杰艾控股

Company Profile

2026



We Work

我们致力于赋能大众职业发展，打造**充满成就感的工作环境**，创造兼具包容性与弹性的社会与经济价值。

To change people's lives providing an **enjoyable working environment** and creating sustainable social and economic value.

We Are

作为全球领先的人力资源解决方案供应商，我们以专业服务驱动劳动力市场的转型与变革，**冲破**当下各类现实挑战，挖掘全新发展机遇。

A global leader supporting the evolution of the labour market, **going beyond** today's challenges to unlock new opportunities.

We Act

我们是企业客户与求职者**值得信赖的同行伙伴**，全方位助力双方在瞬息万变的职场生态中行稳致远。

As a **trusted sidekick** for clients and candidates, empowering them to thrive in a constantly evolving world of work.

We Believe

我们坚信**工作的可持续性**，积极构筑适配全职业生命周期的生活与职场发展条件，长久守护从业者成长。

In **sustainable work**, which means achieving living and working conditions that support people throughout an extended working life.

We Are
More than Work

Gi group

整体招聘及雇佣解决方案

Recruitment & Staffing

Gi pro

专业领域招聘

Professional Recruitment

wyser
Gi Group Holding

中高级管理人才寻访与甄选

Middle and Executive Search

Gi bpo

业务流程外包

Business Process Outsourcing

jobtome
Gi Group Holding

数字化求职招聘

Programmatic Job Advertising

INTOO
Gi Group Holding

再就业辅导服务

Lifelong Employability

TACKTMI
Gi Group Holding

学习与发展

Learning & Development

愿景 Our Dream

成为公认的全球参与者，结合雇佣市场的需求，致力于为求职者和企业创造一个

To be recognised as the worldwide player responsible for creating

可持续的 SUSTAINABLE、

精简的、充满活力的全球就业市场。

streamlined and enjoyable global market for candidates and companies, reflecting labour market needs.



价值观 Our Values



人文关怀
CARE

以人为本，聚力于人
We place people at the centre.



团队协作
COLLABORATION

同心协力，相伴成长
We grow by working together.



保持热爱
PASSION

满怀热忱，矢志笃行
We commit with energy and purpose.



可持续发展
SUSTAINABILITY

守护社会、人才与企业长远福祉
We support long-term wellbeing for society, people, and businesses.



不断学习及创新
CONTINUOUS LEARNING AND INNOVATION

坚持自我革新，塑造职场未来
We evolve and innovate to shape the future of work.



责任担当
RESPONSIBILITY

坚守诚信，恪尽职责
We act with integrity and accountability.

可持续工作宣言
Our Sustainable Work Manifesto

公平&安全的工作
Decent & Safe Work

可持续工作保障劳动者人格尊严，提供正规劳动合同，杜绝劳动剥削，营造安全作业环境，实现公平薪酬待遇，践行平等理念，守护个人福祉，并赋能劳动者就上述相关议题充分表达自身诉求。

Sustainable Work **guarantees dignity, regular contracts, protection** from exploitation, **safe working conditions**, fair income, **equality**, personal wellbeing, and **empowerment for individuals** to have a voice in these areas.



就业能力与职业成就感
Employability & Satisfaction

可持续工作搭建有利环境，助力个人与企业，在完整、健康且富有价值的职业生命周期内，持续维系就业能力、工作投入度，实现工作与生活的平衡。

Sustainable Work establishes conditions that enable people and companies to actively sustain **employability, engagement** and **work life balance** throughout an extended, healthy and meaningful working life.



可持续工作宣言
Our Sustainable Work Manifesto

守护未来发展资源
Safeguarding Resources for the Future

可持续工作契合 ESG 标准，保障后代群体拥有进入劳动力市场、参与职场活动的机会，不损害其发展权益；杜绝人力资源与环境资源的过度消耗，同时赋能能力建设、创新发展与多方协作关系。

Sustainable Work aligns with **ESG standards** without compromising the ability of future generations' access to – and participation in – the Labour Market. It avoids the exploitation of human and environmental resources, while fuelling **competences, innovation, and relations.**



多元、公平与包容
Diversity, Equity & Inclusion

可持续工作破除各类壁垒，消除阻碍劳动者进入、立足职场以及获得职业晋升的不利因素；尊重个体价值贡献，保障全体人员享有公平与包容的发展环境。

Sustainable Work **eliminates the hurdles** that discourage or hinder workers from entering, remaining, or advancing in the Labour Market, while **valuing personal contribution** and ensuring **equity** and **inclusion** for all.



助力实现可持续发展目标

Our Contribution to the Sustainable Development Goals

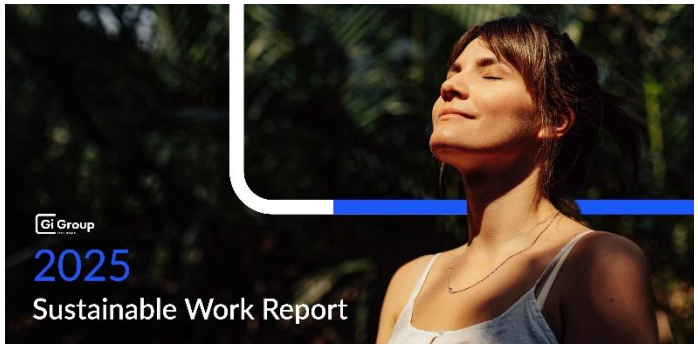
立足企业使命、业务实践及社会价值，我们致力于依托自身服务与各类项目行动，助力实现以下联合国可持续发展目标（SDGs）：

Aligned with our mission, business activities, and their social impact, we are committed to contributing, through our services and initiatives, to the achievement of these SDGs:



更多详情，可参阅我们的《2025 可持续工作报告》

DISCOVER MORE ON OUR 2025 SUSTAINBALE WORK REPORT



WEC 全球企业会员
Global Corporate Member of
WORLD EMPLOYMENT CONFEDERATION

GCSJ 合作伙伴
We are partner of
Global Coalition for Social Justice

战略变革 Our Strategic Evolution

起始点
Our starting point

1998

创立 Generale Industrielle。
We found Generale Industrielle.

成功在意大利开展业务
Success in Italian Staffing

2004

收购 Worknet，菲亚特的专属人力资源服务商。
We acquire WorkNet, Fiat's employment agency in Italy.

从灵活用工到多元服务
From Temp and Perm to a range of HR services

2005

完成收购；涉足新业务：新职介绍、培训、人力资源咨询以及薪酬外包。
We complete **acquisitions in Italy** and start operations in **outplacement, training, HR consultancy and payroll outsourcing**.

从意大利到全球
From Local to Global

2007/8

开始国际扩张，进入欧洲、亚洲及南美市场。
We start our international expansion: **Europe, Asia & South America**.

与全球社区分享最佳实践
Sharing best practices with the global community

2010

成为世界就业联盟的全球企业会员。
We become a member of **World Employment Confederation** (formerly CIETT).

整合品牌、经验和资源
Uniting brands, know-how and resources

2013/16

启动全球新业务实践：整体招聘及雇佣解决方案、中高端人才寻访及甄选、学习与发展、新职介绍以及业务流程外包。
We create the Global Practices: Temporary and Permanent Staffing, Middle and Senior Manager Search & Selection, Learning & Development, Outplacement and Business Process Outsourcing.

巩固全球布局
Consolidating our global presence

2020

进入美国市场。
We begin working in the **USA**.

迈向人力资源的未来
Towards the future of HR

2021

收购 Jobtome，进军人工智能和自动化招聘领域。
We acquire **Jobtome** and step into the world of **AI and automated job-posting**.

全球统一集团身份
A unified global identity

2022

推出全球集团品牌 Gi Group Holding。
We launch the Corporate Brand Gi Group Holding, an **ecosystem of integrated HR Services**.

巩固整合，战略聚焦
Consolidation, integration and strategic focus

2025

完成 Kelly 业务整合，推进 Grafton 品牌发展，巩固生命科学领域实力，启动 Gi Group 运营体系迭代。
We completed the **integration** of Kelly, advanced the **Grafton brand**, strengthened our **Life Sciences** capabilities, and progressed towards the **Gi Group operational set up evolution**.

新的协同增效与机遇
New synergies and opportunities

2024

收购 Kelly 欧洲派遣业务；强化在 14 个国家的生命科学领域业务。
We acquire the **European Staffing business of Kelly** and strengthen our Life Sciences capabilities in 14 countries.

25 年致力于劳动力市场的发展
25 years working for the evolution of the Labour Market

2023

完成集团的第 50 次收购。
We complete our **50th acquisition**.

开拓新局，破界前行
Going beyond to achieve more

2026

核心品牌 Gi Group 全新升级，优化服务交付能力，夯实自身市场和行业价值。
We launch the evolved Gi Group positioning and brand identity, strengthening how we deliver services and our role in the evolving labour market.

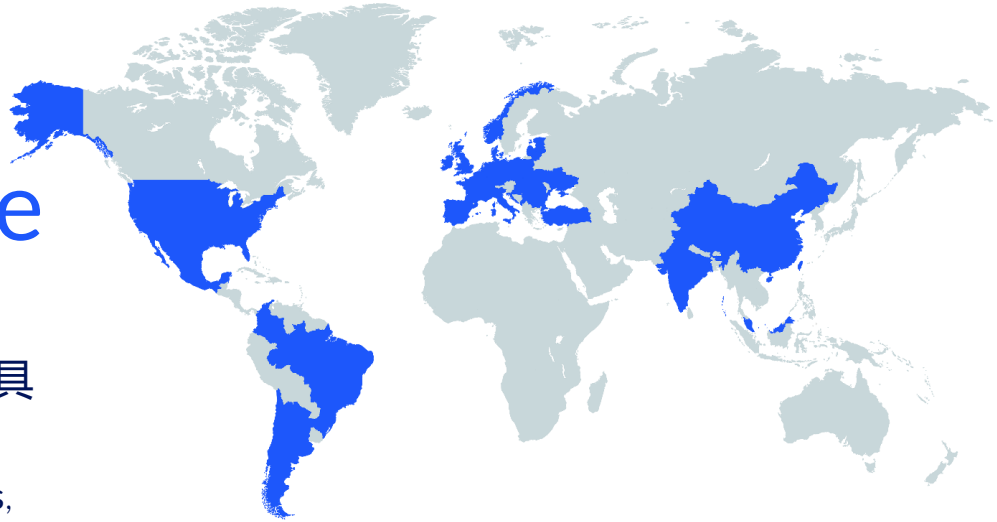
全球业务势能

Our Global Scale



Gi Group HOLDING

全球布局
Our Global Presence



我们的业务覆盖欧洲、亚太及美洲大陆，兼具全球化网络优势与深耕本土的专业能力。

We operate across **Europe**, **APAC** and the **Americas**, combining global reach with deep local expertise.

37
个国家和地区设有直属分支
COUNTRIES WITH DIRECT PRESENCE

700+
个办公机构遍布全球
HQ, BRANCHES AND ONSITE

8,000+
名直聘员工
EMPLOYEES

25,000+
家合作客户
CLIENTS

直属分支分布地区 DIRECT PRESENCE

- **阿根廷** Argentina
- **比利时** Belgium
- **巴西** Brazil
- **保加利亚** Bulgaria
- **智利** Chile
- **哥伦比亚** Colombia
- **克罗地亚** Croatia
- **捷克** Czech Republic
- **丹麦** Denmark
- **爱沙尼亚** Estonia
- **法国** France
- **德国** Germany
- **大中华地区** Greater China
- **匈牙利** Hungary
- **印度** India
- **爱尔兰** Ireland
- **意大利** Italy
- **拉脱维亚** Latvia
- **列支敦士登** Liechtenstein
- **立陶宛** Lithuania
- **卢森堡** Luxemburg
- **马来西亚** Malaysia
- **墨西哥** Mexico
- **黑山** Montenegro
- **挪威** Norway
- **波兰** Poland
- **葡萄牙** Portugal
- **罗马尼亚** Romania
- **塞尔维亚** Serbia
- **斯洛伐克** Slovakia
- **西班牙** Spain
- **瑞士** Switzerland
- **荷兰** The Netherlands
- **土耳其** Turkey
- **乌克兰** Ukraine
- **英国** United Kingdom
- **美国** USA

发展历程 Our History

1998

创立 Generale Industrielle。
Founding of **Generale Industrielle**.

2004

收购菲亚特在意大利的专属人力资源服务商。
Acquisition of Fiat's employment agency in Italy.

2005

拓展人力资源服务范围。
Expansion of our range of HR services.

2007

国际扩张，进入德国和波兰市场。
International expansion in Germany and Poland.

2008

整合成为 Gi Group；进入大中华地区、法国、巴西、西班牙和印度市场。
We become **Gi Group**. **International expansion** in China (Mainland & Hong Kong), France, Brazil, Spain and India.

2016

收购 Tack 和 TMI，进入哥伦比亚市场。
Acquisition of **Tack and TMI**. **International expansion** in Colombia.

2014-2015

进一步国际扩张，进入土耳其、葡萄牙、荷兰和斯洛文尼亚市场。
International expansion in Turkey, Portugal, Netherlands and Slovakia.

2013

启动全球新业务实践。
Creation of the Global Practices.

2009-2011

进入英国、阿根廷和东欧市场。
International expansion in UK, Argentina and Eastern Europe.

2018

收购 Grafton 和 Marks Sattin。
Acquisition of **Grafton** and **Marks Sattin**.

2019

进一步在德国进行收购，强化国际流动能力。
Further acquisitions in Germany expand our **International Mobility capabilities**.

2020

进军美国市场。
International expansion in **USA**.

2021

收购瑞士的 Jobtome 和法国的 Axxis。
Acquisition of **Jobtome** in Switzerland and **Axxis** in France.

2026

Gi Group 品牌全新升级，强化核心业务。
We launch the evolved Gi Group positioning and brand identity, strengthening our core business.

2025

推进 Kelly 业务整合、Grafton 品牌发展、生命科学领域业务拓展，启动 Gi Group 商业模式迭代。
A year of **consolidation** focused on integrating Kelly, strengthening the Grafton brand, expanding in Life Sciences, while evolving our Gi Group business model.

2024

收购 Kelly 欧洲派遣业务；进入比利时、卢森堡和挪威市场。
We acquire the **European Staffing business of Kelly**. International expansion in Belgium, Luxembourg, and Norway.

2023

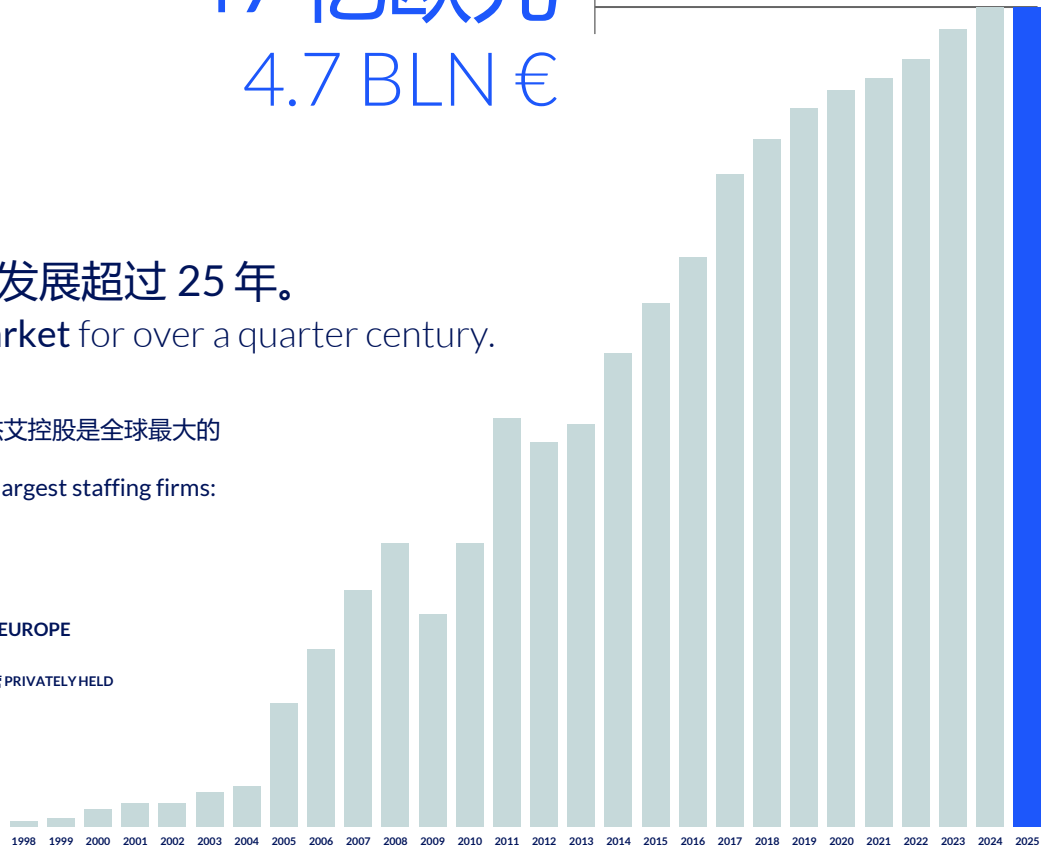
庆祝集团成立 25 周年，并完成第 50 次收购。
We celebrate our **25th anniversary** and **50th acquisition**.

2022

成立全球集团品牌：杰艾控股；拓展在爱沙尼亚、拉脱维亚、立陶宛、瑞士和列支敦士登的业务。
We launch the Corporate Brand **Gi Group Holding**. International expansion in Estonia, Latvia, Lithuania, Switzerland and Liechtenstein.

集团规模
Our Growth

47 亿欧元
4.7 BLN €



我们持续致力于**可持续劳动力市场**的发展超过 25 年。
Working towards a sustainable Labour Market for over a quarter century.

SIA STAFFING INDUSTRY ANALYSTS 2025 Largest Staffing Firms Globally

据 SIA 最新研究报告显示，杰艾控股是全球最大的人力资源服务集团之一：
Ranked as one of the world's largest staffing firms:

11th 全球排名 WORLDWIDE
5th 私营 PRIVATELY HELD

6th 欧洲排名 EUROPE
2nd 私营 PRIVATELY HELD

MagnitGlobal Supplier Excellence Award 2025

大中华区布局
Our Greater China Presence



20+ Yrs
年行业服务经验
SERVICE EXPERIENCE

62 亿+
2025 年度营收
REVENUES IN 2025 (RMB)

400+
名直聘员工
COLLEAGUES

5 千+
家合作企业客户
COMPANIES WORKING WITH US

130+
个分支机构
HQ, BRANCHES AND ONSITE

50 万+
位外包派遣相关员工
PEOPLE WORKING WITH US

人力资源服务五星级企业
FIVE-STAR HR SERVICES PROVIDER

全国人力资源诚信服务机构
NATIONAL TRUSTWORTHY HR COMPANY

通过 ISO9001 质量管理体系认证
ISO 9001 SYSTEM CERTIFICATE

商业 & 行业交流
Commercial and Industry Relationships

在大中华区，我们重视行业交流，现为**宁波、浙江、上海、北京、苏州、深圳**等地区的人力资源服务行业协会副会长或理事单位；同时关注区域商业动态，是**中国欧盟商会**的企业会员。

Gi Group Holding Greater China is the vice president or board member of HR associations in **Ningbo**, **Zhejiang**, **Shanghai**, **Beijing**, **Suzhou** and **Shenzhen**. For the regional commercial communication, we are the corporate member of **European Union Chamber of Commerce** in Greater China.









荣誉与认可（政府表彰及认定）
Accreditation and Recognition

- 2025-2027 年浙江省 **AAA 级“守合同重信用”**企业（成功续评 3A）
  Zhejiang Certified Enterprise for Excellent Contractual Compliance and Top-Tier Business Credit (AAA Level)
- 2024 年度浙江省人力资源服务机构**综合 20 强**（2019-2024）
  Zhejiang Top 20 Comprehensive Human Resources Service Provider
- 2024 年度浙江省人力资源服务机构**猎头 TOP 1**
  Zhejiang Top 1 Headhunting Service Provider
- 2024 年度宁波市**现代服务业 30 佳企业**
  Ningbo Top 30 Enterprise of Modern Service Industry
- 2024 年浙江省服务业**领军企业**（人力资源服务）
  The Leading Enterprise in the Service Industry of Zhejiang (HR Service)
- 2024-2027 年宁波市**“专精特新”**人力资源服务机构
  Ningbo Specialized, Refined, Distinctive, and Innovative Human Resources Service Enterprise
- 2023 年度浙江省人力资源服务机构**外包 20 强**（2019-2023）
  Zhejiang Top 20 Human Resources Outsourcing Service Provider
- 2023 年浙江省服务业**领跑企业**（人力资源服务）
  The Pioneer Enterprise of Zhejiang Service Industry (HR Service)
- 2023 年浙江省**首批省级人力资源服务出口基地** - 企业类
  Provincial-level Human Resources Service Export Base in Zhejiang
- 2023 年首届人力资源服务国际贸易交流合作大会 **20 大“创新经验”**
  Top 20 "Innovative Practice" at the 1st Conference on Exchange and Cooperation for International Human Resources Service Trade
- 2023 年苏州市人力资源服务业**专精特新**企业
  Suzhou Specialized, Refined & Unique Enterprises of HR Service Industry
- 2023-2026 年浙江省人力资源服务企业**信用等级五星级**（复评）
  Five-star Credit Rating of Zhejiang HR Service Enterprise
- **全国人力资源诚信服务示范机构**（2018年1月）
  National Model Institution for Trustworthy Human Resources Services

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荣誉与认可（行业成就及认可）
Accreditation and Recognition

- 2026 企业信用等级 **AAA 级**（FAREAST CREDIT）
  Enterprise Credit Rating AAA Level (2019-2025 AA)
- 2025 智享会招聘**流程外包 HR 臻选**服务机构（连续 2 年）
  HR's Pick - Recruitment Process Outsourcing Service Provider (HREC)
- 2025 第一资源中国 HRO 排行榜 - **外资/合资 TOP 10**
  China Top 10 HRO Services Unit (Foreign-invested/Joint Venture) (TopHR)
- 2024 智享会灵活用工 - **制造业蓝领岗位 HR 臻选**服务机构
  HR's Pick - Flexible Staffing Service Provider for Blue Collar Workers (HREC) (2020-2024)
- 2024 中国新生代雇主 - **城市影响力雇主**
  China New Generation Employer - City Influential Employer
- 2023 第一资源人力资源服务机构 **100 强**（& 2022）
  Top 100 Human Resources Service Organization (TopHR)
- 2022 MeetHR 年度**十大影响力**人力资源品牌 - 人事外包类
  Top 10 Influential Human Resources Outsourcing Brand (MeetHR)
- 2022 MeetHR 上海人力资源**服务商百强**（& 2021）
  Top 100 Shanghai Human Resources Service Provider (MeetHR)
- 2021 亚洲招聘大奖“**最佳专业招聘机构**”铜奖
  Asian Recruitment Awards “Best Professional Services Recruitment Agency” Bronze Award
- 2021 亚太人力资源服务奖“**高成长企业**”奖
  Asia-pacific Human Resources Service High Growth Enterprise
- 2021 人力资源服务业**潜力公司**大奖（金帜奖）
  Most Promising Company Award in HR Service Industry (HRFLAG)
- 2020 亚洲招聘大奖“**最佳临时招聘机构**”铜奖
  Asian Recruitment Awards “Best Temporary Recruitment Agency” Bronze Award
- 2019 中国 **TOP 100 最佳招聘**服务商
  China Top 100 Recruitment Service Provider (MeetHR)

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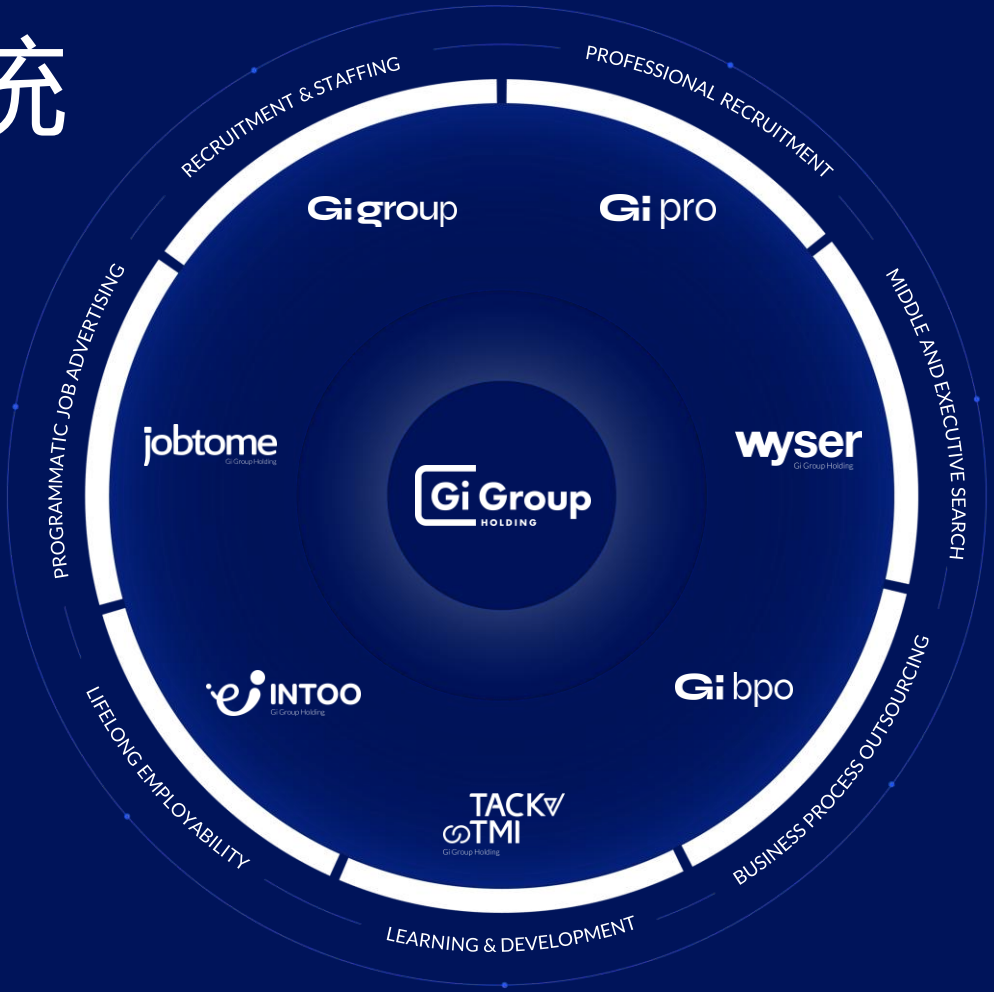
全球服务体系
Our Ecosystem of HR Solutions



Gi Group HOLDING

杰艾控股生态系统
Our HR Ecosystem

- 整体招聘及雇佣解决方案
  Recruitment & Staffing
- 专业领域招聘
  Professional Recruitment
- 中高级管理人才寻访与甄选
  Middle and Executive Search
- 业务流程外包
  Business Process Outsourcing
- 学习与发展
  Learning & Development
- 再就业辅导服务
  Lifelong Employability
- 数字化求职招聘
  Programmatic Job Advertising



超越进取 Going Beyond

打造卓越运营体系，巩固行业长期领先优势
Enabling operational excellence and long-term leadership



数字化转型
Digitalisation

运用**人工智能**、**自动化**等前沿技术，贯穿完整招聘全生命周期，提升服务效率、精准度与交付品质。

We leverage advanced technologies, including **artificial intelligence** and **automation**, to enhance the **efficiency, accuracy, and quality** of our services across the entire recruitment lifecycle.



集中化运营
Centralisation

依托**协同运营模式**优化核心流程与业务平台，保障各区域市场实现管理规范、经营合规、标准统一。

We streamline key processes and platforms through **coordinated operating models** that ensure **governance, compliance, and consistency** across all markets.



专业化深耕
Specialisation

立足多行业、多岗位、多地域、多服务模式的垂直专业积淀，提供**定制化解决方案**。

We deliver **tailored solutions** through **deep vertical expertise** across industries, roles, geographies, and service models.

专业领域 Our Specialised Divisions

我们在所有业务中采用顾问式服务模式，充分洞悉各行业与职场的发展态势。
We use a **consultancy approach across all our businesses** to fully understand the dynamics of each sector and workplace.

- 制造 Manufacturing
- 汽车 Automotive
- 物流 Logistics
- IT与咨询 IT & Consultancy
- 生命科学 Life Sciences
- 零售 Retail
- 工程 Engineering
- 客服中心 Contact Centers
- 能源 Energy
- 金融服务 Banking & Insurance
- 设施管理、酒店与餐饮 Facility Management & HORECA
- 建筑与施工 Building & Construction
- 快消 Fast Moving Consumer Goods
- 时尚与奢侈品 Fashion & Luxury
- 化工与农业 Chemical & Agriculture

解决方案
Our Solutions

- 人才搜寻和吸引
  Talent Sourcing & Attraction
- 人才招聘和管理
  Talent Hiring & Management
- 人才发展
  Talent Development
- 人才关怀
  Talent Care



整体招聘及雇佣解决方案
Recruitment & Staffing



Gi Group 助力客户突破现实发展瓶颈，秉持以人为本、全局统筹的服务理念，简化全生命周期人力外包服务解决方案获取路径。

We support clients in **going beyond** today's challenges. **Simplifying** access to operational workforce solutions through a **people-centred** and holistic approach.

- 作为**战略合作伙伴**，通过高效的人才寻访、人员管理及业务转型服务，保障企业运营稳健。
  We are your **strategic partner**, committed to ensuring your operational reliability through effective workforce acquisition, management and business transformation.
- **融合全球网络优势与深厚本土专业积淀**，促成人才与发展机遇的精准适配。
  We **combine international reach with strong local expertise** to connect the right people with the right opportunities.
- 依托**数字化、集中化与专业化**构建长效合作，实现规模化运营下的服务标准化、高效率与深度贴合。
  We build long-lasting relationships, enabled by **digitalisation, centralisation and specialisation** to ensure consistency, efficiency and proximity at scale.

25+
年行业经验
YEARS
OF EXPERTISE

30+
个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

4 千+
位招聘和劳动力管理专家
DEDICATED
PROFESSIONALS

2 万+
个业务合作伙伴
CLIENTS
WE PARTNER WITH
YEARLY

18 万+
位候选人被推荐到各行各业
OPERATIONAL WORKERS
WE SOURCE FOR OUR
CLIENTS EACH YEAR

我们提供**全生命周期人力外包服务解决方案**，具备跨行业、跨区域市场的人员统筹管理综合实力。

We provide **operational workforce solutions**, with comprehensive expertise managing workers across sectors and markets.

运营方针 OUR OPERATING APPROACH

精研交付，助力企业提速发展、高效引才，从容应对市场变革。
We've honed how we deliver to help companies move faster, hire smarter, and navigate change with confidence.

精益运营，依托技术、集中化流程、敏捷架构，以及按岗位与行业细分的专业团队，输出深度洞察，交付卓越成效。
Our operating model, powered by a smart blend of technology, centralised processes, agile structures, and expert teams specialised by role and industry, delivers sharper insights and stronger results.

灵活适配，解决方案弹性扩容，助力企业提升经营水准，持续抢占行业先机。
Our workforce solutions flex, scale, and enable organisations to raise the bar and stay ahead of the curve.

这便是我们的"Smarter Proximity"服务：深挖精准适配，赋能竞争优势。
We call it Smarter Proximity: relevance that drives competitiveness.

服务模式 HOW WE CREATE VALUE

驱动 DRIVE | 灵活用工整体解决方案 Contingent Workforce Solutions

- **临时外包/派遣服务** Temporary Staffing
- **驻场服务** Onsite
- **供应商管理（总包模式）** Master Vendor
- **国际人才流动** International Mobility
- **MSP（中立供应商模式）** Managed Service Provider through neutral partners

升跃 ELEVATE | 战略人才招募解决方案 Strategic Hiring Solutions

- **长期岗位招聘解决方案** Permanent Staffing
- **专业领域招聘** Technical and Professional Recruitment (Gi Pro)
- **人才测评** Assessment
- **雇主品牌建设** Empowered Talent Attraction (Brand@Work)
- **规模化智能寻访方案** Scalable Sourcing (Hiremattic)
- **人才市场测绘** Market Mapping

重塑 TRANSFORM | 人才储备与组织转型解决方案 Workforce Readiness & Transformation Solutions

- **终身就业力与技能提升/重塑**
  Lifelong Employability, Upskilling & Reskilling (Gi Training)
- **招聘流程外包**
  Recruitment Process Outsourcing (RPO)
- **业务流程外包**
  Business Process Outsourcing (Gi BPO)

Gi pro

专业领域招聘
Professional Recruitment

Gi Pro 专注为企业寻访、甄选、招聘与输送具备专业技能的专门人才及技术人才，覆盖初级至资深专业从业者。

We provide solutions dedicated to the recruitment and delivery of temporary and permanent workers with a **professional specialisation** (from junior talent to experienced experts).

- **国际化商业网络** Global Branch Network
- **深度了解中国市场** Knowing Greater China Market in Depth
- **与优质客户保持长期业务关系** Long-term Partnership
- **经验丰富的专家顾问团队** Experienced & Specialized Team
- **找、筛、评、选综合的招聘方式** Sourcing & Screening & Assessment & Selection
- **端到端的定制化方案** An End-to-end Customized Solution
- **积极主动的人才通道** Proactive Talent Pipeline Created



10 万 – 40 万 RMB

候选人年薪范围
ANNUAL SALARY RANGE
OF CANDIDATES

我们致力于**深度研判企业人才诉求**，协助求职者洞悉所属专业领域的业态演变，并指引其规划职业发展，同时**秉持信念，矢志赋能企业组织实现增长。**

Our goal is to **understand the talent businesses need**, before helping candidates understand the changing landscape of their specialism and guiding them in their next step, **convinced and committed to help your organisation grow.**

专业服务领域 DIVISIONS

专注众多行业领域，擅长各类业务职能：
We are experts in many sectors and in most business functions:

大工业 General Industry

- **机械** Mechanical
- **化工** Chemical
- **流体控制** Pumps & Valves
- **汽车/新能源汽车** Automotive & NEV
- **工程** Engineering
- **自动化** Automation

零售 Retail

- **鞋服** Clothing & Shoes
- **配饰（眼镜和腕表）** Glasses and Watches
- **轻奢** Entry Luxury
- **奢侈品** Luxury
- **化妆品** Cosmetics

专业职能 Functional

- **财务** Financial
- **人事行政** HR & Admin
- **销售** Sales
- **市场** Marketing
- **采购** Purchasing

其他 Others

- **电商** E-commerce
- **农业** Agriculture
- **物流** Logistics

wyser
Gi Group Holding

中高端管理人才寻访与甄选
Middle and Executive Search



Wyser 与具备前瞻视野的企业合作，通过深厚的市场专业知识、协同的战略共识以及定制化顾问服务，搜寻并吸纳杰出管理人才。

We partner with forward-thinking Companies to **identify and engage talented managers**, through deep **Market expertise**, shared strategies and a tailored consultancy.

- **推行全球化运营体系**，业务覆盖三大洲，提供跨境解决方案、国际人才流动项目及各类合作资源。
  We operate a global model covering 3 continents with cross-border solutions, and international mobility programmes and partnerships.
- **采用顾问式招聘模式**，立足客户深度需求研判，提供定制化解决方案，并配套完善的候选人管理策略。
  We adopt a consulting approach to recruitment, based on customer and need analysis, tailored solutions and a comprehensive candidate management strategy.
- 按岗位序列（专业技术和价值创造）进行**专业化分工**，并按行业实施细分专项布局。
  Specialisation by job families (know-how and value generation) and sub-specialisation by industry.
- 高度重视构建**持久稳定的合作伙伴关系。**
  A strong focus on building **long-lasting partnerships**.

13
个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

300+
名雇员
EXPERTS

Wyser 深度洞悉企业业务诉求，并结合各行业专属积淀，为客户打造**定制化解决方案。**
We offer **custom-made solutions** based on a thorough understanding of the business needs combined with our industry-specific knowledge.

我们的人才寻访与甄选体系搭载多元增值服务，涵盖**猎头、胜任力与性格测评，以及目标候选人市场测绘**等。
Our Search & Selection process includes added value services such as **headhunting, aptitude and personality assessment, and candidate market mapping.**

专业服务领域 DIVISIONS

Wyser 团队能为以下行业和职能领域提供专业支持：
Our teams focus on the following divisions and functions:

- **汽车&制造** Automotive & Manufacturing
- **半导体** Semiconductor
- **新能源** New Energy
- **化工** Chemical & Industrial
- **金融服务** Financial Service
- **高科技/互联网** High-tech & Internet
- **零售与消费品** Retail & Consumer
- **农业** Agriculture
- **生命科学** Life Science
- **高层管理** General Management
- **财务与会计** Finance & Accounting
- **销售与市场** Sales & Marketing
- **技术与工程** Technical & Engineering
- **项目管理** Project Management
- **采购与供应链** Purchasing & Supply Chain
- **合规与法务** Compliance & Legal
- **人力资源** Human Resources
- **运营** Operation

Gi bpo

业务流程外包
Business Processes Outsourcing



Gi BPO 秉承 #结果导向 的理念承接企业外包流程管理，兼顾服务灵活性与可量化业务成果，并基于实际达成绩效进行结算，彻底突破传统外包的固化框架。

We manage your outsourced processes with a **#ResultsDriven mindset**, focusing on flexibility and measurable outcomes, **going beyond** standard models through performance-based invoicing.

运营模式依托人才、流程、技术协同赋能，设立三大核心支柱：
Our Operating Model is built around the synergy of **People**, **Processes** and **Technology**, and is structured on 3 key pillars:

- 对外包服务成效**全权负责**，实现更高的运营效率与业务灵活度。
  Responsibility for the results of the outsourced services, resulting in greater efficiency and flexibility.
- 融合技术赋能与规模效应，以最优组合实现**流程业务的单位成本优化。**
  Process transactions at a lower unit cost enabled by the right combination of technology and economies of scale.
- 采用**敏捷工作方法论**，保障优质客户体验、强化流程管控，实现成本透明。
  An agile methodology which provides a high-quality customer experience, greater process control and cost transparency.

10+
个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

600+
名雇员
EXPERTS

1千+
个业务合作伙伴
CLIENTS WE PARTNER WITH YEARLY

Gi BPO 的专业团队对客户各项**诉求**与基础信息开展全方位分析，充分发挥**流程设计能力**与**前沿技术**的聚合优势，重塑业务工作流，遴选出高度适配的解决方案。

Our specialists analyse all **requirements** and inputs, leveraging the combined strength of **process design expertise** and **advanced technologies** to remap workflows and identify best-fit solutions.

凭借这套服务模式，我们得以持续迭代服务效能，为客户交付兼具**业务弹性**与**运营稳健性**的解决方案。

This approach allows us to continuously improve performance and support clients with solutions that combine **flexibility** and **operational reliability**.

专业服务领域 DIVISIONS

- 生产制造 Manufacturing
- 快消品 FMCG
- 互联网 Internet
- 餐饮 Catering
- 食品 Food
- 客服 Customer Service
- 电商相关 E-commerce Division
- 快递物流 Express & Logistics
- 外卖配送 Takeaway Distribution
- 仓储管理 Warehousing Management

TACK TMI
Gi Group Holding

学习与发展
Learning & Development



历经 110 余年行业深耕，Tack TMI 以共情互通深度联结客户与人才，依托**丰富多元**的学习内容与**卓越的学习体验**，赋能企业与员工**提质增效、协同成长。**

With over 110 years of experience, we empower Companies and their people to **work better and grow**, leveraging deep empathetic relationships, a **diverse collection** of content, and **brilliant learning experiences.**

- **全球服务布局：**执行全球统一的学习交付标准，同时尊重属地文化差异，并充分响应学员的个性化发展诉求。
  Global footprint. We deliver learning to a consistent global standard while adapting to local cultures and the specific needs of your learners.
- **多元内容体系与定制能力：**既拥有基于专业研究打磨的成熟解决方案，亦可结合企业实际经营场景与业务诉求，灵活定制专属学习内容。
  Array of content & flexibility to customise solutions. We have both research-based solutions and the flexibility to customise learning content to your business reality and requirements.
- **坚守交付品质与一致性：**无论项目规模大小，均采用前沿学习设计与交付模式，保障各类培训项目高质量按期落地。
  Commitment to quality & consistency. We deliver programmes of all different sizes on time, to a high quality and with the latest in learning design and delivery.

55+
个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

600+
名雇员
EXPERTS

我们通过前沿的方案设计理念与技术，充分利用并发挥**学习咨询、个人评估、混合式培训干预**（覆盖线下与线上模式）、**异步学习**（数字化自主研学）以及**绩效辅导**等领域的最佳优势。

Using the latest in solutions design and technology, we leverage the best in **learning consulting, individual assessments, training interventions** (both in-person and virtually), **asynchronous learning** (digital and self-paced) and **performance coaching.**

与客户建立独具特色的合作关系，并实现多重价值：

The partnership we build with our clients is unique and delivers:

- **营收增长：**赋能销售专业人员与销售团队构建业务能力。
  Revenue growth – by building the capability of Sales Professionals and Sales Teams.
- **员工敬业度与生产效能：**为学员提供持续的职业及个人发展支持。
  Employee engagement and productivity – providing learners with ongoing career and personal development.
- **员工留任和领导力文化建设：**培养面向未来的管理者与领导人才。
  Employee retention and leadership culture – growing the Leaders and Managers of the future.
- **卓越客户体验：**重塑全员认知，推动组织树立客户体验责任意识。
  Superior CX – by changing mindsets and encouraging ownership of customer experience across your organisation.
- **组织文化变革：**帮助员工及管理者适应变革，掌握预判、接纳、落地变革的能力。
  Culture transformation – preparing individuals and Leaders for change: how to anticipate it, accept it and deliver it.
- **安全工作环境：**倡导员工与管理者践行行为准则，筑牢安全文化根基。
  Safe workplaces – by promoting the behaviours (in individuals and managers) that underpin a safety culture.

再就业辅导服务
Lifelong Employability



INTOO 助力个人适应**职场变革**，赋能企业稳步推进组织转型，并提供以人为本的**培训、辅导、职业发展、变革管理及再就业安置服务。**

We help People adapt to **change at work** and organisations in their transformation process. We offer people-centric **coaching, mentoring, career development, change management and outplacement services.**

5
个国家设有直属分支
COUNTRIES
DIRECT PRESENCE

100+
名雇员
EXPERTS

CAREER STAR GROUP

130+
个国家分布 COUNTRIES
CAREER STAR GROUP

2,100+
位网络顾问 NETWORK OF CONSULTANTS
CAREER STAR GROUP

INTOO 系 Career Star Group 创始成员，该机构是由全球顶尖再就业安置服务商组成的国际联盟。

INTOO is also a founding member of the Career Star Group, a global association of the world's leading outplacement companies.

借助该联盟资源，我们吸纳行业前沿创新专业力量，保障 **INTOO 能够为全球各地企业与个人提供支持。**

The alliance provides access to some of the most innovative brains in the industry and ensures that **INTOO can support companies and individuals wherever they are.**

jobtome
Gi Group Holding

数字化求职招聘
Programmatic Job Advertising



Jobtome 助力求职者匹配适配岗位，协助企业招揽合适人才，缓解全球一线实操岗位从业者的就业保障困境。

We help **people** get the **right jobs** and **employers** find the **right employees**, reducing economic insecurity for operational workers around the world.

我们致力于成为欧洲蓝领数字化人才招聘领域的领军者，打造行业领先的程序化招聘广告引擎与网站矩阵，面向企业雇主与求职候选人实现规模化价值输出。

We want to become the European leader in Blue Collar **digital acquisition**, delivering value at scale to employers and candidates, by developing the best **programmatic job advertising engine** and web properties network.

33
个国家分布
COUNTRIES

33
名雇员
EXPERTS

全球创新实践
Our Innovation Path



Gi Group HOLDING

三大核心支柱
The 3 main Pillars



杰艾一体化平台 GiSuite

多产品集成一体化数字平台，支持日常业务运营管理；推动业务流程标准化，保障全球各运营单元的数据采集口径统一、来源可信。

A **multi-product digital tools suite** for managing daily activities. GiSuite standardises workflows and ensures consistent, reliable data collection across all global operations.

数据应用与报表体系
DATA HABITS and REPORTING SYSTEM

依托**全球分析平台**，运用描述性、诊断性、预测性及指导性四大分析能力，为全球业务决策提供依据，同时优化业务流程。

With the **Global Analytics Platform**, we manage Descriptive, Diagnostic, Predictive, and Prescriptive analytics to inform decision-making and streamline business processes globally.

智能招聘与人工智能
SMART RECRUITMENT & AI

充分释放**人工智能**与高阶**机器学习**算法的效能，实现候选人匹配自动化，打造更高效、更精准的人才招聘成效。

Unlock the power of **Artificial Intelligence** and advanced **machine learning** algorithms to automate candidate matching, leading to faster and more accurate hiring.

平台统筹实现全球统一与机动扩容

Global Consistency and Scalability with One Platform

GiSuite 可适配**多业务线、多国家的运营场景**，支持灵活的**国别本地化定制**，同时严守数据合规与安全准则。

GiSuite supports **multi-business, multi-country operations** with flexible **country-level customisation**, while ensuring data compliance and security.

通过 GiSuite 汇总的各类数据，搭建起**全球数据湖**，为全域统一化**分析**与**自动化招聘**体系提供底层驱动力。

All data collected via GiSuite enables a **global data lake** that drives consistent **analytics** and **recruitment automation**.



解码数据价值
Unlocking the Power of Analytics

依托全球**集中式数据管理体系（数据湖）**，我们可应用：

With our global **centralised data management system (DATA-LAKE)**, we offer:

- **描述性与诊断性分析：**基于实时数据生成业务运营洞察，还原业务真实全貌，剖析现象背后的底层动因。

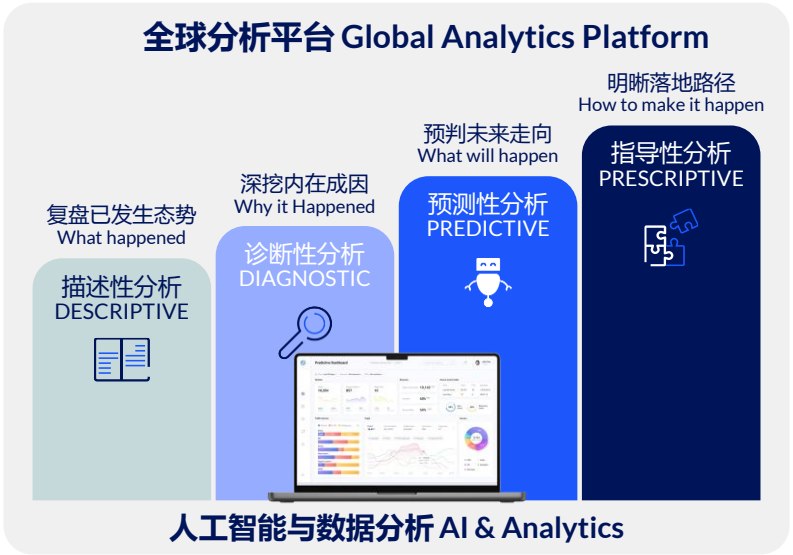
  Descriptive and Diagnostic Analytics: Real-time insights into business operations giving a picture of the actual situation based on live data, explaining the why.

- **预测性分析：**运用预测模型识别数据规律与核心影响要素，预判趋势与业务走向，为前瞻性布局提供依据。

  Predictive Analytics: Forecasting trends and outcomes for proactive planning predictive model to identify patterns and key factors.

- **指导性分析：**输出可落地的行动方案，推演未来业务态势，助力企业达成预期经营目标。

  Prescriptive Analytics: Actionable recommendations to achieve desired results predicting future outcomes.



平台八大核心分析领域

8 main analytics areas that compose the Global Analytics Platform

01 销售数据分析 Sales Analytics

02 销售流程指标 Sales Process Indicators

03 交付流程指标 Delivery Process Indicators

04 候选人数据分析 Candidate Analytics

05 财务数据分析 Financial Analytics

06 人力资源数据分析 HR Analytics

07 行政数据分析（管控与监测） Adm Analytics (Control & Monitoring)

08 市场数据分析 Market Analytics

各模块均支持交互操作，点击对应模块，即可详细查看所关注的内容。
Each of the boxes is interactive, click each one to deepen the topic of your interest.

AI 落地实践：赋能招聘全链路

AI in Action: Enhancing the Entire Recruitment Lifecycle

以创新的数据驱动型解决方案打造**更智能的招聘模式**，助力企业**缩短人才决策周期**、**优化选才成效**，实现招聘全链路**效能**跃升。

Driving Smarter Recruitment through innovative, **data-driven solutions** that enable **faster, smarter hiring decisions** and improve **efficiency** across the entire recruitment lifecycle.

智能筛选与匹配
SMART SCREENING and MATCHING

AI 算法解析候选人及岗位的结构化与非结构化数据，**智能完成人岗适配比对**，针对各空缺岗位输出优选**候选名单**。

AI-driven algorithms analyse both structured and unstructured data from candidates and vacancies to **intelligently match profiles** and generate a prioritised **shortlist** aligned with each open position.

精简初筛工作，**提升人岗匹配精度**，助力招聘人员快速锁定优质适配人才。

This streamlines screening activities, **improves matching accuracy**, and enables recruiters to focus on the most suitable candidates more quickly.

AI 智能招聘广告
JOB A(I)DV

生成式 AI 工具助力**招聘广告**的撰写与**优化**，在提升文案质量的同时，大幅减轻招聘人员的时间与人力投入。

Generative AI tools support the creation and **optimisation of job advertisements**, enhancing content quality while significantly reducing the time and effort required from recruiters.

加快岗位发布，强化内容匹配度，面向目标人群定制**高吸引力岗位描述**。

This enables faster publication, improved relevance, and **more effective job descriptions** tailored to target audiences.

智聘自动化平台
HYPERSOURCING

AI 驱动**自动化岗位投放与优化**，动态推送岗位信息，精准触达适配人才；AI 完成候选人评估，覆盖初次反馈至生成最终优选名单的全流程。

AI-based functionality **automates and optimises job advertising** by dynamically distributing vacancies to reach the tight candidates and qualifies each applicant with AI from the first response to the final shortlist.

完善人才寻访策略，拓宽人才触达范围，全面提升招聘整体效能。

This **strengthens sourcing strategies**, maximises reach, and improves overall recruitment efficiency.

HIREMATIC

全球总部 Global Headquarters
Piazza IV Novembre, 520124 Milan
Tel.: +39 02 – 444111 Fax: +39 02 - 6680 7343

....以及其他 130 多家分支机构
....and other 130+ hub branches
around Greater China

大中华区总部 Headquarters in Greater China

宁波市鄞州区启新路 128 号八骏湾A座1006室
Suite 1006, Tower A, No. 128 Qixin Rd., Yinzhou Dist., Ningbo
Tel.: +86 574 - 2795 2627

上海市静安区石门一路 211 号旺旺大厦 1001 室
Suite 1001, Want Want Building, No. 211 Shimenyi Rd., JingAn Dist., Shanghai
Tel.: +86 21 - 6273 5200

北京市朝阳区东三环北路 19 号中青大厦 705-706A 室
Suite 705-706A, China Youth Plaza, No. 19 North Rd., East 3rd Ring Rd., Chaoyang Dist., Beijing
Tel.: +86 10 - 8541 0188

江苏省苏州市高新区狮山路 22 号人才广场 23 楼
23F, Talent Square, No. 22 Shishan Rd., High-Tech Zone, Suzhou, Jiangsu
Tel.: +86 512 – 8777 8521

香港九龙尖沙咀广东道33号中港城第三期 1212 室
Suite 1212, Tower 3, China Hong Kong City, 33 Canton Rd., Kowloon, Hong Kong
Tel.: +852 - 2802 2171

WWW.GIGROUPHOLDING.COM
400 - 691 - 3200
marketing.cn@gigroup.com