



Talent Recruitment

Y'CAB GROUPE



Nadine Zadi

Founder & CEO

Y'CAB GROUPE wishes, above all, to become an indispensable lever for companies wishing to establish themselves in Côte d'Ivoire.

Our intention is to build ourselves around important issues: study, advisory and development, which will help us become a bridge, and a unifying force for companies at international and national level, together with all the actors necessary for this integration in Côte d'Ivoire.

First, study, to assess the viability of projects and bring to light weaknesses for which we will offer to support companies so as to make their execution easy and of quality.

Then, advise: our ultimate goal being the sustainability of projects and their improvement.

And finally, development: over the course of my professional career I have gained the experience and qualities essential to coordinating multiple activities, and my wish is to put my knowledge at the service of Côte d'Ivoire, an incredible country with projects that only ask to be developed.

For this, Y'CAB aims to be an incubator built on values such as leadership and rigour. I am particularly confident that we are going to do extraordinary things.



Our Vision

Deliver quality services in a constant pursuit of client satisfaction.

1

Know-how

2

Commitment

3

Availability

4

Quality

5

Responsibility

6

Trust and closeness

Our Services

Recruitment

- 360° recruitment
- Sourcing

Talent Management

- Individual training
- Corporate training
- Coaching for managers and business leaders
- Talent assessment

All our services are also TAILOR-MADE, Contact us for more information!

Our Services

- Outsourcing of Human Resources Management and Payroll
- Organisational Audit
- HR Audit and Working and Employment Conditions Audit
- Salary Benchmark
- Support for HR Department Structuring and Drafting of HR Procedure Manual
- Social Climate Audit and Employer Brand Support



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Our Approach

Needs Analysis

In-depth understanding of the company's objectives and the position to be filled.

Targeted Sourcing

Methodology based on active search and our pool of qualified candidates.

Personalised Support

Follow-up at every stage, through to the candidate's integration.

Rigorous Assessment

Deployment of modern tools to guarantee an accurate selection.

Billing Terms

BILLING TERMS

Billing Terms – Recruitment Service

Recruitment fees are based on the recruited person's gross monthly salary, with a recruitment timeline estimated according to the management level.

Management Level	Type of Service	Recommended Rate (excl. tax)	Estimated Recruitment Timeline
Low Management	Recruitment of entry-level or junior profiles (6 months to 3 years of professional experience)	1 month's gross salary	2 to 3 weeks
Middle Management	Recruitment of mid-level managers (3 to 6 years of professional experience)	1 month's gross salary	2 to 4 weeks
Top Management	Recruitment of executives or strategic experts (over 7 years of prof. exp.)	1.5 months' gross salary	4 to 6 weeks



Terms of Service

- Validation and signature of the offer
- Submission of a purchase order (if applicable internally)
- Payment of 50% of the total amount upon acceptance of the offer
- Payment of the remaining 50% at the end of the assignment
- Offers submitted are valid for a period of 10 days from the date they are sent.



Terms of Service

Guarantees included

- Candidate replacement: In the event of voluntary departure by the candidate or client dissatisfaction within the first three months, we offer a free replacement (subject to conditions*).
- Post-recruitment follow-up: Follow-up during the onboarding period to ensure the candidate is a good fit for the role.

Additional fees

- Technical or psychometric tests, if requested, will be billed separately.

General terms

- The rates indicated are exclusive of tax.
- Any change to the initial assignment will be subject to a contractual amendment.





CONTACT

Thank You

Feel free to reach out for any professional opportunity or collaboration. We look forward to contributing to the development of your skills!



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