

# JUSTONE

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Greece · Spain · France · Italy · Romania · United Kingdom · Switzerland · Poland



# Your Unique Headhunting Partner in Europe

**8**

Offices

**+50**

Headhunters

**100%**

Success Rate

With 8 offices and a network of over 50 headhunters, we support organizations in finding the right talent, from junior roles to executive positions, covering all industries across Europe.





# Our Journey

JUST ONE began its journey in 2020, founded by a team of experienced headhunters and corporate professionals, each bringing in-depth expertise across various industries.

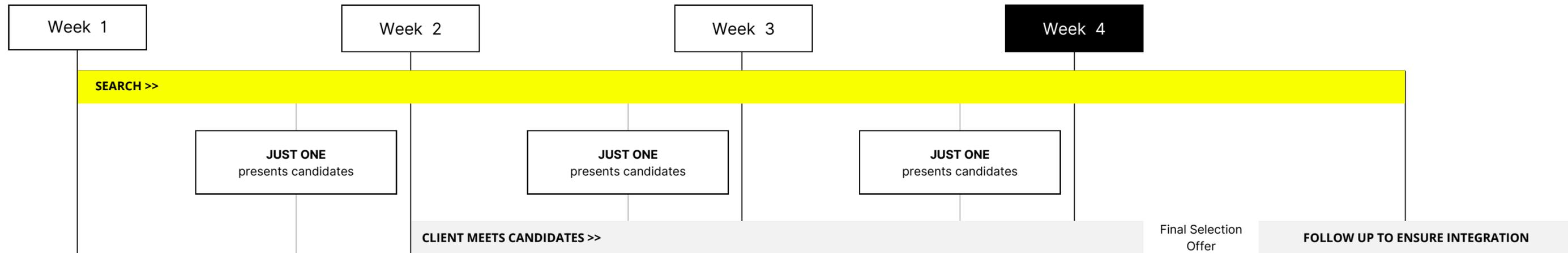
From the very beginning, our mission was clear:

- **To cover all sectors, and all level of seniority, from junior roles to C-level positions**
- **To deliver qualified profiles from the 1st week**
- **100% success-based fee, only upon hiring, for the 1<sup>st</sup> role**
- **Unified a pricing model regardless of role level or country.**

In just a few years, we've grown from a small operation in Athens - Greece - into a company established in the majority of European countries.

At JUST ONE, we are pragmatic, fast, innovative, and close to you and your business.

# Our Headhunting Process



Week 1

**From the 1st week of the search, we will present you a short list of candidates.**  
You arrange meetings directly with the candidates we sent to you in Week 1 & we pursue the search th Week 2.

Week 2

**End of the 2nd week, we will present you a 2nd Candidates Report of additional candidates.**  
You meet the candidates sent to you Week 2 & in parallel, we pursue the search the Week 3.

Week 3

**End of the 3rd week, we will present you a 3rd Candidates Report of additional candidates.**  
You meet the candidates sent to you Week 3. **In 3 weeks, you meet a long list of candidates for each position.**

Week 4

**The 4th week, you are able to make a Final Selection & proceed to Offer.**

# Traditional Recruitment firms

# VS

# Our Approach

- Entry OR C-level
- After 3 to 8 weeks
- Only 1 Shortlist of 3 Candidates
- Replacement Period 3-6 months
- Generalists
- 1/3 at signature, 1/3 at shortlist, 1/3 at hire
- Full compensation: Base + Bonus + Benefits + LTIs ...
- Fees vary by country and level
- Online tools
- Static Databases, job boards

- ROLES COVERAGE
- 1<sup>ST</sup> SHORT LIST
- FLOW OF CANDIDATES
- GUARANTEE
- CONSULTANTS
- PRICING STRUCTURE
- PRICING CALCULATION
- GEOGRAPHICAL PRICING
- ASSESSMENT
- SOURCING

- All levels from Junior to Executive**
- 1<sup>st</sup> week**
- Every week, a new shortlist of 3 qualified profiles**
- Refund scheme 3-6 months**
- Industry Experts**
- 100% success-based upon hiring for the 1<sup>st</sup> role**
- Strictly on Base Salary**
- Unified fee model: 17% across Europe**
- Live & hyperrealistic assessments**
- Real-time Data AI engine**

# Our Expertise

by Sector

## Consumer

- Country Manager Italy
- Finance Director
- NAM
- Marketing Manager
- E-commerce Manager
- Key Account Manager
- On Trade / Off Trade KAMs
- FP&A Executive
- Store Agents
- Merchandiser
- Accountant

## Life Sciences

- General Manager Greece
- Global Customer Excellence Dir.
- Head of Market Access
- Regulatory Director
- Medical Director
- BU Manager
- R&D Manager
- Brand Manager
- Packaging Supervisor
- MSL
- Clinical Research Coordinator

## Retail

- Regional GM - Balkans
- Marketing Director
- Head of Supply chain
- Procurement Director
- E-Commerce Manager
- Last Mile Delivery Manager
- Category Manager
- Omnichannel Manager
- Product line Manager
- Customer Service Leader
- Loss Prevention Officer



## IT

- CTO
- CIO
- Head of Data Analytics
- Operations & Architecture Manager
- Service Delivery Manager
- Performance Manager
- Senior Cloud Engineers
- Senior Data Analysts
- SAP Engineer
- IT Systems Administrator
- Java / Angular / React Developers

## Construction

- CFO
- CSA Director
- Construction Project Manager
- OPC Manager
- Licensing Manager
- Site Manager
- Civil Engineers
- Electrical Engineer
- Mechanical Engineer
- Health and Safety Coordinator
- PMO

## Cyber Security

- CISO
- Chief Risk Officer
- Data Privacy Officer (DPO)
- SOC Manager
- Service Delivery Manager
- Security Architect
- Senior Cyber Security Engineer
- Threat Intelligence Analyst
- Network Security Engineer
- PreSales Coordinator
- Penetration Tester

## Financial Services

- CFO
- Chief Accountant
- Claims Director
- Regional Property Manager
- Head of Equity Markets - SEE
- NPLs Director
- Senior PM - Strategy, M&A
- FP&A
- Controller
- Auditor
- Investment Banking Analyst



## Energy

- Chief Operations & Maintenance
- Head of Energy Efficiency
- Commercial Director
- Construction Project Manager
- Climate Initiative Program Director
- Licensing Manager
- HVAC Services Manager
- Civil Engineers / Field Engineers
- Health & Safety Coordinator
- Smart Grid Engineer
- Energy Analyst



## Professional Services

- Chief Innovation Officer
- Practice Leaders
- Regional Senior Partner
- Head of Legal Services
- Head of Risk & Compliance
- HR Director
- Talent Acquisition Manager
- Learning & Development Manager
- Digital Transformation Manager
- Mergers and Acquisitions Manager
- ESG Manager

## Maritime

- Chief Operations Officer (COO)
- HSQE Officer
- Technical Maintenance Manager
- Fleet Manager
- D/D Marine Superintendent
- Marine Environmental Manager
- Naval Architect
- Maritime Lawyer
- Marine Insurance Underwriter
- Senior Electrical Engineer
- Cargo & Tanker Operators

## Industrial

- Plants Director - SEE Cluster
- R&D Manager
- Lean Six Sigma Specialist
- Industrial Designer
- Quality Assurance Manager
- Quality Control Inspector
- Production Supervisor
- Maintenance Supervisor
- Industrial Safety Specialist
- Supply Chain Analyst
- Maintenance Technician

## Defence

- Senior Defense Policy Advisor
- Senior Aerospace Director
- Intelligence Analyst Manager
- Military Communications Dir.
- Drone Operator Manager
- Electronic Warfare Specialist
- Missile Defense Analyst
- Armament Engineer
- Tactical Operations Officer
- Satellite Systems Engineer
- Radar Systems Technician

# Take advantage of our innovations!

You save time !

## **Our 4 weeks Search Methodology**

Designed for efficiency & collaboration.

Each week, we deliver a fresh shortlist, up to 9 high-potential candidates in total. From week one, your HR team begins interviewing the first profiles, while we continue sourcing in parallel. This overlapping process ensures no time is wasted, and the hiring momentum stays strong.

It's a fast, structured, and partner-driven approach that saves time and accelerates decision-making, without ever compromising on quality.

You have a real idea  
of leadership skills !

## **Our Hyperrealistic Leadership Assessment**

Forget online assessments, meet SAMPURU.

Because true leaders don't perform on camera. It's revealed under pressure, in real interactions, when stakes are high. SAMPURU is our hyperrealistic leadership assessment, built around real-time decision-making, teamwork, conflict, and leadership under fire. No filters. No rehearsals.

You're in the room, observing, challenging, understanding. This is leadership. For real.

You have access to hidden talent !

## **Our AI Sourcing Tool**

Databases are dead.

We live in the age of AI, not spreadsheets. Our AI Sourcing Magic Tool is built for speed and discovery, scanning thousands of signals to uncover hidden, relevant talent in real time, in just one click.

If it was just about posting on LinkedIn, you wouldn't need us, would you?



Our excellence in Headhunting Methods, Leadership Assessment, and AI Sourcing Tool  
has been acknowledged with 3 HR Awards.

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# Our Clients

They've chosen us as their trusted HR partner,  
and we take care of their recruitment from A to Z.



*Because All Together, we are JUST ONE !*

**Greece**

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