

Cezar MAROTI

International Contract Recruiter in Europe

cezar.maroti@sr72.co.uk

Skills & Expertise

Entrepreneurship
Business Development
Account Management
Candidate management
Sourcing
Recruitment
Sales Recruitment
Contract Recruitment
Permanent Recruitment
IT Recruitment
ERP
SAP
Salesforce.com
Business Objects
Java
.NET
Technical Recruiting
Business Intelligence
Executive Search
Customer Relations
Talent Acquisition
Siebel
HR Consulting
Consultancy
Business Management
Employer Branding

Summary

Cezar is an International Recruiter with 7 years of experience in IT Recruitment. He is specialized in SAP Recruitment and he has a good understanding of the SAP world, but he also has experience and knowledge about other areas in IT (Oracle, JDEdwards, PeopleSoft, Hyperion, Siebel, Cognos, Java, Microsoft .Net, middleware, etc.).

Cezar is well prepared to work with people from different cultures. He understands the cultural differences and can facilitate a smooth process for international recruitment. He is specialized in recruiting international candidates for multinational companies in Europe.

Contact: cezar.maroti@asaprec.com

Specialties

Recruiting for IT positions: SAP, Oracle, .Net, Java, Salesforce.com, Siebel, JD Edwards, PeopleSoft, Business Objects, Cognos, ERP, CRM, BI. International network of clients and candidates: Europe, Middle East, North America, Asia, etc

Experience

SAP Contract Recruiter at SR72 Ltd

June 2012 - Present (2 months)

Staffing for SAP projects in UK, Europe, and other international locations.

cezar.maroti@sr72.co.uk

Partner at Qual-IT-y Solutions Romania

2011 - Present (1 year)

SAP and IT Recruitment

IT and SAP International Recruitment Consultant at A-SAP Recruitment Company

September 2009 - Present (2 years 11 months)

www.asaprec.com

Recruiting for IT positions: SAP, Oracle, .Net, Java, Salesforce.com, Siebel, JD Edwards, PeopleSoft, Hyperion, TIBCO, Business Objects, Cognos, ERP, CRM, BI, etc.

- Interim Recruiter assignments for international clients in Europe
- Specialized high quality recruitment services in the IT area, especially in the SAP niche
- Recruitment services for other niches in the Business Applications area
- Contract and permanent staffing for multinational organizations mainly in Europe, but also North America and Middle East
- Placed candidates in the SAP, Oracle, Java, .Net, ERP, CRM, BI areas
- Hiring and coaching of 3 Junior Recruiters

International company with main focus on:

- HR Consultancy (Recruitment perm and contract)
- Business IT Applications (ERP, CRM, BI, etc.)

Contract and permanent staffing for multinational organizations across Europe.

Specialized high quality recruitment services in the SAP niche.

We also offer recruitment services for other niches in the Business Applications area:

- Oracle E Business Suite

- Hyperion
- Siebel
- PeopleSoft
- JD Edwards
- Business Objects
- Cognos
- other ERP, BI, CRM solutions

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24 recommendations available upon request

Progress Software - Recruiting Manager EMEA at Claddagh Resources

November 2011 - February 2012 (4 months)

<http://www.claddaghresources.net/>

<http://www.progress.com/en/Careers/emea-job-search.html>

Progress Software is an American Software company that sells business applications: SOA (Service Oriented Architecture), Responsive Process Management (RPM), Business Process Management (BPM), Complex Event Processing (CEP), Business Transaction Assurance (BTA).

- Recruitment for sales, presales and technical positions
- Responsible for nearly all the recruitment in EMEA (focus on UK, Benelux, Germany, France, Italy, Spain)
- Working with the HR department and with the hiring managers to improve the recruitment processes
- Involved in all stages of the recruitment process, from defining the job req to offer negotiation
- Managing a team of off-site recruiters and also the relationship with the other recruitment agencies

Young Entrepreneur at A-SAP Recruitment

2010 - 2011 (1 year)

<http://www.asaprec.com>

<http://www.erasmus-entrepreneurs.eu>

Erasmus for Young Entrepreneurs is a new European exchange programme aimed at helping new entrepreneurs to acquire relevant skills for managing an SME by spending time working in another EU country with an experienced entrepreneur.

1 recommendation available upon request

International SAP Recruiter at Eclectic

December 2007 - September 2009 (1 year 10 months)

www.eclectic.eu

Eclectic International, Breda, Netherlands

Eclectic - the term comes from the Greek "eklektikos": choosing the best.

Eclectic is a highly professional player in the SAP and Microsoft niche with a top quality solution involving

recruitment, consulting and interim management. Eclectic's Recruitment team delivers experienced SAP and business consulting professionals to its clients, both specialists and project managers.

- Clients from Netherlands, Belgium and Germany; placed candidates from: Argentina, Chile, India, Romania, Poland, Spain, UK, etc.
- I performed account management activities for several global multinational companies (e.g. Philips, Sara Lee International)
- I've developed an international network of personal contacts in the SAP world with main emphasis on several key regions (CEE, South Europe, Latin America, SE Asia)
- I'm using extensively the professional networking sites (linkedin.com, xing.com, viadeo.com, plaxo.com) as well as other new tools for sourcing passive candidates
- Specialized in approaching SAP specialists from all-over the world, qualifying them and advising them all the way through the recruitment process (including offer and relocation)
- I'm mainly specialized in permanent positions, but I also assist my colleagues from the contracting team on special projects (e.g. contracts in Poland, Indonesia, Romania)

ERP, SAP, Consulting, Consultant, Oracle, Siebel, Java, J2EE, Cobol, Unix, .Net, Microsoft, dotnet, C++, C#, IBM, Websphere, IT skills, language skills, SAP Resourcing, SAP FI, SAP CO, SAP CFM, SAP MM, SAP SD, SAP WM, SAP LE, SAP PP, SAP PP-PI, SAP PM, SAP PS, SAP CS, SAP QM, SAP CRM, SAP SEM, SAP SCM, SAP BW, SAP BI, SAP SRM, SAP APO, SAP ISU, SAP IS OIL, SAP IS RETAIL, SAP IS AUTOMOTIVE, SAP IS INSURANCE, SAP IS REAL ESTATE, SAP IS AFS, SAP IS INSURANCE, SAP HR, SAP TUTOR, SAP SOLUTION MANAGER, SAP EP, SAP XI, SAP NETWEAVER, SAP BC, Basis, ABAP, BOBJ, BO, Business Objects

27 recommendations available upon request

Recruitment Consultant at Catalyst Solutions

February 2006 - November 2007 (1 year 10 months)

www.catalyst.ro | www.hipo.ro

Catalyst Solutions was a start-up company specialized in Recruitment and Employer Branding Solutions. The company is better known for the career fair "Angajatori de TOP", the largest in Romania. Most of the recruitment clients that we worked with were multinational companies.

- I was involved in recruiting for different positions, with main emphasis on technical positions (SAP, Oracle, .Net, Java)
- Recruitment of SAP Consultants and Business Analysts for BearingPoint and IBM
- We organized the recruitment for the Management Trainee Program for IKEA (advertising, application management, online tests, interviews, assessment center)
- I developed and used innovative sourcing methods for difficult positions
- Involved in preparing and organizing the biggest career fair in Romania with more than 100 companies and about 15.000 young professionals participating

7 recommendations available upon request

National Vice-President at AIESEC Romania

January 2005 - April 2006 (1 year 4 months)

AIESEC is the largest student-run organization in the world www.aiesec.org

I was managing the International Youth Exchange Program in Romania. During my term, with the help of my national team of Local VPs, AIESEC Romania recruited and provided training on inter-cultural issues for almost 500 young people. We also placed 200 of them on international internships with respected companies on all continents.

12 recommendations available upon request

Marketing and Sales Analyst at Megatrend

July 2004 - January 2005 (7 months)

Megatrend is one of the leader companies in the ERP sector in Eastern Europe.

Several important national and international companies in the region use Megatrend's ERP Solution - Infosys.

With the HQ in Budapest, Hungary, Megatrend is also present in Romania, Serbia, Ukraine and Slovak Republic.

More details on: www.megatrend.hu

Member at AIESEC

2001 - 2004 (3 years)

<http://www.aiesec.org/>

3 recommendations available upon request

Languages

English	(Native or bilingual proficiency)
Romanian	(Native or bilingual proficiency)
French	(Limited working proficiency)
Spanish	(Limited working proficiency)
Hungarian	(Limited working proficiency)
Dutch	(Elementary proficiency)

Education

Universitatea „Alexandru Ioan Cuza” din Iași

MA, Master - Business Administration, 2007 - 2010

Universitatea „Alexandru Ioan Cuza” din Iași

Bachelor, Business Administration, 2001 - 2006

Secondary school and High-school in Oradea

1993 - 2001

Interests

IT consulting, SAP, Microsoft, ORACLE, Siebel, PeopleSoft, Recruiting, Outsourcing, Program Manager, Project Manager, PMP, Staffing, SAP Resourcing, SAP FI, SAP CO, SAP CFM, SAP MM, SAP SD, SAP WM, SAP LE, SAP PP, SAP PP-PI, SAP PM, SAP PS, SAP CS, SAP QM, SAP CRM, SAP SEM, SAP SCM, SAP BW, SAP BI, SAP SRM, SAP APO, SAP ISU, SAP IS OIL, SAP IS RETAIL, SAP IS AUTOMOTIVE, SAP IS INSURANCE, SAP IS REAL ESTATE, SAP IS AFS, SAP IS INSURANCE, SAP HR, SAP TUTOR, SAP SOLUTION MANAGER, SAP EP, SAP XI, SAP NETWEAVER, SAP BC, ABAP.

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74 people have recommended Cezar

"After having worked with Cezar within the EclectiC organization I did not hesitate to come back to him later on as a supplier. I have used the services of Cezar for supporting us especially in recruiting hard to find professionals within the SAP market. Cezar has a high qualified SAP network and manage the search and selection process for external clients perfectly. Throughout the complete process Cezar is a very responsive and reliable partner. Cezar always provides us with good candidates with relevant skill and experience to satisfy our needs and expectations. All in all, I have no hesitation in recommending Cezar to any company who is looking for experienced SAP Consultants (perm / temp)."

— **Constance Droubay**, was Cezar's client

"Cezar provide us a punctual service with deep knowledge of the requirements we looked for."

— **Ronchi Patrizio**, was Cezar's client

"His involvement, reliability and client focus has given us the stable business partner in uncertain times anyone could wish for. We are now looking forward with confidence to a successful second half year. Frank"

— **Frank van den Wollenberg**, *Partner, ConeXium International*, was with another company when working with Cezar at A-SAP Recruitment Company

"Unfortunately I didn't have the chance of working for a long period of time with Cezar, as it was a project base collaboration, but as much as I had the chance of knowing him I can tell he is a very ambitious, committed, and perseverent individual. He astonished me with his networking abilities (as he seemed to know eveyone, everywhere), and also with his technical background. He proved to be hands on, ready to pull his sleeves and get the work done, with a sharp and very analitical mind. He was very attentive to details, patient when needed, persuasive otherwise. He has strong communication and presentation skills, was direct, serios, a great teamplayer."

— **Loreda Dragomir - Theodorescu**, *Chief Operating Officer, Stanton Chase International*, was with another company when working with Cezar at A-SAP Recruitment Company

"I meat Cezar several years ago when we both were working at Catalyst Recruitment Solutions mainly on SAP projects. I must say that even back then he was pushing his limits and succeeded in finding the right professional for his projects. He then took the next challenge and went on working abroad for an international company, focused 100% on SAP projects. Now, Cezar decided in putting all his know how and expertise into

his own company, doing what he knows best...SAP recruitment ! Knowing Cezar, I support his endeavor and advise you to take a chance for you will not be disappointed. Scout's honor! Tibi"

— **Tibi Borza**, *Senior Recruitment and Selection Consultant, Catalyst Solutions*, was with another company when working with Cezar at A-SAP Recruitment Company

"Being colleagues at Catalyst was not my first opportunity to work with Cesar. He was also the national vice-president in an international student-run organization, coaching the local department i was responsible of. I remember his distinctive intelligence of understanding global reality, an overview which gave him the power to adapt accordingly the local direction. This quality enabled the access to a world of opportunities, increasing the quality of the final result. A positive person, willing to bring added value anytime it is in his power."

— **Alis Brebu**, *Business Developer, Catalyst Recruitment Solutions*, worked with Cezar at A-SAP Recruitment Company

"Cezar is a hard-working guy, always trying to identify the exact spot where his work will have the most added value for the customer. He does not easily give up and is a pleasant guy to work with."

— **Adrian Arsene**, *Software developer, MultimediaBrains*, was with another company when working with Cezar at A-SAP Recruitment Company

"If you want to have some excellent recruitment service than work with Cezar Maroti. I recommend it heartily. A young entrepreneur that has found a good market niche. Cezar is intelligent, open minded and visionary and he always manages to find solutions best suited to the needs of its customers."

— **Flaviu Porojan**, *Presedinte, AIESEC ORADEA*, worked directly with Cezar at A-SAP Recruitment Company

"Cezar is a proactive and a hard-working team player. He is goal driven, passionate and very ambitious in everything he sets his mind to. It is a pleasure to work with him!"

— **Florin Iamandi**, was Cezar's client

"Cezar is a person with strong communication skills, results-oriented, expert in his area of interest, with a passion for excellence in everything related with HR."

— **Dimitrie-Daniel Placinta**, was Cezar's client

"I've known Cezar since I joined AIESEC, during my first years of studies at UAIC. As an Exchange programme leading promoter he proved to be a tenacious worker, dedicated to students who joined the programme and striving to satisfy the companies who employed them. I strongly recommend Cezar as he is focused on matching the right people with the right job!"

— **Alin Butnarusu**, *Student, Universitatea 'Alexandru Ioan Cuza' din Iasi*, worked with Cezar at A-SAP Recruitment Company

"While in Catalyst, Cezar handled projects for major IT clients with high efficiency and excellent results. His strengths are the ability to identify alternative sourcing methods and good networking abilities which result in identification of candidates otherwise inactive on the job market."

— **Ana Giurca**, *Business Development Manager, Catalyst Solutions*, managed Cezar at A-SAP Recruitment Company

"Cezar is a very reliable and trustfull worthy individual. He shows up a high ethical and honest conduct proved over the years. Not the last, he is a high professional committed to his work with a deep sense of duty. I highly recommend Cezar to all those interested by his talents."

— **Doru Constantin-Buliga**, *SAP Technical Consultant, IT Management Services Delivery Centre*, was with another company when working with Cezar at A-SAP Recruitment Company

"Cezar is in top three the brightest and most visionary people I met so far!"

— **Alexandra Ursu**, *Student, RSM Erasmus University*, worked with Cezar at A-SAP Recruitment Company

"Cezar is one of the most professional and ambitious persons I've met so far. He is a hard working person, determined and able to bring qualitative results. I sincerely recommend Cezar as I have full trust that he will do an excellent job and overachieve any expectations in all his activities."

— **Teodora Popa**, *Sales consultant, ING*, was with another company when working with Cezar at A-SAP Recruitment Company

"Cezar is one of the most proactive people that I know. He has a lot of initiative and he also has great capacity to work. He is a person who wants to be actively involved in the community and I admire that."

— **Alexandru Constantin**, *Coach & Trainer, de Bono Thinking Systems certified trainer, MindMaster*, was with another company when working with Cezar at A-SAP Recruitment Company

"I had the opportunity to work with Cezar on different project's in the HR field. Cezar is a highly driven and innovative specialist who doesn't spare any effort to deliver the results for the client. I strongly recommend him as a valuable partener. Yours sincerely, Bogdan Drugan"

— **Bogdan Drugan**, *Telematics product manager, Decod Security*, was with another company when working with Cezar at A-SAP Recruitment Company

"I had the opportunity to get to know Cezar while we were both in AIESEC. He is a hard working person, focus on results. I recommend him for his great experience in recruitment."

— **Hermina Man**, *Vice President HR, AIESEC Tg.Mures*, worked directly with Cezar at A-SAP Recruitment Company

"I have had the opportunity of working with Cezar on more than one occasion and I can endorse his professional way of tackling every project. He has great knowledge, resources and network in the SAP area,

being able to deliver in short notice professionals fit for the hardest profiles, internally and internationally. He is a great service provider and I trustingly recommend him."

— **Monica Nica**, was Cezar's client

"Cezar is a passionate individual, with wide perspectives over the world and the capacity to read the trends and act accordingly.. He-s also very professional in his work."

— **Iulian Boia**, *Vicepresident Corporate Relations, AIESEC Iasi*, worked directly with Cezar at A-SAP Recruitment Company

"My contact with Cezar MAROTI was a very professional from the point of view of a new entrepreneur in the HR world, as we know talent management means a lot in the in society now a days therefore i have chosen Cezar as an mentor. He is a example dedicated to helping talent managers become the "architects" of their future organization. As young entrepreneur he has offered me his knowledge gained while working abroad in the HR area, many tips and tricks about what talent management really means outside of on international NGO. As an recruiter and Headhunter for ADECCO I have gained some experience but by working with him my experience has reached a new level, when it comes to international recruitment and what are the means and procedures of a recruiter that doesn't limit his vision to a local area such as Oradea. The search for highly skilled people for the right position in the right moment isn't an easy job, but i think that working with entrepreneurs such as Cezar in the recruitment area, nothing is impossible."

— **Isai Razvan**, *Vice President Communication & Marketing, AIESEC Oradea*, worked with Cezar at A-SAP Recruitment Company

"I worked with Cezar few years ago when he was still employee of Eclectic International. I appreciated his working style as recruiter and his attention for details during the recruitment process. I appreciated too his high level of SAP knowledge who can make the difference between a good recruiter and an weak one, between success and failure. We kept the liaison during the time and I saw him growing from the professional point of view. I recommend to all who want a recruiter with experince and quality recruitment services."

— **Liviu Andriescu**, *SAP FICO Consultant, Freelance*, was with another company when working with Cezar at A-SAP Recruitment Company

"Cezar is a hard working and honest person and he always tries his best to achieve his goals. If he continues like this I see a great future for the "A-SAP International Recruitment" Company."

— **Catalin Nastase**, *ABAP, Acctus*, was with another company when working with Cezar at A-SAP Recruitment Company

"Being a former AIESEC member, Cezar starts with off with a series of benefits: the high added value that this organization develops in its members, a great contacts network, a practical experience that can probably only be equaled by working in a multinational company, and first and foremost a set of values and principles that drive him to make a change for the better everywhere he goes, in every minute of every day. I followed Cezar's career over the last two years, and have had the pleasure of meeting him at some of the events that

AIESEC organizes. He is, no doubt, one of the models of competency and commitment that others should follow, and a reference point not only in his primary field of business but also in what it means to live out one's life with sheer passion and enjoyment for every new challenge or endeavor."

— **Bogdan Rusu**, *Web Developer, Reea Srl*, was with another company when working with Cezar at A-SAP Recruitment Company

"I have been in contact with Cezar for a while before we met in autumn 2009. We have analyzed together during our meeting A-SAP Recruitment and the opportunities of his company on our market. One thing I can say for sure: Cezar knows what he is talking about when he speaks about international recruitment. I am looking forward to do business with him whenever we will have the chance."

— **Vlad Bodi**, *Executive Manager, Code40 Development*, was with another company when working with Cezar at A-SAP Recruitment

"I've known Cezar for a very long time now and I can say he is a very capable and reliable person. Professionally he is very ambitious, dynamic and dedicated to his work and therefore he had numerous good results throughout his professional carrier. If you need high quality recruitment services, I strongly recommend him."

— **Dan Pinta**, *Software Engineer, National Instruments*, worked with Cezar at Eclectic

"Cezar is a highly professional recruiter, he has good knowledge of the SAP market. He is a very professional individual to work with and he has good communications skills and he is proactive related to his clients."

— **Cornel Coser**, *SAP IS-U Team Leader, Distrigaz Sud*, was with another company when working with Cezar at Eclectic

"Cezar is a highly professional recruiter, he has good knowledge of the SAP market and he takes active interest in mapping your profile to the right opportunities. He is proactively keeps you always informed of the progress, very professional individual to work with."

— **Satish Kumar Renugopal**, *SAP NetWeaver PI and Enterprise SOA Architect, Accenture*, was with another company when working with Cezar at Eclectic

"I did not have the chance to finalize a job search with Cezar, due to some political issues from my side, but for the time we discussed, he proved himself very professional, sincere, and what I liked most he was realistic, and he had a good analytical thinking. He also understood my point and gave me some good ideas ."

— **Mariana Voiculescu**, was Cezar's client

"I know Cezar as a professional, experienced and skilled international recruiter with a strong knowledge of the SAP World. Some of his qualities are: pro-activity, sociability and intelligence. I truly recommend it."

— **Florin Chira**, was Cezar's client

"Cezar is one of the best recruiter I ever met. He has the power to identify the best candidate for the client, and makes the interview relaxed and enjoyable. He surprised me with his high SAP knowledge, being passionate of his job, and trying every day to find out news regarding SAP market. Cezar is a great acquisition for every international company who deserve him."

— **George Puscu**, was Cezar's client

"I have had the chance and pleasure to know Cezar during an interview. From the beginning he fascinated me not only with his genuine politeness, but also with his great SAP knowledge and reliable business approach. In this way I discovered a pro-active international recruiter with open mind and remarkable communication skills, making the candidate confident and the interview enjoyable, trying to find the best candidate for the position."

— **Elena Puscu**, was Cezar's client

"I got to know about Cezar in one of the interviews he tried to get me placed for an international offer. I was really fascinated by the way he presented the whole lot of fact in front of me for the requirement. I wondered any recruiter would have the deep knowledge of the skills that Cezar had. He tries to do a lot of research and networks very well to get things easier for everyone. He is one of the best recruiter I have ever met in my courier. Thanks Cezar it was really a remarkable experience to have known you."

— **Suchitra Purushotham**, was Cezar's client

"Hi Cezar"

— **Mary Roselind Anand LION**, was Cezar's client

"Having worked with Cezar on a regular basis, i especially appreciated his pro-activeness, international mindset and good knowledge of the market. He was also able to make the link between aspirations and expectations."

— **Kurt Cogghe**, *Operations and Delivery manager, LogicaCMG*, was with another company when working with Cezar at Eclectic

"Cezar is a trustworthy person, a great employee and a a professional recruiter. It was a pleasure and a good experience to collaborate. I hope he will always keep the high standards of professionalism and integrity."

— **Marcela Rippel**, was Cezar's client

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— **Rajesh Sharma**, was Cezar's client

"I came to know Cezar about 2 years ago and since then he continuously proved himself a valuable professional with great communication skills, proactive and very dedicated to his work. I really appreciate

having him in my network. Best wishes and Good Luck!"

— **Cosmin PURCAREA**, *Business Consultant, BearingPoint - GmbH*, was with another company when working with Cezar at Eclectic

"I had the opportunity to collaborate with Cezar to examine a career opportunity and it was an excellent experience. He has a good knowledge and understanding on processes behind international recruiting, he is able to balance customer's expectations and requirements with candidate's profile. His experience in the environment makes discussion easier, focusing on critical elements, highlighting the fits on the profile and clarifying the possible gaps. In case I would need a professional consultant for head hunting, I would definitely consider Cezar as a top candidate."

— **Cristina Ghetti**, *SAP Project manager, Sika Informationssysteme AG*, was with another company when working with Cezar at Eclectic

"I know Cezar to be an intelligent and creative colleague, very passionate about his work. He is goal oriented and contributes to business improvements pro-actively. Furthermore Cezar can build a professional network from scratch quickly and is highly service oriented towards both clients and candidates."

— **Ankie van der Put**, *Senior Recruitment Consultant, Eclectic International*, managed Cezar at Eclectic

"I had the opportunity to work with Cezar when I decided to make a change in my professional life. I can tell that I was very pleasantly surprised by his strong knowledge of SAP incorporated with a high professional level as recruiter. It was a pleasure to work with him and now it is a pleasure to recommend him."

— **Liviu Andriescu**, *SAP CO Consultant, Freelancer*, was with another company when working with Cezar at Eclectic

"Cezar is a very active SAP recruiter, very good communicator, with international experience. I strongly recommend him as an international SAP recruiter."

— **Oana Lascar**, *SAP FI consultant, The Red Point*, was with another company when working with Cezar at Eclectic

"I did not have the chance to work with Cezar for a longer time. We only had a discussion some time ago about SAP career opportunities in Romania and in Europe. My impression was positive and I appreciate the fact that Cezar has a good knowledge of the SAP world and he was able to understand my career goals."

— **George Guiu**, *SAP Senior Consultant, Sistec SBSol*, was with another company when working with Cezar at Eclectic

"Cezar is a professional Recruiter with deep knowledge of IT and SAP world. I recommend him with pleasure."

— **Irina Voinea**, *SAP consultant, The Red Point*, was with another company when working with Cezar at Eclectic

"My first contact with Cezar was February 2008 during a conversation related to SAP job opportunities in the Netherlands. As part of the Eclectic team Cezar was not only interested in placing a candidate for one of his clients but also in trying to make sure that the position would fit the requirements of the candidate as much as possible. Due to his open mind, great communication skills and knowledge he was able to help consultants not only from the Netherlands but also from other countries as Chile, India, and Poland to find great opportunities in the Netherlands and to pursue not only a new career but also a new life. During my later interactions with Cezar, I learned that he is not only passionate about the job that he does but also about the social welfare of other countries. Due to his international exposure and openness he is supporting the cause of other people struggling to improve their lives via various social networking tools. Even though I have never had the opportunity to work with Cezar in a team, I believe he would make a great colleague, being supportive, focused and optimistic as he is."

— **Cristina Vangheli**, was Cezar's client

"I have had the pleasure to know Cezar for almost an year now and I was impressed from the beginning by his communication skills and willingness to help others. With a vast international exposure, excellent culture knowledge and with great people skills, I highly recommend Cezar to any company that will hire him."

— **Ovidiu Lutea (CSM)**, *Senior Test Engineer, ZyLAB*, was with another company when working with Cezar at Eclectic

"Cezar is a very good and customer oriented recruiter. He is very friendly, helpful and makes things going on. I strongly recommend Cezar to everyone who plans to find the new job! I also recommend Cezar as the employee - I believe he can be a very good advisor since he can both: listen and advice."

— **Magda Kotarba**, *Business Analyst, Dole*, was with another company when working with Cezar at Eclectic

"Cezar is a professional Recruiter with deep knowledge of SAP world. His attitude and communication skills brings a new challenges and chances to everyone."

— **Slawomir Konieczek**, *SAP Basis Consultant, Siemens*, was with another company when working with Cezar at Eclectic

"I have always recommended Eclectic to all my friends and colleague who are looking for job opportunity with a note that "Please speak to Cezar only". He has a excellent capability to read your mind and understand your concern and thus will go beyond his capability to ensure complete satisfaction."

— **Adnan Malik**, was Cezar's client

"Cezar is a positive thinking, pro-active, responsive and experienced professional. It was always easy to discuss any business opportunities together and find great chances for both sides. I would recommend everybody to work with Cezar in the field of recruitment."

— **Denis Romanovsky**, *Director of Engineering, Minsk Office, Artezio*, was with another company when working with Cezar at Eclectic

"I received an excellent service of Cezar regarding recruitment in my new job. I recommend him and his company Eclectic somebody are looking for a new job."

— **Paula Arellano**, was Cezar's client

"I do highly recommend Cezar about his commitment, customer focused and delighting customer. Excellent in communication. I do appreciate his way of communication and handling the interviews. Nice to work with him. I have already recommended him to my colleagues as result oriented successful recruiter"

— **Sundara Chinnathambi**, was Cezar's client

"It's a pleasure recommending Cezar as an international recruiter on SAP market. Cezar is very involved in the recruitment process, proactive, trying to satisfy both the employer and future employees. His communication skills, good knowledge of the SAP market and dedication made the time spent in the recruitment process to be a pleasure. All the best!"

— **Mihai Baros**, *SAP Consultant, IBM*, was with another company when working with Cezar at Catalyst Solutions

"Beyond the friendly figure and genuine politeness, Mr. Cezar Maroti is very dedicated and responsible in his profession. He is communicative and manages to create an interview atmosphere both relaxing and productive. With a considerable SAP knowledge and its impact in local and international market, he focuses on materializing candidate's skills, abilities and passions into real projects. I would highly recommend Mr. Cezar Maroti as a top international recruiter."

— **Botez Malina**, *SAP/ABAP developer, Siemens IT Solutions and Services*, was with another company when working with Cezar at Catalyst Solutions

"Great to be part of Cezar's trusted network! Always a pleasure to be professionally associated with a consummate professional like you! Highly recommend to all others. Thank you."

— **Steven Burda**, *MBA, Founder & President, Burda Consulting Co.*, was with another company when working with Cezar at Catalyst Solutions

"I had the opportunity to work with Cezar in 2007 and I discovered him as a good professional, with a great results-oriented nature and a big focus on quality. He always delivered his work with excellence and he also enabled others to deliver. He is a leader in what he does and he holds a lot of mastery in his area of expertise. As a person, Cezar is always in great spirits and fun to have around. He really cheered up the office, gave a warm feeling to work and energized the team. It would be a pleasure to work with him again."

— **Andreea Marinescu**, *PMP, Project Manager www.hipo.ro, Catalyst*, worked directly with Cezar at Catalyst Solutions

"I would like to recommend Cezar as being a great colleague and a good coach. We have worked together during the semestrial international cultural preparation conference with more than 200 attendees organized

through AIESEC and during the National Congress organized for the leading teams of AIESEC. In both occasions, Cezar brought an enormous added value through his optimistic view and through his ability to organize the work of his team. He has a good ability of combining a strategic view with a positive way of thinking, which I think are major success keys for any kind of team."

— **Roxana Ionita**, *Trainer, Facilitator, Coach, AIESEC*, worked indirectly for Cezar at Catalyst Solutions, Bucharest

"I worked with Cezar for almost 1 year at Catalyst Solutions. I can say that during these period I have learned a lot from him, especially on SAP related profiles. He is an excellent recruiter, that has a deep understanding of the positions he is recruiting on. Besides his professional profile he is an excellent colleague, who knows how to make the work environment pleasant and enjoyable. Has a very well developed sense of humor. I strongly recommend Cezar, especially if you need IT&C, SAP candidates."

— **Tibi Borza**, *Senior Recruitment and Selection Consultant, Catalyst Solutions*, worked directly with Cezar at Catalyst Solutions, Bucharest

"I worked with Cezar for 2 years in AIESEC Romania. Cezar had proved to be a valuable asset to the organization, having an important contribution to the growth of the overall results of AIESEC Romania by almost 100% during 2002-2004. He is results driven and takes initiative. He demonstrated responsibility and determination. If you need any more information, feel free to contact me and I will be happy to give you more details."

— **Dragos Gheban**, *Vice President AIESEC Romania, AIESEC Romania*, managed Cezar at Catalyst Solutions, Bucharest

"This recommendation will bring me most pleasure. Cezar was for me and for a big part of AIESEC Romania the model to inspire from. He would manage to bring whole new ideas and perspectives and through his enthusiasm he would bring the people to embrace his visions with great belief. For Cezar there are always more than one way to solve a problem and for him the smallest goal would be the highest possible. If you would have the opportunity to work with Cezar or to have him around you should definitely take it. With great appreciation, Iulian Ifrim"

— **Iulian Ifrim**, *Finance Director, AIESEC Romania*, worked directly with Cezar at AIESEC Romania

"Cezar is one of the most international, passionate and pro-active people I have met so far. His leadership and creativity brought great results to the projects he was part of, mainly in AIESEC where I had the pleasure to work with him. I highly recommend Cezar for his professionalism and his capacity to achieve his goals."

— **Ana Maria Bazu**, *Trainee Account Associate, Google*, was with another company when working with Cezar at AIESEC Romania

"I had the chance and great pleasure to work with Cezar Maroti as a Vice President Outgoing Exchange Program within AIESEC (Iasi, Romania) for 2 years. AIESEC, is a student organisation that has its basis on high quality exchange programs. Between 2002 and 2004, our Local Committee acknowledged a very high

increased of Romanian students sent to various places in the world. In all this, there is a recruitment process involved and I remember that as a Vice President, Cezar started and founded the first Assessment Center in our Local Committee. During his time and after his departure, the results of his great dedication and passion for doing everything right became visible. Our Local Committee received National and International gratitude, Gold certificates for the quality of the program delivered. Cezar is intelligent, responsible and trustworthy. I feel confident to say that he is a great person from whom I can always learn. Magda Pasat"

— **Magda Pasat**, *Member, Conference Organiser, Team Leader,, AIESEC Iasi, Romania*, reported to Cezar at AIESEC Romania

"To whom it may concern, I am writing to you to recommend Mr. Cezar Maroti, as National Vice President in AIESEC Romania. During his year at AIESEC Romania, one of the main responsibilities of Cezar was the recruitment of student for the international internship program. In his title of National Vice President I was always impressed by the tremendous creativity and impressive efficiency in attracting and recruiting students and young professionals for the program. He had an evident talent for identifying the right people and he proved great deal of focus for meeting dead lines. Considering all the above, I always considered that Cezar is a natural talent when it comes to recruitment. Kindly yours, Geanina Rindasu TCM Romania Lead, Hewitt Insight Romania"

— **Geanina Rindasu**, *National Vice President Development, AIESEC Romania*, worked with Cezar at AIESEC Romania

"Working with Cezar as coordinators for Exchange program in AIESEC was the first but not the single time we worked together. We were also colleagues at Catalyst Recruitment Solutions. I have to say that in both cases he proved his passion and determination in reaching his goals. He was ambitious but his actions were always completed by his human touch, managing to build a strong team around him. Last but not least, he had a strong intuition in discovering and developing talents."

— **Alis Brebu**, *VP Outgoing Exchange +Member, AIESEC*, reported to Cezar at AIESEC Romania

"Cezar is one of the most passionate people that I know. This passion was easily seen during the recruitment period in AIESEC Romania. Through his vision and strategy measures, he managed to attract, select and retain a great generation of people and to advise them to pursue their own path beautifully."

— **Andreea Dobre**, *Vice-President Marketing, AIESEC Iasi*, worked indirectly for Cezar at AIESEC Romania

"Cezar is proactive and innovative in his work. Being driven team player it is a pleasure to work with him. Cezar has proven himself as a valuable leader in the organization and has brought a lot of value both at strategic and administrative level of his work."

— **Alina Buzgar**, *Local Committee President - Timisoara, AIESEC Romania*, worked with Cezar at AIESEC Romania

"Cezar is very hard-working and an excellent teamwork facilitator. As an AIESEC member, in all the

succession of positions he held, he always proved to be very goal-oriented and ambitious in reaching those goals."

— **Alexandra Linde-Dunmire**, *Professional offline demo developer, SAP AG*, worked directly with Cezar at AIESEC Romania

"I met Cezar when we were both members of AIESEC Romania - I remember him as a dedicated person, focused on his duties and motivated to make things work the best way possible. In 2005 when Cezar was member of the National Committee of AIESEC in Romania I needed his support and he gave it to me in a very professional manner and as a friend. I consider Cezar a very reliable person and a true friend."

— **Rada Sonea**, *Member, AIESEC Romania*, worked directly with Cezar at AIESEC Romania

"I have known Cezar since he was a student and an active volunteer in AIESEC and afterwards we have been working in related industries in the capital of Romania. For any venture he decides to undertake, I strongly recommend Cezar as a team player with an out of the box approach and a strong drive in putting his ideas to practice."

— **Victor Dornescu**, *Corporate Account Director, RINF*, was with another company when working with Cezar at AIESEC Romania

"Cezar is an excellent team player, very enthusiastic about his goals and about the work he conducts to reach them."

— **Madalin Dobre**, *Alumni Responsible & Partnerships Manager, AIESEC Romania*, worked with Cezar at AIESEC Romania

"When I used to work with him, Cezar Maroti was a very good manager. While he was coordinator of his own area at a national level he stepped up and always demanded more from the people from his team. The most important thing about a manager and also the way you measure one's activity is plain results and Cezar had plenty. AIESEC Romania experienced a consistent growth of the number of exchanges while he was Vice-President. I fully endorse Cezar and his activity and congratulate him for being the best MCVPOGX ever."

— **Gregor TEODORESCU**, *Project manager, trainer, recruiter, national support team, AIESEC*, worked indirectly for Cezar at AIESEC Romania

"Cezar is a passionate individual always looking to explore his potential and to motivate others to do the same. While working with Cezar in AIESEC Iasi, I was impressed by his powerful vision and ability to rally people around his ideas. Cezar is a high-caliber achiever and one of the greatest colleagues I have ever worked with."

— **Andreea Negoescu**, *Marketing Associate, AIESEC*, worked directly with Cezar at AIESEC

"During my student years I often interacted with Cezar. He helped me, as AIESEC Iasi Exchange

Coordinator, obtain an internship in Italy. I liked his dedication for all the exchange projects he was involved in (and in particular for mine). I didn't work with Cezar after that but I believe that he kept his enthusiasm for matching people and companies. I think he will perform well in any recruitment position."

— **Bogdan Mirauta**, *Student, Universitatea 'Alexandru Ioan Cuza' din Iasi*, worked directly with Cezar at AIESEC

"I've been working with Cezar in AIESEC Iasi while he was Vicepresident for OutGoingExchange department. During his assignement he proved a high commitment to the objectives accomplishment, being able to meet and more than that, to exceed everyone's expectations in terms of results. Thanks to Cezar, our Local commitee managed to obtain one of the AIESEC National prizes for Exchange activity. Cezar is also an innovative person, very smart, as he always finds the right methods to solve a dilemma. He is a great person to work with, a talent in terms of people management, always having the good methods to motivate and empower people. I remember that his team was always motivated, noisy and ready to reach a new objective. I know Cezar as communicative person, easily socializing with new people, open to international experiences, a great team worker and a fast learner. I strongly recommend Cezar for both an expert individual contributor job and people manager."

— **Claudia Teodorescu**, *AIESEC, AIESEC*, worked with Cezar at AIESEC

Expertise

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