

Céline Gigon

Consultant

Céline Gigon joined Jouve & Associés in 2007, after spending five years in China where she co-founded a travel agency and set up the Beijing office of Publicis Events China. She initially worked in the financial services sector with Crédit Commercial de France (CCF) in investment banking, first in Corporate Finance and then in the Structured Finance Department.

A French national, Céline Gigon is a graduate of the Ecole Supérieure de Commerce de Paris (ESCP, 1995).

Languages spoken

Céline Gigon speaks French and English



Sylvie Fleckinger-Botter

Consultant

Prior to joining Jouve & Associés in 2010, Sylvie Fleckinger-Botter spent over 20 years in Capital Markets activities working for investment banks. She worked at Crédit Commercial de France, which became HSBC in 2000, then at Dresdner Bank from October 2007, where she managed teams selling derivative and structured products to corporate and institutional clients. She began her career in 1988 as a Risk Analyst for the French Futures Market's clearing house. (MATIF SA).



A French national, Sylvie Fleckinger-Botter holds a Master's Degree of Economics and Statistics from the Université de Toulouse.

Languages spoken

Sylvie Fleckinger-Botter speaks French and English.

Areas of competence

Sylvie Fleckinger-Botter is specialized in executive recruitment on behalf of French and international companies in the banking and insurance sectors as well as in the finance function for companies in diverse industry sectors.

Silvia Cheli

Consultant

Silvia Cheli joined Jouve & Associés in 2006 as a Consultant.

She worked previously four years in the telecommunications sector with Colt Telecom where she was notably in charge of the development of a market segment. Besides this experience, she participated in the development of a web agency as Responsible for the Business Development and Partnerships.



An Italian national, Silvia Cheli holds a Phd in Political Science from the Università Cattolica of Milan.

Languages spoken

Silvia is trilingual in Italian, French and English.

Fee Structure

Our Fees

Jouve & Associés operates solely on a retained basis and only when mandated by the client company.

Our fees are calculated per recruitment and are based on one-third of each successful candidate's total first-year compensation, with pre-agreed retainer fees invoiced during the course of the search. Search-related expenses are invoiced separately. Our retainer fees are credited against the full fee due upon search completion.

Our commitment is to work until a satisfactory solution is found for each executive recruitment undertaken by our firm.

We apply a flat fee for the recruitment of Board members, Non-Executive Directors and Operating Partners for VC-backed ventures.

In the case of entrepreneurial ventures where equity factors or upside incentives come into play, we design a flat fee structure on mutually agreed upon terms at the outset of the search.

International Reach

International Partners

Since 1986, Jouve & Associés has established a reputation as one of the top executive search firms in France with pan-European capabilities.

We have conducted executive searches in France, Germany, the UK, the Benelux, Switzerland, the USA and Canada.

As part of our highly customized approach to international search, we have developed non-exclusive relationships with the Globe Search Group, an association of independent search firms in New York, London, and Milan as well as several major cities in Scandinavia and Asia.

Depending on the nature of the search, Jouve & Associés may elect to work with a Partner from this network. Such customized work is done with client consultation to leverage resources and ensure timely execution of international recruitments. In other specific cases, we refer our clients to these Partners, as we believe the best consultant should be engaged for each search. We believe the most important thing is to put the client first and match the best search consultant with each specific recruitment.

For more information on our international capabilities in association with the Globe Search Group, visit our Links Page or contact Josette Sayers, President of Jouve & Associés.

Links



As part of our co-operation with the [Globe Search Group](#) we work closely together in major US and European markets with the following partners:

[The Miles Partnership](#), Great Britain

[Heads !](#), Germany

[Herbert Mines Associates](#), USA

[Tracks Executive Search](#), Netherlands

For recruitments in Asia, we solicit the independent leader's competencies:
[Bô Lê Associates, Ltd.](#)

We have also developed strong ties with leading educational institutions to identify and track international talent for our clients.

In Europe, we keep close ties with the MBA and International Programs of INSEAD, HEC-ISA, EAP in France, EBS in Germany, ESE and ICADE in Spain, IMD in Switzerland, LBS and LSE in Manchester and Cranfield universities in the UK, Bocconi in Italy, Solvay and Louvain in Belgium.

In the Americas, we keep in contact with the major MBA Programs (HBS, MIT, Wharton, Stanford... as well as HEC Lausanne and Mc Gill in Canada) to track talent in the US as well as globally.