



# 杰艾控股

## Company Profile

### 2025



# 杰艾控股概览 At a glance

我们努力通过日常工作为**劳动力市场的发展**做出贡献，并致力于这一远大的机会和责任，让人们的生活变得更好。

We work to contribute to the **evolution of the Labour Market** through our daily work and to embrace the ambitious opportunity – and responsibility – to change people's lives for the better.

37

个国家和地区设有直属分支  
COUNTRIES WITH  
DIRECT PRESENCE

700+

个办公机构遍布全球  
BRANCHES AND  
OFFICES

8,000+

名直聘员工  
EMPLOYEES

27,000+

家合作客户  
CLIENTS

我们的招聘和派遣**业务生态系统**提供了一套全面的解决方案，可产生有影响力的结果。

Our staffing and recruitment **business ecosystem** offers a comprehensive suite of solutions that generate impactful results.



整体招聘及雇佣解决方案  
Recruitment &  
Staffing



专业领域招聘  
Professional  
Recruitment



中高级管理人才  
寻访与甄选  
Middle Management  
and Executive Recruitment



业务流程外包  
Business Process  
Outsourcing



数字化求职招聘  
Programmatic  
Advertising



职业转型与  
再就业能力培训  
Lifelong Employability



学习与发展  
Learning &  
Development



## We Are

我们，作为全球领先的人力资源服务供应商，致力于**劳动力市场的演变与发展**。

A world leader in the delivery of services to support the **evolution of the Labour Market**.



## We Work

我们致力于创造可持续的社会和经济价值，营造**愉悦舒适的工作环境**，改变人们的生活。

To change people's lives - providing an **enjoyable working environment** and creating sustainable social and economic value.



## We Believe

**工作的可持续性**，即意味着我们致力于持续改善人们的生活与工作条件，从而达到一个更健康且可持续的职业目标和周期。

In **sustainable work**, which means achieving living and working conditions that support people throughout an extended working life.



## We Aim

我们的目标是，**结合雇佣市场的需求**，为**求职者和企业**创建一个可持续的、充满活力的全球就业市场。

To create a sustainable and enjoyable Global Market for **Candidates and Companies**, reflecting **Labour Market needs**.

We Are  
**More**  
than **Work**

# 杰艾基金会 Fondazione Gi Group



## 愿景 Vision

杰艾基金会希望成为[可持续工作](#)问题上的[主要声音](#)。我们的目标是与所有利益相关者合作，从建设性的角度，以可持续工作的价值观和模式为基础，确定[积极促进我们所在国家进步](#)的解决方案。

Fondazione Gi Group wants to become a [leading voice](#) on the issue of [Sustainable Work](#). We aim to work with all stakeholders to identify solutions which [actively contribute to the progress of the countries where we operate](#), from a constructive perspective and based on Sustainable Work values and models.

## 核心业务 Core activities

研究中心  
Research Center

项目  
Projects

## 使命 Mission

杰艾基金会致力于通过完成具体又可复制的举措和项目来[研究、实施和传播可持续工作](#)的理念。

Fondazione Gi Group works to [INVESTIGATE, IMPLEMENT and DISSEMINATE](#) the concept of [Sustainable Work](#) via the completion of initiatives and projects which are both concrete and replicable.

可持续工作文化  
Sustainable Work Culture

# 可持续工作宣言

## Our Sustainable Work Manifesto

### 公平&安全的工作 Decent & Safe Work

可持续工作保障个人尊严、正规合同、免受剥削、安全的工作条件、公平的收入、平等、个人福祉，并赋予个人在这些领域的发言权。

Sustainable Work guarantees **dignity, regular contracts, protection** from exploitation, **safe working conditions**, fair income, **equality**, personal wellbeing, and **empowerment for individuals** to have a voice in these areas.

### 多元、公平和包容 Diversity, Equity & Inclusion

可持续工作消除阻止或阻碍求职者进入、留在劳动力市场或在其中进一步发展的障碍，同时重视个人价值，确保所有人获得公平性和包容性。

Sustainable Work **eliminates the hurdles** that discourage or hinder workers from entering, remaining, or advancing in the Labour Market, while **valuing personal contribution** and ensuring **equity and inclusion** for all.

### 就业能力和满意度 Employability & Satisfaction

可持续工作为人和企业创造条件，使其在健康的、有意义的工作生活中积极保持就业能力、工作参与度，以及工作与生活的平衡。

Sustainable Work establishes conditions that enable people and companies to actively sustain **employability, engagement** and **work life balance** throughout an extended, healthy and meaningful working life.

### 保护资源&守护未来 Safeguarding Resources for the Future

可持续工作符合ESG标准，同时不影响后代人才进入和参与劳动力市场的能力，也可避免对人力和环境资源的过度开发，并促进工作能力、创新和关系的发展。

Sustainable Work aligns with **ESG standards** without compromising the ability of future generations' access to – and participation in – the Labour Market. It avoids the exploitation of human and environmental resources, while fuelling **competences, innovation, and relations**.

# 价值观

## Our Values



关爱他人  
Care



团队协作  
Collaboration



保持热爱  
Passion



可持续发展  
Sustainability



不断学习及创新  
Continuous Learning  
and Innovation



责任感  
Responsibility

# 发展历程 Our History

1998

创立 Generale Industrielle。  
Founding of Generale Industrielle.

2004

收购菲亚特在意大利的  
专属人力资源服务商。  
Acquisition of Fiat's  
employment agency in  
Italy.

2005

拓展人力资源服务范围。  
Expansion of our range  
of HR services.

2007

国际扩张，进入德国和波兰市场。  
International expansion in Germany  
and Poland.

2008

整合成为 Gi Group；进入大中华地  
区、法国、巴西、西班牙和印度市场。  
We become Gi Group. International  
expansion in China (Mainland & Hong  
Kong), France, Brazil, Spain and India.

2009-2011

进入英国、阿根廷和东欧市场。  
International expansion in UK,  
Argentina and Eastern Europe.

2016

收购 Tack 和 TMI，进入哥伦比亚市场。  
Acquisition of Tack and TMI.  
International expansion in Colombia.

2014-2015

进一步国际扩张，进入土耳其、葡萄牙、  
荷兰和斯洛文尼亚市场。  
International expansion in Turkey,  
Portugal, Netherlands and Slovakia.

2013

启动全球新业务实践。  
Creation of the Global Practices.

2018

收购 Grafton 和 Marks Sattin。  
Acquisition of Grafton and Marks  
Sattin.

2019

进一步在德国进行收购，强化国际  
流动能力。  
Further acquisitions in Germany  
expand our International Mobility  
capabilities.

2020

进军美国市场。  
International expansion in USA.

2024

收购 Kelly 欧洲派遣业务；进入比  
利时、卢森堡和挪威市场。  
We acquire the European Staffing  
business of Kelly.  
International expansion in Belgium,  
Luxembourg, and Norway.

2023

庆祝集团成立25周年，并完成第  
50次收购。  
We celebrate our 25<sup>th</sup>  
anniversary and 50<sup>th</sup> acquisition.

2022

成立全球集团品牌：杰艾控股；  
拓展在爱沙尼亚、拉脱维亚、立陶宛、  
瑞士和列支敦士登的业务。  
We launch the Corporate Brand Gi  
Group Holding.  
International expansion in Estonia,  
Latvia, Lithuania, Switzerland and  
Liechtenstein.

2021

收购瑞士的 Jobtome 和法国的 Axisis。  
Acquisition of Jobtome in Switzerland  
and Axisis in France.

# 战略变革

## Our Strategic Evolution

起始点  
Our starting point

成功在意大利  
开展业务  
Success in Italian  
Staffing

从灵活用工到多元服务  
From Temp and Perm  
to a range of HR  
services

从意大利  
到全球  
From Local  
to Global

与全球社区分享  
最佳实践  
Sharing best  
practices with  
the global  
community

整合品牌、经验  
和资源  
Uniting brands,  
know-how and resources

巩固全球布局  
Consolidating  
our global  
presence

新的协同增效与机遇  
New synergies and  
opportunities

25年间致力于支持劳动力市场的发展  
25 years working for the evolution of  
the Labour Market

全球统一集团身份  
A unified  
global identity

迈向人力资源的未来  
Towards the  
future of HR

2024

收购 Kelly 欧洲派遣业务；强化在  
14个国家的生命科学领域业务。

We acquire the European Staffing  
business of Kelly and strengthen  
our Life Sciences capabilities in 14  
countries.

2023

完成集团的第50次收购。

We complete our 50th acquisition.

2022

推出全球集团品牌 Gi Group Holding。

We launch the Corporate Brand Gi  
Group Holding, an ecosystem of  
integrated HR Services.

2021

收购 Jobtome，进军人工智能和  
自动化招聘领域。

We acquire Jobtome and step  
into the world of AI and  
automated job-posting.

1998

创立 Generale  
Industrielle。  
We found Generale  
Industrielle.

2004

收购 Worknet，菲亚  
特的专属人力资源服  
务商。  
We acquire WorkNet,  
Fiat's employment  
agency in Italy.

2005

完成收购，涉足新业务：新职  
介绍、培训、人力资源咨询以及  
薪酬外包。  
We complete acquisitions  
in Italy and start operations in  
outplacement, training, HR  
consultancy and payroll  
outsourcing.

2007/8

开始国际扩张，进入欧  
洲、亚洲及南美市场。  
We start our  
international expansion:  
Europe, Asia & South  
America.

2010

成为世界就业联盟  
的全球企业会员。  
We become  
a member of World  
Employment  
Confederation  
(formerly CIETT).

2013/16

启动全球新业务实践：整体招聘及顾问  
解决方案、中高端人才寻访及甄选、学  
习与发展、新职介绍以及业务流程外包。  
We create the Global Practices:  
Temporary and Permanent Staffing,  
Middle and Senior Manager Search &  
Selection, Learning & Development,  
Outplacement and Business Process  
Outsourcing.

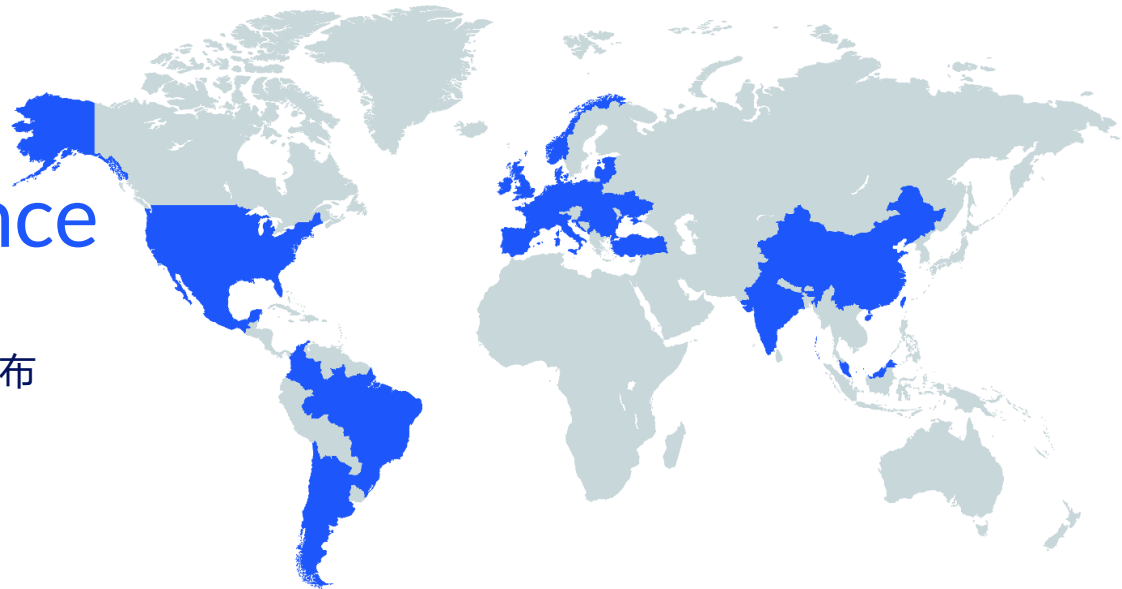
2020

进入美国市场。  
We begin working in  
the USA.



# 全球布局

## Our Global Presence



基于直属运营模式，迄今我们的业务已遍布  
**欧洲、亚太和美洲大陆。**

Thanks to direct presence, today we are  
active across **Europe, APAC** and the  
**Americas.**

37

个国家地区设有直属分支  
COUNTRIES WITH DIRECT PRESENCE

700+

个办公机构遍布全球  
BRANCHES AND OFFICES

8,000+

名直聘员工  
EMPLOYEES

27,000+

家合作客户  
CLIENTS

### 直属分支分布地区 DIRECT PRESENCE

- 阿根廷 Argentina
- 比利时 Belgium
- 巴西 Brazil
- 保加利亚 Bulgaria
- 智利 Chile
- 哥伦比亚 Colombia
- 克罗地亚 Croatia
- 捷克 Czech Republic
- 丹麦 Denmark
- 爱沙尼亚 Estonia
- 法国 France
- 德国 Germany
- 大中华地区 Greater China
- 匈牙利 Hungary
- 印度 India
- 爱尔兰 Ireland
- 意大利 Italy
- 拉脱维亚 Latvia
- 列支敦士登 Liechtenstein
- 立陶宛 Lithuania
- 卢森堡 Luxembourg
- 马来西亚 Malaysia
- 墨西哥 Mexico
- 黑山 Montenegro
- 挪威 Norway
- 波兰 Poland
- 葡萄牙 Portugal
- 罗马尼亚 Romania
- 塞尔维亚 Serbia
- 斯洛伐克 Slovakia
- 西班牙 Spain
- 瑞士 Switzerland
- 荷兰 The Netherlands
- 土耳其 Turkey
- 乌克兰 Ukraine
- 英国 United Kingdom
- 美国 USA

# 集团规模

## Our Growth

39 亿欧元  
3.9 BLN €

杰艾控股一直致力于**可持续劳动力市场**的发展超过25年。

Working towards a sustainable Labour Market  
for over a quarter century.



据 SIA 最新研究报告显示，杰艾控股是全球最大的人力资源服务集团之一：  
Ranked as one of the world's largest staffing firms:



15<sup>th</sup>

全球排名  
WORLDWIDE

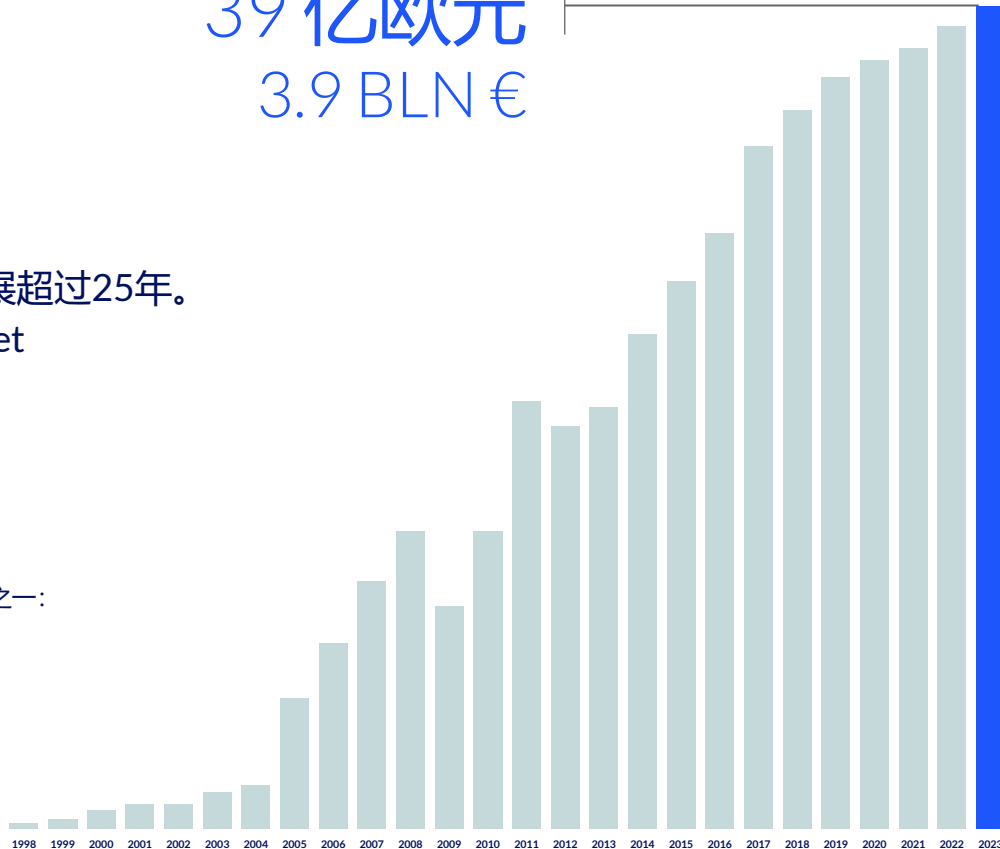
(7<sup>th</sup> 私营 Privately Held)



9<sup>th</sup>

欧洲排名  
EUROPE

(4<sup>th</sup> 私营 Privately Held)



# 大中华区布局

## Our Greater China Presence



- 15年以上行业服务经验  
15+ Years Service Experience
- 9大业务中心，4大业务区域  
9 Business Hubs & 4 Business Regions
- 全年服务近50万人次  
Supplied Almost 500,000 FTEs
- 超过400名直聘雇员  
400+ Direct Employees
- 超过5000家稳定合作的企业客户  
More than 5,000 Stable Corporate Clients
- 100多家分支机构覆盖全国主要经济城市  
100+ Branches Around Greater China



人力资源服务  
五星级企业  
FIVE-STAR HR  
SERVICES  
PROVIDER



全国人力资源  
诚信服务机构  
NATIONAL  
TRUSTWORTHY  
HR COMPANY



通过 ISO9001  
质量管理体系认证  
ISO 9001  
SYSTEM  
CERTIFICATE

# 商业 & 行业交流

## Commercial & Industry Relationships

杰艾控股重视行业交流，现为**上海、宁波、浙江、北京、苏州、深圳**等地区的人力资源服务行业协会会长或理事单位；同时关注区域商业动态，是**中国欧盟商会**的企业会员。

Gi Group Holding is the presidential or board member of HR associations in **Shanghai, Ningbo, Zhejiang, Beijing, Suzhou** and **Shenzhen**. For the regional commercial communication, we are the corporate member of **European Union Chamber of Commerce** in Greater China.



# 荣誉与奖项 (政府表彰)

## Our Honors in Greater China

- 2024 年浙江省服务业领军企业 (人力资源服务)  
The Leading Enterprise in the Service Industry of Zhejiang (HR Service)
- 2024-2027 年宁波市“专精特新”人力资源服务机构  
Ningbo Specialized, Refined, Distinctive, and Innovative Human Resources Service Enterprise
- 2023 年度浙江省人力资源服务机构综合 20 强 (2019-2023)  
Zhejiang Top 20 Comprehensive Human Resources Service Provider
- 2023 年度浙江省人力资源服务机构外包 20 强 (2019-2023)  
Zhejiang Top 20 Human Resources Outsourcing Service Provider
- 2023 年度浙江省人力资源服务机构猎头 TOP1  
Zhejiang Top 1 Headhunting Service Provider
- 2023 年度浙江省信用管理示范企业  
Zhejiang Credit Management Demonstration Enterprise
- 2023 年浙江省服务业领军企业 - 服务业行业领跑企业 (人力资源服务)  
The Pioneer Enterprise of Zhejiang Service Industry (HR Service)
- 2023 年浙江省首批省级人力资源服务出口基地 - 企业类  
Provincial-level Human Resources Service Export Base in Zhejiang
- 2023-2026 年浙江省人力资源服务企业信用等级五星级  
Five-star Credit Rating of Zhejiang HR Service Enterprise
- 2023 年首届人力资源服务国际贸易交流合作大会 20 大“创新经验”  
"Innovative Experience" of the First Conference on Exchange and Cooperation for International Human Resources Service Trade
- 2023-2025 年浙江省 AAA 级“守合同重信用”企业 (2019-A & 2022-AA)  
Zhejiang AAA-Level "Keep Contract and Keep Credit" Enterprise
- 2023 年苏州市人力资源服务业专精特新企业  
The Specialized, Refined & Unique Enterprise of Suzhou Human Resources Service Industry
- 2023 年宁波市商业秘密保护示范点  
Ningbo Trade Secret Protection Demonstration Site



# 荣誉与奖项 (商业评选)

## Our Honors in Greater China

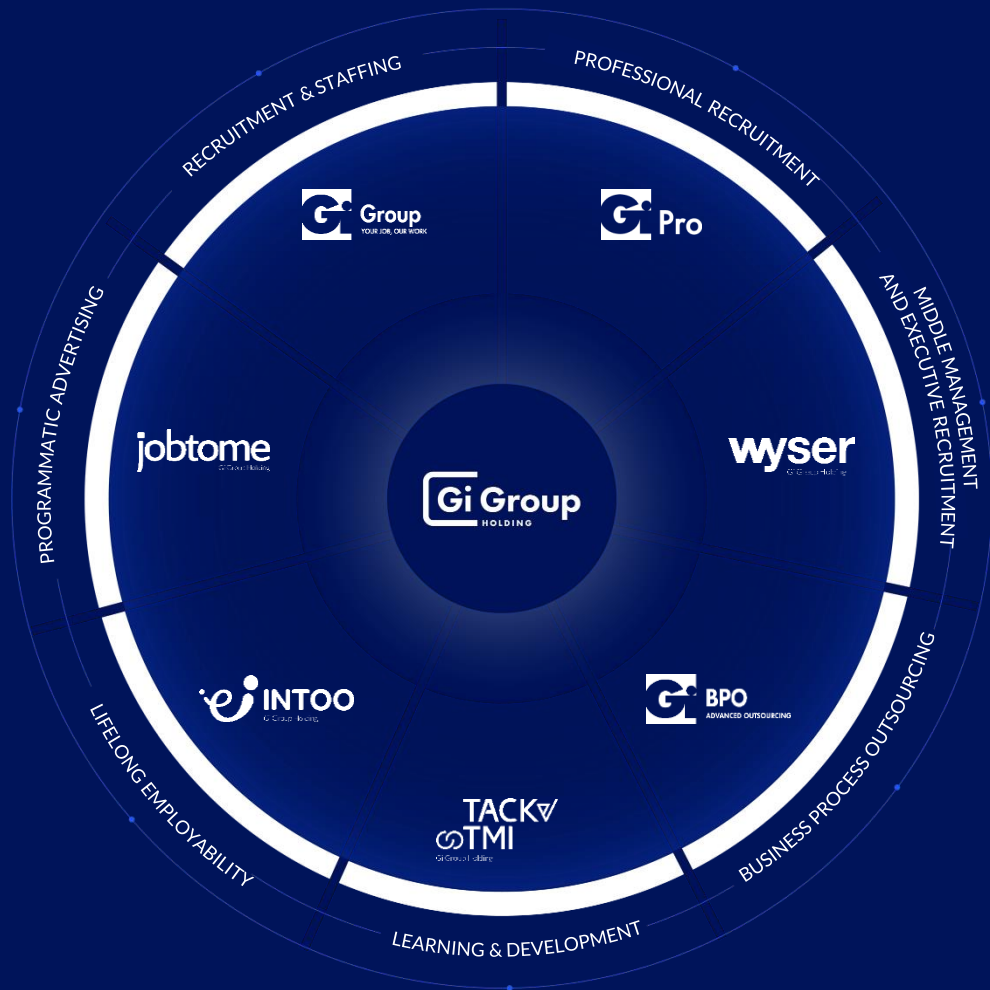
- 2024 智享会灵活用工 - 制造业蓝领岗位 HR 臻选服务机构  
HR's Pick - Flexible Staffing Service Provider for Blue Collar Workers (HREC) (2020-2024)
- 2024 智享会招聘流程外包 HR 臻选服务机构  
HR's Pick - Recruitment Process Outsourcing Service Provider (HREC)
- 2024 企业信用等级AA级 (FAREAST CREDIT)  
Enterprise Credit Rating AA Level (2019-2024)
- 2023 第一资源人力资源服务机构 100 强 (& 2022)  
Top 100 Human Resources Service Organization (TopHR)
- 2022 MeetHR 年度十大影响力人力资源品牌 - 人事外包类  
Top 10 Influential Human Resources Outsourcing Brand (MeetHR)
- 2022 MeetHR 上海人力资源服务商百强 (& 2021)  
Top 100 Shanghai Human Resources Service Provider (MeetHR)
- 2022 中国HRO排行榜 - 外资/合资TOP 10  
2022 Top 10 HRO Services Unit (Foreign-invested/Joint Venture) (TopHR) (& 2020 & 2019)
- 2021 亚洲招聘大奖 “最佳专业招聘机构” 铜奖  
Asian Recruitment Awards “Best Professional Services Recruitment Agency” Bronze Award
- 2021 亚太人力资源服务奖 “高成长企业” 奖  
Asia-pacific Human Resources Service High Growth Enterprise
- 2021 人力资源服务业潜力公司大奖 (金帜奖)  
Most Promising Company Award in HR Service Industry (HRFLAG)
- 2020 亚洲招聘大奖 “最佳临时招聘机构” 铜奖  
Asian Recruitment Awards “Best Temporary Recruitment Agency” Bronze Award



# 杰艾生态系统

## Our HR Ecosystem

- 整体招聘及雇佣解决方案  
Recruitment & Staffing
- 专业领域招聘  
Professional Recruitment
- 中高级管理人才寻访与甄选  
Middle Management and Executive Recruitment
- 业务流程外包  
Business Process Outsourcing
- 学习与发展  
Learning & Development
- 职业转型与再就业能力培训  
Lifelong Employability
- 数字化求职招聘  
Programmatic Advertising



# 杰艾专业领域

## Our Specialised Divisions

我们在**所有业务中**使用专业的**咨询方法**，以充分了解每个领域和工作场所的动态。

We use a **consultancy approach across all our businesses** to fully understand the dynamics of each sector and workplace.



制造  
Manufacturing



汽车  
Automotive



物流  
Logistics



生命科学  
Life Sciences



IT与咨询  
IT &  
Consultancy



零售  
Retail



工程  
Engineering



能源  
Energy



客服中心  
Contact Center



金融服务  
Banking &  
Insurance



时尚与奢侈品  
Fashion &  
Luxury



建筑与施工  
Building &  
Construction



快消  
Fast Moving  
Consumer Goods



设施管理、酒店  
与餐饮  
Facility Management  
& HORECA



化工与农业  
Chemical &  
Agriculture



# 杰艾解决方案

## Our Solutions

- 人才搜寻和吸引  
Talent Sourcing & Attraction
- 人才招聘和管理  
Talent Hiring & Management
- 人才发展  
Talent Development
- 人才关怀  
Talent Care



# 整体招聘及雇佣 解决方案

## Recruitment & Staffing



**以人为本，整体分析，简化招聘流程：**从候选人检索到劳动力管理。

Taking a holistic, people-centred approach, we make the staffing process simpler: from candidate sourcing to workforce management.

- **拥有全球视野，深度了解不同行业背景。**  
We have a global perspective and thorough industry-specific knowledge.
- **提供灵活、集成、可扩展的解决方案，**帮助客户实现其业务目标。  
We deliver flexible, integrated and scalable solutions to help our clients achieve their business goals.
- **与客户建立长期稳定的合作关系，**协同了解客户和候选人的需求，完成对**合适人才与合适企业**的匹配。  
We build long-lasting relationships, understanding clients' and candidates' needs to match the right people with the right companies.
- **采取负责任的行动，**推动劳动力市场的蓬勃发展。  
We act responsibly to make the labour market thrive.

25+

年行业经验 YEARS  
STAFFING EXPERIENCE

31

个国家设有直属分支 COUNTRIES  
DIRECT PRESENCE

4K+

位招聘和劳动力管理专家  
EXPERTS  
RECRUITMENT & WORKFORCE  
MANAGEMENT

20K+

家客户选择我们的服务  
CLIENTS  
WE PARTNER WITH  
YEARLY

175K+

位候选人被推荐到各行各业  
SPECIALISED AND GENERAL  
WORKERS WE SOURCE FOR  
OUR CLIENTS EACH YEAR



杰艾人力提供灵活的招聘和雇佣解决方案，在招募和管理各行业人员，尤其是**体量型业务场景**中，拥有丰富的专业知识和实践经验。

We provide **flexible workforce solutions**, with comprehensive expertise in managing **high volumes** of specialised and general workers across sectors and markets.

## 核心服务 CORE SERVICES



### 派遣和灵活用工 TEMPORARY STAFFING

**高效率企业服务** We provide the efficiency companies need.

通过灵活用工服务，协助客户轻松应对新项目或备战用工旺季，确保客户用工的灵活性和高效性，并实现成本监控和目标满足。  
With our temporary staffing service, we help clients deal with new projects or prepare for peak season, ensuring flexibility and effectiveness, while monitoring costs and hitting targets.



### 招聘及衍生服务 PERMANENT STAFFING

**高质量候选人才** The right candidate at the right time.

与客户就招聘需求进行有效沟通，并管理整个招聘流程，以便为客户提供满足其岗位要求且符合其公司文化的候选人。  
We consult our clients on their hiring needs and manage all sourcing and selection process to provide candidates that fit the company culture and the requirements of each role.

## 行业领域 DIVISIONS

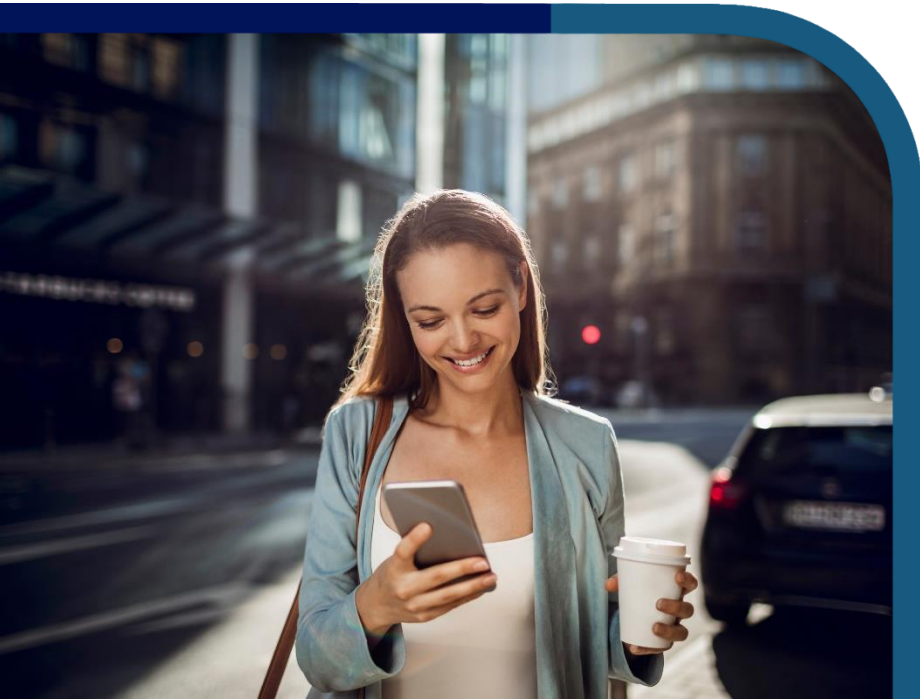
- 汽车与新能源  
Automotive & E-mobility
- 制造与自动化  
Manufacturing & Automation
- 物流与供应链 Logistics & Supply Chain
- 高科技与互联网 High-tech & Internet
- 金融服务 Banking & Insurance
- 化工与农业 Chemical & Agriculture
- 生命科学与医疗 Life Science & Medical
- 时尚与奢侈品 Fashion & Luxury
- 快消与零售 FMCG & Retail
- 半导体与能源 Semiconductor & Energy
- 工程设计 Engineering
- 咨询服务 Consultancy
- 房地产与建筑施工  
Building & Construction
- 设施管理、酒店与餐饮  
Facility Management & HoReCa

## 可定制解决方案 PLUG & PLAY AND CUSTOMISABLE SOLUTIONS

- 驻场服务 SMS  
( Site Managed Services - Onsite )
- 多站点管理 MSM  
( Multi-Site-Management )
- 招聘流程外包 RPO
- 海外招聘 MoveUp  
( 国际人才流动专用解决方案  
International Mobility )
- 专业领域招聘 Gi Pro  
( Professional Recruitment )
- 技能提升及专业培训  
Gi Training  
Upskilling & Professional Training
- 供应商管理 Master Vendor
- 雇主品牌 Employer Branding

# 专业领域招聘

## Professional Recruitment



杰聘通是杰艾控股旗下的专业领域招聘服务品牌，专注于**中端人才（包括专门人才及技术人才等）的寻访、甄选、招聘及雇佣解决方案**等服务。

With Gi Pro, we offer **Flexible Staffing & Middle-end Search and Selection Services** as the Professional Recruitment Brand of Gi Group Holding.

- 国际化商业网络 Global Branch Network
- 与优质客户保持长期业务关系 Partner Relationships
- 经验丰富的专家团队 Experienced & Specialized Team
- 找、筛、评、选综合的招聘方式 Sourcing & Screening & Assessment & Selection
- 深度了解大中华区市场 Knowing Greater China Market in Depth
- 端到端的客制化方案 An End To End Customized Solution
- 积极主动的人才通道 Proactive Talent Pipeline Created

## 100K – 400K RMB

候选人年薪范围  
ANNUAL SALARY RANGE  
OF CANDIDATES

杰聘通的目标是**了解企业所需的人才**，同时帮助候选人应对其专业领域不断变化的趋势，并指导他们迈出职业生涯的下一步。我们**坚定致力于支持企业组织实现成长**。

Our goal is to **understand the talent businesses need**, before helping candidates understand the changing landscape of their specialism and guiding them in their next step, **convinced and committed to help your organisation grow**.

## 专业服务领域 DIVISIONS

专注众多行业领域，擅长各类业务职能：

We are experts in many sectors, and in most business functions:

### 大工业 General Industry

- 机械 Mechanical
- 化工 Chemical
- 流体控制 Pumps & Valves
- 汽车和新能源 Automotive & NEV
- 工程 Engineering
- 自动化 Automation
- 医疗医药 Medical

### 专业职能 Functional

- 财务 Financial
- 人事行政 HR & Admin
- 销售 Sales
- 市场 Marketing
- 采购 Purchasing

### 零售 Retail

- 鞋服  
Clothing & Shoes
- 配饰（眼镜和腕表）  
Glasses and Watches
- 轻奢 Entry Luxury
- 奢侈品 Luxury
- 电商 E-Commerce

### 其他 Others

- 信息技术 IT
- 农业 Agriculture
- 物流 Logistics



# 中高端管理人才 寻访与甄选

## Middle Management and Executive Recruitment



纬泽 (Wyser) 与具有前瞻性的企业合作，通过深厚的**市场专业知识**、共享的集团战略和量身定制的咨询服务，为其**搜寻并聘用有才华的管理人员**。

We partner with forward-thinking companies **to identify and engage talented managers**, through deep **Market expertise**, shared strategies and a tailored consultancy.

- 建立三大洲**全球模型**，提供跨国解决方案和国际流动计划，并建立合作伙伴关系。  
We operate a **global model** covering 3 continents with cross-border solutions, and international mobility programs and partnerships.
- 提供**招聘咨询服务**，突出客户和需求分析，定制实施候选人管理策略。  
We adopt a **consulting approach to recruitment**, based on customer and need analysis, tailored solutions and a comprehensive candidate management strategy.
- 按职业（专有技术和价值创造）**划分专业**，以及按行业划分次专业。  
Specialisation by job families (know-how and value generation) and sub-specialization by industry.
- 高度重视建立**持久稳定的**合作伙伴关系。  
A strong focus on building **long lasting partnerships**.

13

个国家设有直属分支  
COUNTRIES  
DIRECT PRESENCE

300+

名雇员  
EXPERTS

纬择深入了解客户的业务需求，并结合特定的行业知识，为客户提供**定制化的解决方案**。

We offer custom-made solutions based on a thorough understanding of the business needs combined with our industry-specific knowledge.

在人才寻访与甄选的过程中，纬择还提供增值服务，例如**猎头、资质和个性评估，以及候选人市场测绘**等。

Our Search & Selection process includes added value services such as **headhunting, aptitude and personality assessment, and candidate market mapping**.

## 专业服务领域 DIVISIONS

纬择团队能为以下行业和职能领域提供专业支持：  
Our teams focus on the following divisions and functions:

- 汽车&制造  
Automotive & Manufacturing
- 新能源  
New Energy
- 化工  
Chemical & Industrial
- 金融服务  
Financial Service
- 高科技/互联网  
High-tech & Internet
- 零售与消费品  
Retail & Consumer
- 农业 Agriculture
- 生命科学 Life Science
- 高层管理  
General Management
- 财务与会计  
Finance & Accounting
- 销售与市场  
Sales & Marketing
- 技术与工程  
Technical & Engineering
- 项目管理  
Project Management
- 供应链管理  
Supply Chain Management
- 人力资源 Human Resources
- 运营 Operation

# 业务流程外包

## Business Processes Outsourcing



杰艾 BPO 秉承 **#结果导向** 管理理念为客户提供外包服务，注重**灵活性**的同时，拥有**强烈的职业道德**，并仅根据结果进行结算和开具发票，确保客户的长期成功。

We manage your outsourced processes with a **#ResultsDriven** mindset, focusing on **flexibility, strong work ethic**, and invoicing based solely on results to ensure your long-term success.

### 基于三大支柱的运营模式：

Our Operating Model is based on 3 pillars:

- **对外包服务的结果负责**，以获得更高的效率和灵活性。  
Responsibility for the results of the outsourced services, resulting in greater efficiency and flexibility.
- **得益于技术和规模经济，以较低的单位成本处理业务交易。**  
Process transactions at a lower unit cost thanks to technology and economies of scale.
- **敏捷方法论**，确保提供高质量的客户体验、更好的流程控制和成本透明度。  
An agile methodology which provides high-quality customer experience, greater process control and cost transparency.

11

个国家设有直属分支  
COUNTRIES  
DIRECT PRESENCE

580+

雇员  
EXPERTS

1K+

家客户选择我们的服务  
CLIENTS

WE PARTNER WITH YEARLY



在重新规划流程之前，杰艾 BPO 会研究所有的需求和输入，并结合最适合的**技术与方法**，实现更**有效**的流程管理，从而为企业提供更高的**灵活性**。

Our specialists study all **requirements** and inputs, before remapping the process, incorporating best-fit **technologies** and methodologies, which allow them to manage the process more **efficiently**, with greater **flexibility** for companies.

杰艾 BPO 的流程和解决方案已获得 ISO9001 和 ISO27001 认证。

GiBPO processes and solutions are certified with ISO 9001 and ISO 27001.

### 专业服务领域 DIVISIONS

- 生产制造 Manufacturing
- 快消品 FMCG
- 互联网 Internet
- 餐饮 Catering
- 食品 Food
- 客服 Customer Service
- 电商相关 E-commerce Division
- 快递物流 Express & Logistics
- 外卖配送 Takeaway Distribution
- 仓储管理 Warehousing Management

# 学习与发展

## Learning & Development



凭借110多年的经验，TACK&TMI 帮助企业及其员工**更好地工作和成长**，并利用深厚的同理心、**丰富的内容整合和出色的学习体验**实现不断发展。With over 110 years of experience, we empower Companies and their people to **work better and grow**, leveraging deep empathetic relationships, a **diverse collection of content**, and **brilliant learning experiences**.

- **全球网络覆盖**：以全球统一标准提供学习课程，并根据当地文化和学习者的具体需求完成调整。  
**Global footprint.** We deliver learning to a consistent global standard while adapting to local cultures and the specific needs of your learners.
- **内容灵活丰富的定制解决方案**：既提供基于专业研究的解决方案，又能根据客户业务的实际需求灵活定制学习内容。  
**Array of content & flexibility to customise solutions.** We have both research-based solutions and the flexibility to customise learning content to your business reality and requirements.
- **对质量和一致性的承诺**：按时、高质量地提供各种规模的学习课程，并采用最新的学习方案和交付方式。  
**Commitment to quality & consistency.** We deliver programmes of all different sizes on time, to a high quality and with the latest in learning design and delivery.

55+

个国家设有直属分支  
COUNTRIES  
DIRECT PRESENCE

600+

名雇员  
EXPERTS

通过最新的方案设计和技术，TACK&TMI 能够充分利用并发挥**学习咨询、个人评估、培训干预**（包括现场和远程）、**异步学习**（数字化和自定进度）和**绩效辅导**等方面的最佳优势。

Using the latest in solutions design and technology, we leverage the best in **learning consulting, individual assessments, training interventions** (both in-person and virtually), **asynchronous learning** (digital and self-paced) and **performance coaching**.

建立独特的合作关系，并提供学习方案帮助企业及其员工：

The partnership we build with our clients is unique and delivers:

- **收入增长**：通过培养销售专业人员和销售团队的能力  
Revenue growth – by building the capability of Sales Professionals and Sales Teams.
- **员工参与度和生产力**：为学习者提供持续的职业和个人发展规划  
Employee engagement and productivity – providing learners with ongoing career and personal development.
- **员工留任和领导力**：培养未来的领导者和管理者  
Employee retention and leadership culture – growing the Leaders and Managers of the future.
- **卓越的客服服务**：通过改变思维模式和鼓励在整个组织中拥有客户体验  
Superior CX – by changing mindsets and encouraging ownership of customer experience across your organisation.
- **文化变革**：让个人和领导者做好变革准备，思考如何预测、接受和实现变革  
Culture transformation – preparing individuals and leaders for change: how to anticipate it, accept it and deliver it.
- **安全的工作场所**：通过在个人和管理人员中推广支持安全文化行为  
Safe workplaces – by promoting the behaviours (in individuals and managers) that underpin a safety culture.

# 职业转型与 再就业能力培训

## Lifelong Employability



INTOO 帮助人们在**工作和组织的转型过程中适应变化**，并提供以人为**本的培训、辅导、职业发展、变革管理和再就业服务**。

We help People adapt to **change at work** and organizations in their transformation process. We offer people-centric **coaching, mentoring, career development, change management and outplacement services**.

5

个国家设有直属分支  
COUNTRIES  
DIRECT PRESENCE

100+

名雇员  
EXPERTS



100+

个国家分布 COUNTRIES  
CAREER STAR GROUP

2K+

位网络顾问 NETWORK OF  
CONSULTANTS  
CAREER STAR GROUP

INTOO 还是 Career Star Group 的**创始会员**，该组织是一个由世界领先的再就业公司组成的全球协会。  
INTOO is also a **founding member of the Career Star Group**, a global association of the world's leading outplacement companies.

该联盟能够接触到业内一些最具创新精神的人才，并确保 INTOO 可以支持位于任何地方的企业和个人。

The alliance provides access to some of the most innovative brains in the industry and ensures that INTOO can support companies and individuals wherever they are.

# 数字化求职招聘

## Programmatic Advertising



Jobtome 帮助人们找到**合适的工作**，协助雇主找到**合适的员工**，并减轻世界各地“蓝领”工人的经济不安感。

We help **people** get the **right jobs** and **employers** find the **right employees**, reducing economic insecurity for "Blue Collar" workers around the world.

Jobtome 期望成为欧洲蓝领**数字化采集**领域的领导者，通过开发最佳的**程序化求职招聘引擎**和网络属性的联络网，为雇主和候选人提供大规模价值。

We want to become the European leader in Blue Collar **digital acquisition**, delivering value at scale to employers and candidates, by developing the best **programmatic job advertising engine** and web properties network.

33 个国家分布  
COUNTRIES

33 名雇员  
EXPERTS



# 知识中心

## Knowledge HUB



作为一个集团，我们建立了一个专门的**信息智库**，其目标是在广泛的行业中获取和传播**全球人力资源趋势相关的知识**。

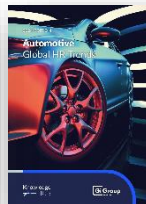
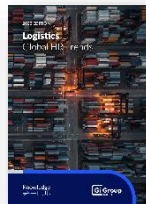
As a Group, we established a **dedicated intelligence unit** with the aim of procuring and disseminating knowledge about **global HR trends** across a wide range of industries.

我们与公认的**研究中心和学术机构**合作，收集经过验证的数据，就**全球主要行业的劳动力市场演变撰写权威报告**。

We work with recognized **research centers and academic institutions**, collecting verified data, to produce **authoritative reports** on the evolution of the global **Labour Market** across the Key Industries.

知识中心通过生成和共享数据、信息和建议，为我们的利益相关者带来价值，并为**发展建设更可持续、更愉悦舒适的劳动力市场做出贡献**。

The Knowledge HUB brings value to our Stakeholders via producing and sharing data, information and recommendations to **contribute to a more sustainable and enjoyable Labour Market**.



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[Discover  
our Reports](#)



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...and other 100+ hub branches  
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