





Since our foundation in 1993, we have established solid partnerships with our clients and strong business relationships with professionals from different market segments and hierarchical levels.

From our offices in Rio de Janeiro, São Paulo and Minas Gerais, we cover all of Brazil through the following divisions:

**Top Management**



**MSA**  
Executive Search

**Middle Management**



**MSA**  
Specialized Recruiting

**Specialists**



**MSA**  
Specialized Recruiting

*Our mission is to be our clients' main partner in their Human Resources challenges*

Ethics

Respect

Values

Responsibility

**Commitments to our clients**

- ▲ Represent our clients at the highest quality standards
- ▲ Safeguard confidential information
- ▲ Respect the off-limits clause

*"I have worked with MSA for more than 7 years and during this time the nature of our partnership has gone way beyond the simple client x consultant relationship. MSA contributes by not just meeting our demands but also through the continuous improvement of our processes."*

**Riley Costa Vieira**  
HR Manager – Vale

*"MSA is a reliable company that aims to service its clients with excellence and dynamism. Ethics and professionalism form the basis of the work done by MSA's consultants. We have been partners for over 10 years and during this time we've built a relationship that truly translates the meaning of the word partnership."*

**Allissandra Oliveira**  
GRH – Queiroz Galvão

# MSA's Differentiators

## Our Approach

### Headhunting

Headhunting is part of MSA Recursos Humanos' essence. We give our clients excellent results by searching for the best-fitted professionals to fill the required positions, in a proactive, assertive and dynamic manner

### Networking

Our relationship network, which includes influential and high profile professionals from various business segments, has been built and carefully cultivated, over the last 20 years, through the continuous work of MSA's partners in Executive Search

## Our Evaluation

We use Target Selection Assessment as a model for competence-based interviews. Results generated provide our clients with both qualitative and quantitative outputs, thus reducing the subjectivity of the analysis. Results are consolidated comparatively on our Candidate Evaluation Report (CER), which presents the best candidates interviewed by MSA Human Resources in a graphical and conclusive format



## Our team

With solid experience in recruitment and selection, our team shares a collaborative attitude, promoting the match between candidates and opportunities. Always connected with the market, our team attends the most important fairs and conferences, where the knowledge and the skills needed to exceed our clients' expectations are further enhanced

We proactively interact with companies that are world-class in their markets and trust MSA Human Resources with the responsibility of concluding hiring processes on their behalf, not only in Brazil but also abroad

*This solid relationship with the industry places us on a privileged position to identify and attract the greatest talents for our clients*

Agribusiness • Automotive • Construction & Infrastructure • Energy • Pharmaceutical  
Logistics • Manufacturing • Mining and Steelmaking • Oil & Gas  
Financial Services • IT & Telecom • Tourism and Entertainment • Retail





**Our client's  
challenges are  
our motivation**

*More than 20 years  
developing innovative  
solutions supported by cutting  
edge technology applied to  
Human Resources*

•----- ***Assessment***

Our expertise in candidate assessment applied to decision making for internal reorganizations, talent management and talent retention

•----- ***Market mapping***

Supporting strategic human capital planning through proactively approaching market professionals for critical positions

•----- ***RH<sup>4G</sup>***

Web-based platform for the management of key HR subsystems: Performance, Educational, Career and Metrics

•----- ***Professionals with Disabilities***

Custom-made projects to identify and assess professionals with disabilities

•----- ***Coaching***

Internationally accredited consultants supporting leaders and their teams in corporate challenges

•----- ***Training in Recruitment and Selection***

Advanced training on recruitment and selection techniques for executives and recruiters



[MSArh.com.br](http://MSArh.com.br)

**Rio de Janeiro**

Av. das Américas, 8445 - 2º andar - Barra da Tijuca  
Rio de Janeiro - RJ CEP 22793-081  
Tel: +55 21 2136-1200

**São Paulo**

Rua Itapeva nº 378 - 2º andar, Bela Vista  
São Paulo - SP CEP 01332-000  
Tel: +55 11 3529-6900

**Minas Gerais**

Rua Paraíba, 966 - 9º andar, Savassi  
Belo Horizonte - MG CEP 30130-141  
Tel: +55 31 3025-1950