



ELKHO GROUP

INTERNATIONAL BANKING RECRUITMENT

2025

Elkho Group: Connecting the World's Best Banking Professionals.

As a specialist in **private banking recruitment**, Elkho Group guarantees qualified profiles and career opportunities with prestigious partners.

Founded In
2009



200+
mandates



Covering
50+ Countries



9 locations
worldwide



2000+
recruitments



Our Approach

Always attentive to your needs, we are passionate about human relations.

We bring together more than 100 consultants globally who are experts in their field and who demonstrate a strong attachment to the human factor.

In addition, the cultural diversity of our teams is a real differentiating asset, we speak more than 10 different languages.





Our values

Our goal is to provide the best solutions to your needs and thus to build a strong and long-lasting relationship for a solid and fruitful partnership.



Commitment

Our team is dedicated to your satisfaction



Transparency

Throughout the entire process.



Confidentiality

Absolute discretion at every step.



Ethics

Conducting recruitments with utmost integrity.



Our leading team



Carlos Khoury

CEO & Founder
Elkho Group



Iuliia Matvieieva

President
Elkho Group France



Antoine Aliotti

Senior Partner
Elkho Group France & Monaco



Alain Benoit

Managing Director
Elkho Group Switzerland



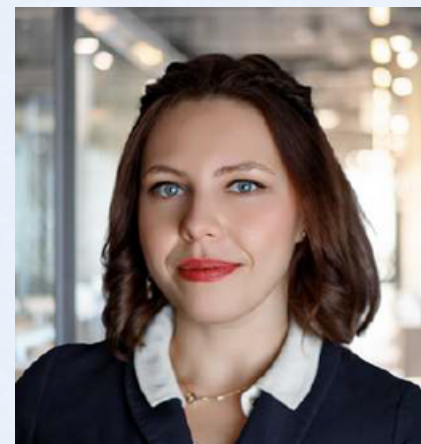
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Head of development
Elkho Group UK



Stéphanie Bacharach

CEO - Private Banking ME
Elkho Group Middle East



Elizaveta Kicha

Development Head - Middle East
Elkho Group Middle East



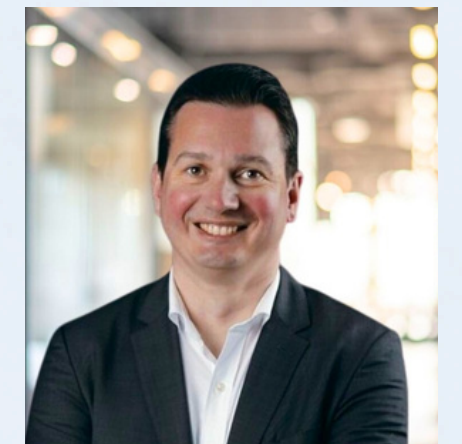
Carla Locchi

Partner and Executive Director
Elkho Group Monaco



Angelo Aristodimou

CEO - Cyprus
Elkho Group Cyprus



Hadrien Constantin

Director - Talent Acquisition
Elkho Group France



Key steps of our recruitment process

Understanding Your Needs & Defining Assignment

- Elaborating a comprehensive analysis to tailor solutions exceeding expectations.
- Mandate briefing via meetings to understand your structure, culture and human capital requirements.
- Position specification by drafting and circulating a confidential job description.

Selecting the right approach

- Creating a search strategy.
- Carefully choosing the optimal approach to align with your objectives.
- Creating the necessary capability framework and assessment criteria.

Initiating the Search & Screening

- Launching the exploration across our different channels.
- Identifying the most suitable candidates (through an in-depth market research, reaching out to our global network, or to any candidate identified by you).
- Interviewing to assess technical and soft skills.
- Reference checks, if required.

Selecting & Presenting Candidates

- Thoughtful selection and shortlisting of the most suitable and prominent candidates.
- Elaborating a detailed executive summary / synopsis for each candidate.
- Presentation of the candidates aligned with your distinct criteria and goals.

Interview Management, Final decision & Integration

- Coordination of the interview process, if needed using our advanced facilities.
- Choosing the best candidate and launching the integration process.
- Offer negotiation.
- Securing candidate(s), contract signature, and final on-boarding.



Elkho Group - end to end contract / outsourced solution?

Elkho Group is also covering the placement of sub-contract / outsourced / project-based candidates. These are the candidates employed by Elkho Group and are sub-contracted to our clients.

1. Candidate Search: sourcing the candidate.

2. VISA: providing residence/business visas for Onboarding the candidate as per local laws and legislation.

3. Medical Insurance: providing medical insurance for candidate.

4. Document attestations & identification: taking care of medical tests, identification cards, labor card, attestations, bank account opening etc. as a part of the visa process.

5. Candidate management & payroll: providing payroll services as well as day-to-day management of candidate throughout the contract length as per local laws and legislation.

6. Flights & accommodation: Taking care of flights and accommodation for the candidate.

7. After placement care: Taking care of day to day issues of candidates maintaining regular contact with candidates.

8. Gratuity, annual leave and more: Taking care as per local laws and legislations.

- Resourcing and on-boarding.
- References.
- Candidate care.
- Candidate Sourcing and Qualification.
- Medical Insurance.
- Mobilisation and De-Mobilisation.
- VISA.
- Accommodation.
- Payroll.
- Flights.



Contract Recruitment Cycle

Needs analysis

- Clarification of Technical/functional specifications and hiring needs
- Project details and deadlines
- Time / Quality / Cost Analysis
- Contract length, duration, start date, location etc.
- Recruitment Process – confirm most efficient approach
- Invoicing Process – confirm best approach

Benefit: 100% clarity from day 1 on all areas avoiding any delays on time and ensuring we are working exactly as per the requirement.

Post-placement

- Post-placement meeting to review process and project success
- Ongoing contractor care & day-to-day candidate management.

Benefit: Your assignment will be completed successfully.

Candidate sourcing through:

- Sophisticated candidate database and global pool
- Direct marketing being largest advertiser in the industry
- Search and networking for passive jobseekers

Benefit: Placing contract candidates in contract roles, giving our clients high caliber resources that are fit for purpose.

Mobilisation:

- Onboarding the candidate
- Visa, Flights and initial hotel stay, Medical & Payroll Services.

Benefit: The elimination of last minute issues ensures a successful starter.

Candidate selection & Client interviews

- Sustainability screening and competency-based interviewing
- Meeting the candidates
- References check
- Candidate and client preparation for the meeting
- Meet candidate to interview role-play
- Prompt and comprehensive feedback

Benefits: A well-managed interview process will save you time. You see the most relevant and most qualified candidates in the market.

SOW (Statement of work)

- Management of expectations
- Advice on expectations of the candidate
- Professional negotiation in person

Benefit: The candidate is more likely to accept your offer and for the right reasons.



Our offices



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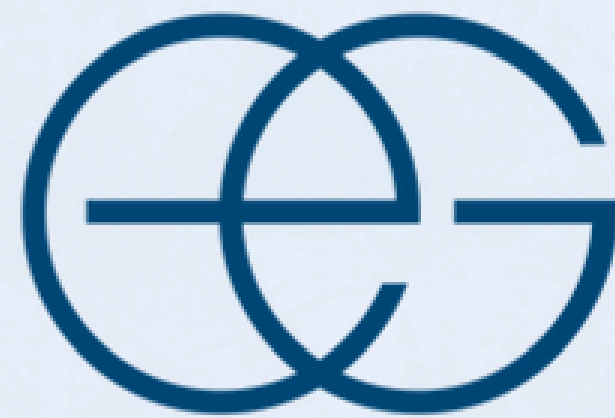
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