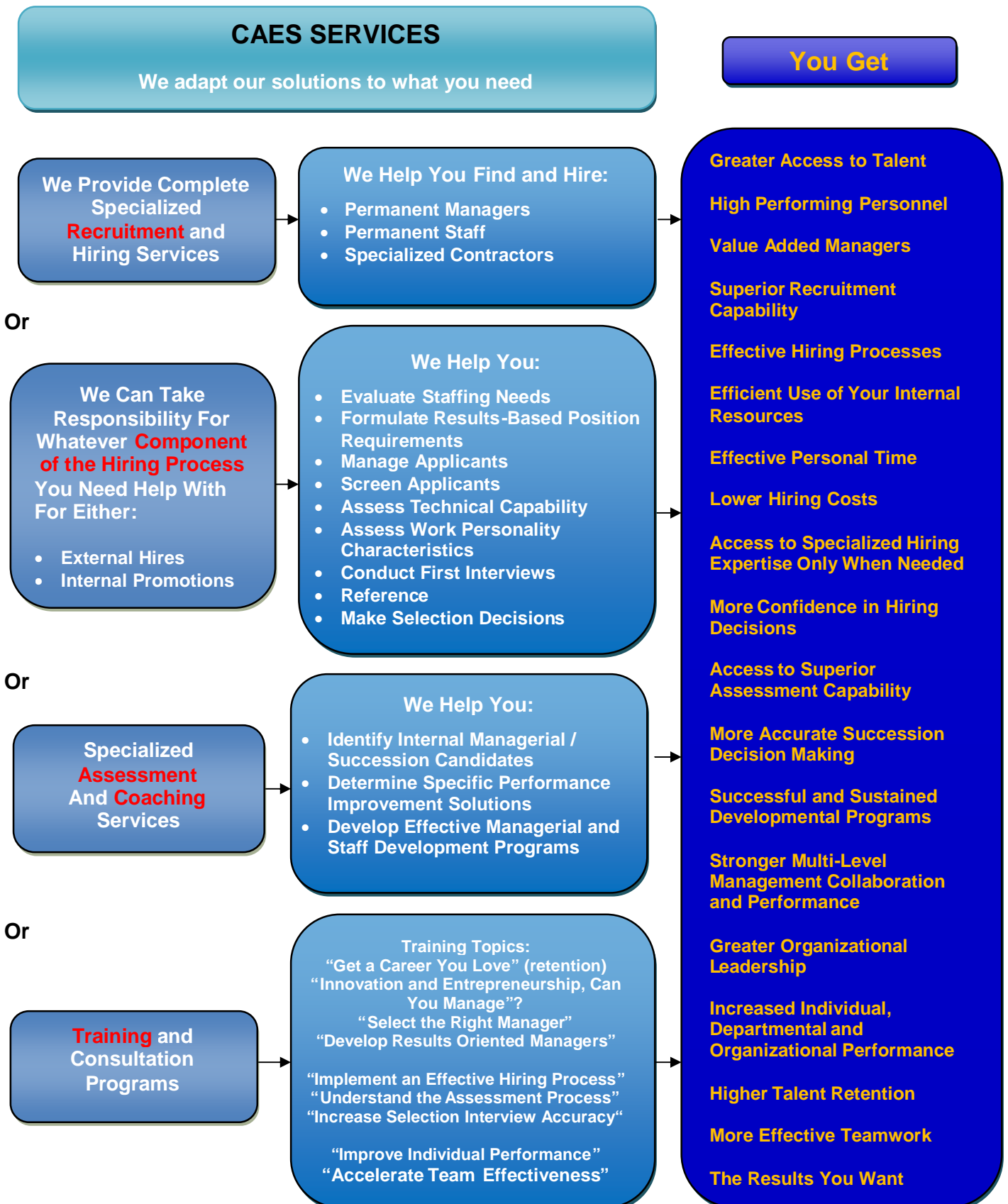
### **What Value Can CAES Provide To You?**

- 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 good at by doing what we are good at.
- Accurate, independent third-party advice that you can trust. We help you feel comfortable in making informed personnel decisions with no hidden agendas.
- More personal career enjoyment. There is nothing better than an organization that is headed 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 that are determined to distinguish themselves from their competition. Typically grow-oriented, they are lead by progressive managers and staffed with grow. With mutual commitment, trust and a win-win mentality, we expect this relationship to strengthen over time, and via consistently successful performance we want to establish ourselves an indispensable partner to these leading organizations.

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.



**By Providing You with Trusted Business Advisory Services We Help You Achieve:**

**Greater Organizational Competitiveness**

**Profitable Organizational Growth**

**Greater Innovation**

**Personal Career Growth and Satisfaction**

