



**Houmault.com**, recruitment agency specialized on **Optics & Photonics** sector, works mainly with industrial companies based in Europe.

Our objective is to assist your company during all the hiring process of technical or business staff. Our technical skills concern mainly:

- optics and physics
- mechanics
- electronics
- dedicated software's (ZEMAX, CODE V, ASAP...)

Our passed industrial professional experience allows us to quickly understand your technologies and needs. We will efficiently assist your technical teams during evaluation and selection phases. We commit, towards employers and candidates, to be professional, discrete and efficient.

Our recruiting job is for us a passion, thus it is characterized by a vision and some specificities:

#### Our vision:

- To take into account the human environment and the culture of the company
- To attract the best candidates by improving our visibility
- To seek excellence and quality
- To be professional, serious and dynamic

#### Our specificities and assets:

- Passion of technologies
- Positioning on a clearly identified industrial sector: Optics & Photonics
- Very good knowledge of the European industrial companies
- Operational professional experiences at technical and business level

Typically, the used methodology for a recruitment mission can be summarized as follows:

#### Methodology:

- To impregnate culture of the company and identify its needs
- To rigorously define the profile of the required people
- To write the job description
- To search candidates by advertisements (European partners)
- To activate our specialized networks (private, universities, professional associations)
- To search in resume databases
- To identify and approach directly candidates
- To select after phone calls
- To evaluate the technical skills by tests provided by our clients
- To evaluate rigorously during physical interviews
- To study the personal behaviour
- To write and diffuse the reports
- To select and recommend a candidate
- To control the professional references of the selected candidate
- To guarantee the result of the selection

Generally, the completed typical recruitment assignments concern the following positions and skills:

#### Main skills:

- **Optics:** optical design, metrology, photometry, imaging, coatings (UV, visible light or infrared)
- **Photonics:** lasers, sensors, photo detection
- **Electronics:** analogical, numerical
- **Mechanics:** microsystem, opto mechanical design
- **Specialized software:** Code V, ZEMAX, ASAP

#### Technical job positions:

- Technician (manufacturing, quality, measurements, R&D)
- Design or study engineer
- Project or team leader
- Head of department
- Technical or operational managers (R&D, CTO, CEO)

#### Business job positions:

- Applications engineer
- Customer project manager
- Sales engineer
- Marketing or sales manager



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