

# The Human Vision

## How does technology affect the human factor in recruitment?

New trends and technologies, in particular Artificial Intelligence (AI) and Remote Working, are the biggest disruptors to this industry and they show no signs of slowing down in the coming decade.

AI remains the ultimate shaping trend of the future. Historically, screening profiles manually has been the most time-consuming task we face, but with the help of AI, applicants can not only be identified but interacted with more readily. At the surface it looks so easy, we should match the best profiles with the best job based on numerous parameters, like location, past experience, education and relationship networks. But it takes more than the matching process to gain additional insight, access the best suited talent or reach those who are not actively seeking new opportunities.

Another trend worth analyzing is the increasing practice of Remote Working, especially after Covid-19. Not only does it provide flexibility for employees, but it also gives organizations a global reach to talent. Companies have started investing seriously in various tools and technologies, including virtual offices, augmented and virtual reality work environments, as well as advanced multi-media communication tools, and they have increased the scope of recruiters to break the geographical barriers and expand their search scope.

With the overwhelming globalization and technology disruption, culture remains the glue that binds a company together, and it becomes more challenging to identify talent who fit the culture. Therefore, it will become increasingly critical for organizations to step up and have dedicated teams to build a culture and team cohesion around their core values, vision and mission.

“The most challenging aspect we face with the companies we represent is to blend a company culture that can be embraced by different generations and their varying expectations and career aspirations,” says Carlos El Khoury, Founder and CEO of Elkho Group International.

Working in any organization, you will hear “diversity and inclusion” in every meeting, from interns to Board level. Today’s world acknowledges that recruiting from a diverse pool of candidates means a more qualified, creative and innovative workforce, which has proven to be more profitable. This has become a major requirement, pushing recruiters to have staff dedicated exclusively to increasing diversity at the companies they serve.

At Elkho Group, we collaborate and advise our clients with different strategies to attract diverse candidates and be gender neutral, from job postings and the language used in job descriptions to advertising jobs in diverse community groups that challenge the status quo around underrepresented gender, race, and other similar demographics.

“In a world of perpetual change, Elkho Group embraces new trends and technologies but the human factor remains and will remain at the heart of our concern at all levels,” says Antoine Aliotti, Partner and Head of Development, French Market.

### Our executive team



Carlos Khoury  
Founder and CEO



Iuliia Matvieieva  
President France



Carla Locchi  
CEO Monaco



Christiane El Habre  
CEO Middle East



Antoine Aliotti  
Senior Partner



Tatiana Lizunova  
MD Ukraine



Victor Pobedinskiy  
Head of CIS market



Angelo Aristodimou  
CEO Cyprus



Andrii Turii  
CEO Ukraine



Elizaveta Kicha  
Head of Marketing

The more advanced we become the more we believe in communication and transparency to understand the values that drive each client. This seems so obvious and simple, but nowadays immediacy sets the pace of our daily lives and makes communication much more complex. It takes time and, most importantly, experience and understanding of the industry locally and globally to do it.

With a diverse international team and culture, Elkho Group doesn’t only rely on technology. Each member of the team takes time to listen to each client and discover their needs, ultimately meeting expectations by a better selection of profiles.

We value and maintain a long-lasting relationship of trust with our clients. The longevity of this customer relationship generates quality work, with a significant link to pleasure. This last aspect is very important.

Staying up-to-date with the industry is key at Elkho Group. Thanks to our global vision and understanding of the market, we regularly discuss and exchange views on the strategy of banks, financial institutions and asset management companies and, more recently, startups. Over the years, a certain “complicity” has been established which enables us to optimize the customer relationship,” says Christiane El Haber, CEO Middle East.

The same approach and values apply to candidates. Whatever tools and means available help to identify candidates, exchanges and meetings remain essential. Communication gradually reveals each person’s personality over time. This is our primary objective. Indeed, beyond training and experience, it is inestimable to discover their values and to appreciate their know-how.

Within Elkho Group, without underestimating the importance of hard skills, we are particularly attached to the value of soft, interpersonal skills.

This approach clearly favors the hiring of our candidates but, above all, it optimizes their integration and loyalty. In this way, we generate real satisfaction for both parties.



With 10 offices worldwide, Elkho Group is a specialized executive search and recruitment company with the added value of top profiles in banking and finance. Our clients are based all over Europe and the Middle East.

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### Our locations



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Russia