



DeZaSearch

" I don't search ... I find"

Pablo Picasso



To search talent is our talent

DeZaSearch

Who we are

DeZaSearch, is a Consulting company that specializes in executive recruitment services for select multinational and national companies.

DeZaSearch was established in 1990, seeking to focus the existing recruitment methodology toward the creation and capture of added value for our customers through the formation of high level relational networks in Latin America on one hand, and on the development of international strategic alliances, on the other.

The roots of DeZaSearch are formed by the convergence of several business management experiences which, in a span of more than 34 years of uninterrupted professional practice, are evidenced as a wealth of acquired knowledge and relationship which give us substance.

» Client's needs and detailed client's requirements by DeZaSearch.

» Identify those candidates that are aligned with job profile, description and competences.

» Proceed with interviews of candidates by Client.
» DeZaSearch will conduct reference checks of candidates.

UNDERSTANDING



INTERVIEWS



CLIENTS' INTERVIEWS



Weeks



DeZaSearch DATA BASE

PRESENTATION OF CANDIDATES

CLIENTS' SELECTION

» Strategy and review internal data base and outside research to reach potential candidates aligned with Job Profile.

» Presentation of 3 - 4 candidates to Client's Management.

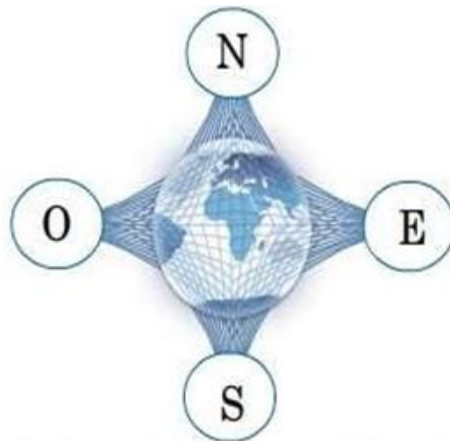
» Final selection.
» Recruitment Monitoring.

Our process

The Four Cardinals Points of DeZaSearch

Customized search of complex executive profiles without transferring costs associated with the search. In the event that the hired executive ends his/her relationship with the customer within the first year, a new research will be performed without charging any additional fees.

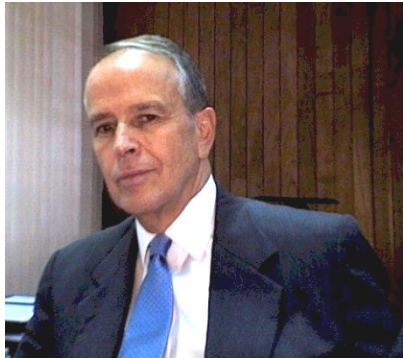
In-depth investigation
Focused on finding ideal executives that respond to the expectations and requirements of the customer so that they may add real value to your organization.



In-depth investigation in close contact with our customer, establishing long-term, solid relationships, in a framework of absolute integrity. Compliance in time and form.

Specialized Recruitment Services for select multinational companies, based on a disciplined knowledge of Markets and Industry Sectors, in conjunction with a profound experience in the Technology Industry.

F. Xavier de Zamacona



Xavier is a graduate of the College of Business Administration of the Universidad Iberoamericana in Mexico City and possesses a solid reputation as a specialist in the area of Human Resources for high technology companies.

He worked during 18 years in several divisions of IBM Corporation. He began work in 1965 in the Caribbean Area offices, being responsible for compensation and human relations for Mexico, Venezuela, Central America, and the Caribbean Islands.

In 1970, he was transferred to the corporate offices of IBM Corporation in New York.

In 1975, he was appointed Personnel Manager for the GBG division of IBM Mexico, and three years later, he was again transferred to New York as the assistant of the Vice President for International Operations. In 1981, he was appointed Sales Manager, and in 1982, Human Resources Director of IBM Mexico.

In August of 1983, he joined the corporate offices of Bank of America in San Francisco, as Vice President and Human Relations Director for the United States and for the international offices.

In 1987, he joined Hewlett Packard de México, as the Director for Business Development, position that he left in 1990 to open in Mexico City the office of DeZaSearch.



Jaime Godard Zapata



Jaime began his career in 1975 with IBM in Mexico where he worked in different executive positions managing different areas of Services, Finance, Operations, Information Systems, Human Resources, Sales and Telecommunications interacting with several industrial sectors; energy, oil, manufacturing, IT and Telecommunications among others, leading and managing several projects.

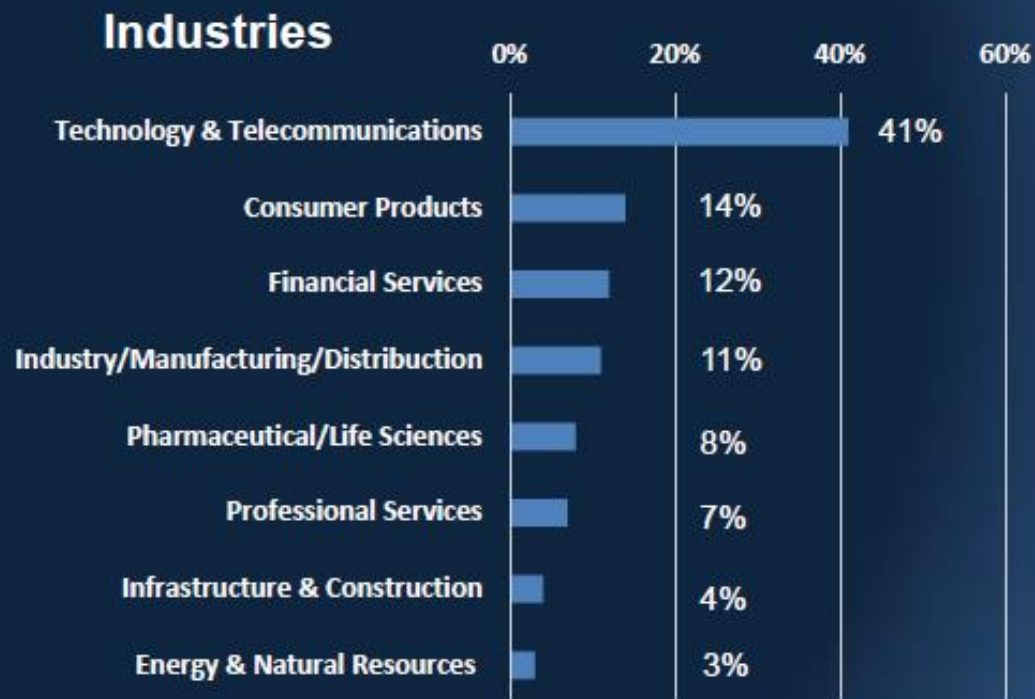
In 1995 he joined Oracle de Mexico as President and CEO for Mexico, Central America and the Caribbean, later, he became a General Manager of Sun Microsystems. He also held the position of General Manager for two software companies: BMC and Software AG. As a Consultant he worked in several projects, being the CIO for the ISSSTE during 2013. He started in 2012 in the Headhunting industry.

As an executive for more than 30 years he was involved and developed Strategic Planning activities, Operations, Sales, Marketing and Channel Development strategies. Jaime has international experience in the United States, Central America and the Caribbean.

As an entrepreneur, he founded Tralcom; an eLearning company, responsible for one of the largest online high schools in the Country.

Jaime studied Actuary at the Universidad Nacional Autónoma de México, holds a law degree from the University of La Rioja Campus CDMX and graduated from the program AD/2 IPADE for CEO's.

In September of 2014 he joined DeZaSearch as a Partner.



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Executive Searches

<u>Positon</u>	<u>Sector</u>	<u>Position</u>	<u>Sector</u>
Management Communication	Technology	Sales Manager	Consumer Products
Organizational Development Coordinator	Industrial	IT Subdirector	Financial Services
Latin America Service Director	Consumer Products	National Sales Manager	Life Sciences
Country Manager	Technology	Delivery Manager	Technology
General Manager	Consumer Products	Operations Director	Technology
Commercial Manager	Industrial / Automotive	Process Quality Manager	Technology
Marketing Manager	Life Sciences	Building Manager	Professional Services
Organization Development Manager	Consumer Products	Finance & Administration Director	Technology
Financial Manager	Industrial	Infrastructure Architect	Financial Services
Customer Support Engineer Manager	Technology	Human Resource Manager	Life Sciences
Communications & Marketing Manager	Technology	Logistic Manager	Industrial
General Director	Consumer Products	SAP – LOTUS Specialist	Industrial



DeZaSearch S.A. de C.V.
Rio Lerma 302 – 502 B
Col. Cuauhtémoc
06500, Ciudad de México

F. Xavier de Zamacona
T: 55.43.63.62.90
fxz@dezasearch.com

Jaime Godard Z.
T: 55.54.13.40.04
jgodard@dezasearch.com

Finding Executives Who Add Value