HUMAN RESOURCES CONSULTING

Executive Search **Interim** Management Leadership Consulting

AGORA search

Think global

Act *different*

SINCE 1979
Penrhyn International
Where Global Strategy Meets Local Insights

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Agora at a glance

AGORA SEARCH, a boutique executive search firm specialized in the **Search for C-Levels executives and Senior Experts**, operates in France and internationally with its partners in the PENRHYN INTERNATIONAL network.

Since its creation, AGORA SEARCH has been driven by the ambition to connect companies with the most remarkable employees while seeking out a diversity of talents.

Its methodology combines human expertise and technological innovation, using artificial intelligence to identify the most suitable candidates. Consultants trained in assessment tools ensure that recruitment is aligned with the company's strategic needs.

Agora Search also offers:

- **Leadership Advisory**, including organizational mapping, succession planning, coaching, mentoring.
- **Interim Management**.

The firm operates in a wide range of economic sectors, working with SMEs, scale-ups and major groups, as well as with investment funds and family offices.

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contact@agorasearch.com
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Agora DNA & values

Mobilizing the expertise of its integrated team

Drawing on the cross-sector experience of our onsultants and researchers

Entrepreneurs with a deeply human vision

Excellence

We ensure excellent service throughout the process: from the first assessment to the final report

Audacity

We propose differentiating solutions, take measured risks, step outside the box to adapt to constant change

Commitment

We build committed and sustainable relationships with clients and candidates

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Agora
Equity, Diversity, Inclusion

Promoting an internal culture of sustainable **development**, **social equity** and **ethics** every day.

Our employees are **trained in CSR (Corporate Social Responsibility) and D&I principles** and are able to support our clients and candidates in compliance with legislation and commitments.

We support these values with conviction and embody our clients' commitments to CSR and D&I at every stage of the selection and evaluation process.

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Member of

Penrhyn Internation

since 2013

17 offices worldwide

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Penrhyn International

We are present in 12 countries - 17 offices

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- AGORA SEARCH - France
- ATHENA EXECUTIVE SEARCH & CONSULTING - India & UAE
- ATHENA TALENT SOLUTIONS - Dubaï
- COLEMAN LEW Canny Bowen - USA
- DOTTO RESEARCH - Italy
- EXPERTALIS – Germany
- FISH & NANKIVELL - Australia
- HUMANIS - Canada
- MAES & LUNAU - Netherlands
- OSPREY CLARKE - United Kingdom
- ALTIOR – Belgium
- RECARTE & FONTENLA – Spain

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AGORA search

Your expectations

Attract & retain *Talented professionals With rare skills*

Receive great advice and be challenged

Develop both men & women *In their managerial practices*

Build a relationship of mutual trust

Breathe life into your values *A teach point of contact before and after recruitment*

Have real choice

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Our *expertise*

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Agora Search

Executive Search

Direct approach to C-Level executives, Board Members, Senior Experts

Interim Management

Supporting a transformation, a project, crisis management, or simply an emergency

Leadership Advisory

Performance development Assessment

Transformation of managerial practices

Sector Expertise

Technology, Digital, Innovation

Insurance, Finance & Banking

Luxury & Retail

Hospitality, Education, Culture & Media

Transport & Mobility, Energy & Utilities

Functional Expertise

CEO *COO* *CFO* *CHO* *CCO*

CISO *CIO* *CDO* *CTO*

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Constant *evolution*

100
Assignments per year

18
Consultants & Researchers

+45
Years of experience

200
Assessments per year

1979 — **Creation of Agora Search**

2013 — **Joined Penrhyn International**

2015 — **Creation of Agora Human Capital**

2021 — **Creation of Agora Search & Consulting**

2024 — **Creation of Agora Transition**

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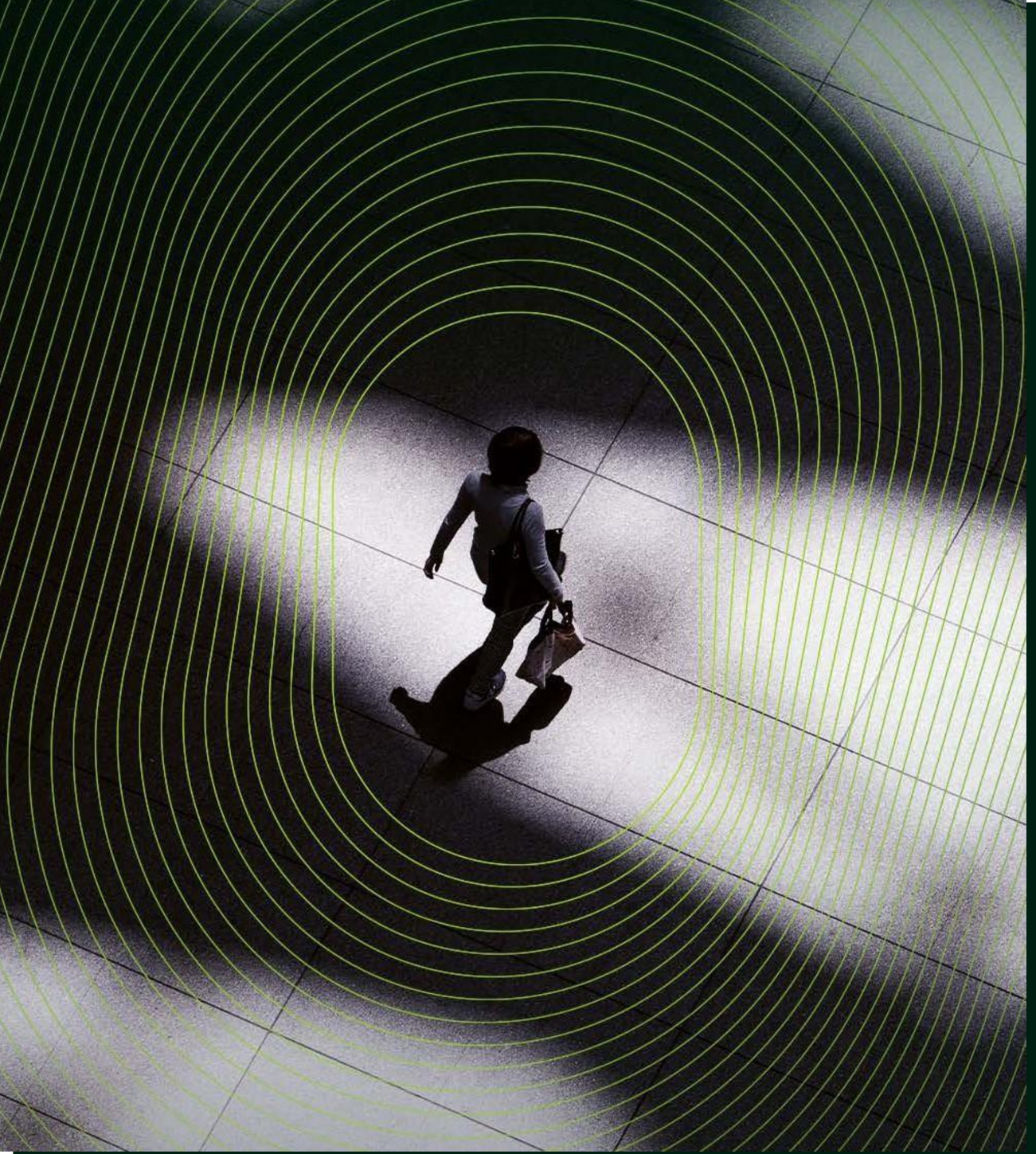
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Metrics

- **90%** of our assignments lead to the recruitment of outside talent, and over 50% of our assignments are **completed in less than 3 months.**
- In over 50% of our assignments, we **present between 3 and 5 candidates** to guarantee a placement. On average, our clients make their final decision **after meeting 3 candidates.**
- **90% of candidates placed** are still with the same company two years later, and 55% after 5 years.
- For each assignment, we present a diverse panel of candidates in terms of **gender**, **background** and **nationality**, in particular to enrich our customers' teams.
- In 2025, 41% of **candidates** placed were **women**.

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+33 1 53 30 78 78 18, rue Volney 75002 Paris



AGORA search

Luce Nordon, CEO

+33 6 86 18 33 65

lnordon@agorasearch.com

www.agorasearch.com

18 rue Volney 75002 Paris, France

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