









“Let’s build your  
leadership team  
together”

Derote Vatté & Associés is an executive search and human resources consulting firm, specializing in the fields of real estate and construction.

Our sector-specific and functional expertise with leaders and HR managers ensure a thorough knowledge of businesses, organizations and major players across the market. We are fully committed to the success of our assignments, we devote our savoir-faire to advise and connect high caliber professionals who are willing to partner up and succeed together.

[www.dva-executive.com](http://www.dva-executive.com)

## Our values






-  Confidentiality
-  Ability to listen
-  Commitment, Involvement
-  Empathy, Openness
-  Accountability
-  Respect
-  Teamwork
-  Ethics, Integrity, Non-Discrimination



## Executive Search

- 1 Listen, analyze, share information, being true advisors to our clients
- 2 Launch : methodology, meeting, mapping and sourcing, direct reporting
- 3 Direct approach of identified professionals
- 4 Interviews, information sharing, motivation testing and suitability of approached professionals
- 5 Confidential candidate's files and presentation
- 6 Advice and assistance, checks of authorized references, self-assessment projective questionnaires and decision support
- 7 Effective decision-making
- 8 Integration follow-up

## Consulting, Management, Assessment

-  Individual and team assessments
-  Bringing talented professionals together
-  Search for equity partners
-  Salary survey and benchmark
-  Auditing and building human organizations

## Our expertise



Residential and commercial real estate development, public and private land development

International institutional investors, real estate investment funds, REIT



Retail real estate



Public and semi-public housing



Building and construction industries



Real estate corporate end users



Digital & Technology



Luxury & Retail

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## Expertise in digital real estate

We provide services in Consulting for Digital Real Estate (CDRE offer): impact on business and technological models, organizations, management and skills, design, implementation and management, sales, marketing and corporate communication.

## Our national expertise

Besides Paris and Ile de France, we are involved in all major regional real estate hubs and we know particularly well their markets: Lyon-Annecey-Grenoble-Pays de Gex, Bordeaux, Rennes, Nantes-Saint-Nazaire, Marseille-Aix-en-Provence, Toulouse, Montpellier, Nice et Côte d'Azur, but also Tours and Orléans, Lille and Strasbourg.

## Our global footprint

We established strong partnerships in Europe and beyond, with PMCI in Germany and Eastern Europe since 2014, Holtby Turner in the UK since 2016. We are actively involved in Spain and Italy thanks to our multicultural partners' networks, we have worked on various client projects in Africa and the Middle-East with our partner TIM.