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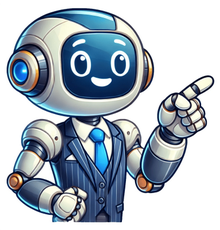

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Caracas, VE Get directions Rue 102 Guinkomey Immeuble face ex-collge la Flche Cotonou, BJ Get directions 63 boulevard du 13 janvier Nykonakpo Lome, TG Get directions Rue du Lac Oubeira Immeuble Illiade, 1053 Tunis, TN Get directions 8 Adelaide St W Suite 200 Toronto, CA Get directions Plaza Pablo Ruiz Picasso, 1, 28020 Madrid , ES Get directions 8 Brindabella Circuit Brindabella Business Park Canberra, Australian Capital Territory 2609, AU Get directions 225 George St Sydney, New South Wales 2000, AU Get directions 10 Darcy St Parramatta, New South Wales 2150, AU Get directions 24 Mitchell St Darwin City, Northern Territory 0800, AU Get directions 123 Eagle St Level 23 Riverside Centre Brisbane City, Queensland 4000, AU Get directions 11 Waymouth St Level 17 Adelaide, South Australia 5000, AU Get directions 170 Fullarton Rd Level 2 Dulwich, South Australia 5065, AU Get directions 22 Elizabeth St Level 8 Hobart, Tasmania 7000, AU Get directions Tasman Hwy Level 8, 22 Elizabeth Street Hobart, Tasmania 7000, AU Get directions 477 Collins St Melbourne, Victoria 3000, AU Get directions 123 St Georges Ter Level 7 - 9 Brookfield Place, Tower 2 Perth, Western Australia 6000, AU Get directions Highest-ranking officer of an organization"Chief executive" and "CEO" redirect here. For other uses, see Chief executive (disambiguation) and CEO (disambiguation).A group of Fortune 500 CEOs in 2015A chief executive officer (CEO),[1] also known as a chief executive or managing director, is the top-ranking corporate officer charged with the management of an organization, usually a company or a nonprofit organization.CEOs find roles in various organizations, including public and private corporations, nonprofit organizations, and even some government organizations (notably state-owned enterprises). The governor and CEO of a corporation or company typically reports to the board of directors and is charged with maximizing the value of the business,[1] which may include maximizing the profitability, market share, revenue, or another financial metric. In the nonprofit and government sector, CEOs typically aim at achieving outcomes related to the organization's mission, usually provided by legislation. CEOs are also frequently assigned the role of the main manager of the organization and the highest-ranking officer in the C-suite.[2]The term "chief executive officer" is attested as early as 1782, when an ordinance of the Congress of the Confederation of the United States of America used the term to refer to governors and other leaders of the executive branches of each of the Thirteen Colonies.[3] In draft additions to the Oxford English Dictionary published online in 2011, the Dictionary says that the use of "CEO" as an acronym for a chief executive officer originated in Australia, with the first attestation being in 1914. The first American usage cited is from 1972.[4]The responsibilities of an organization's CEO are set by the organization's board of directors or other authority, depending on the organization's structure. They can be far-reaching or quite limited, and are typically enshrined in a formal delegation of authority regarding business administration. Typically, responsibilities include being an active decision-maker on business strategy and other key policy issues, as well as leader, manager, and executor roles. The communicator role can involve speaking to the press and the public, as well as to the organization's management and employees. The decision-making role entails making high-level decisions regarding policy and strategy. The CEO is responsible for implementing the goals, targets, and strategic objectives as determined by the board of directors.As an executive officer of the company, the CEO reports the status of the business to the board of directors, motivates employees, and drives change within the organization. As a manager, the CEO presides over the organization's day-to-day operations.[5][6][7] The CEO is the person who is ultimately accountable for a company's business decisions, including those in operations, marketing, business development, finance, human resources, etc. The CEO of a political party is often entrusted with fundraising, particularly for election campaigns.The use of the CEO title may be used by for-profit companies or non-profit or charitable organisations, such as the Wikimedia Foundation.In some countries, there is a dual board system with two separate boards, one executive board for the day-to-day business and one supervisory board for control purposes (selected by the shareholders). In these countries, the CEO presides over the executive board and the chairperson presides over the supervisory board, and these two roles will always be held by different people. This ensures a distinction between management by the executive board and governance by the supervisory board. This allows for clear lines of authority. The aim is to prevent a conflict of interest and too much power being concentrated in the hands of one person.In the United States, the board of directors (elected by the shareholders) is often equivalent to the supervisory board, while the executive board may often be known as the executive committee (the division/subsidiary heads and C-level officers that report directly to the CEO).In the United States, and in business, the executive officers are usually the top officers of a corporation, the chief executive officer (CEO) being the best-known type. The definition varies; for instance, the California Corporate Disclosure Act defines "executive officers" as the five most highly compensated officers not also sitting on the board of directors. In the case of a sole proprietorship, an executive officer is the sole proprietor. In the case of a partnership, an executive officer is a managing partner, senior partner, or administrative partner. In the case of a limited liability company, an executive officer is any member, manager, or officer.Main article: Corporate titleDepending on the organization, a CEO may have several subordinate executives to help run the day-to-day administration of the company, each of whom has specific functional responsibilities referred to as senior executives,[8] executive officers or corporate officers. Subordinate executives are given different titles in different organizations, but one common category of subordinate executive, if the CEO is also the president, is the vice president (VP). An organization may have more than one vice president, each tasked with a different area of responsibility (e.g., VP of finance, VP of human resources). Examples of subordinate executive officers who typically report to the CEO include the chief operating officer (COO), chief financial officer (CFO), chief strategy officer (CSO), chief marketing officer (CMO) and chief business officer (CBO). The public relations-focused position of chief reputation officer is sometimes included as one such subordinate executive officer, but, as suggested by Anthony Johndrow, CEO of Reputation Economy Advisors, it can also be seen as "simply another way to add emphasis to the role of a modern-day CEO where they are both the external face of, and the driving force behind, an organization culture".[9]Brad D. Smith, former CEO of IntuitIn the US, the term "chief executive officer" is used primarily in business, whereas the term "executive director" is used primarily in the not-for-profit sector.[10] These terms are generally mutually exclusive and refer to distinct legal duties and responsibilities.[11] The CEO is the highest-ranking executive in a company, making corporate decisions, managing operations, allocating resources, and serving as the main point of communication between the board of directors and the company.[12]In the UK, chief executive and chief executive officer are used in local government, where their position in law is described as the "head of paid service",[13] and in business and in the charitable sector.[14] As of 2013[update], the use of the term director for senior charity staff is deprecated to avoid confusion with the legal duties and responsibilities associated with being a charity director or trustee, which are normally non-executive (unpaid) roles. The term managing director is often used in lieu of chief executive officer.Business publicists since the days of Edward Bernays (18911995) and his client John D. Rockefeller (18391937) and even more successfully the corporate publicists for Henry Ford, promoted the concept of the "celebrity CEO". Business journalists have often adopted this approach, which assumes that the corporate achievements, especially in the arena of manufacturing, are produced by uniquely talented individuals, especially the "heroic CEO". In effect, journalists celebrate a CEO who takes distinctive strategic actions. The model is the celebrity in entertainment, sports, and politics compare the "great man theory". Guthey et al. argues that "...these individuals are not self-made, but rather are created by a process of widespread media exposure to the point that their actions, personalities, and even private lives function symbolically to represent significant dynamics and tensions prevalent in the contemporary business atmosphere".[15] Journalism thereby exaggerates the importance of the CEO and tends to neglect harder-to-describe broader corporate factors. There is little attention to the intricately organized technical bureaucracy that actually does the work. Hubris sets in when the CEO internalizes the celebrity and becomes excessively self-confident in making complex decisions. There may be an emphasis on the sort of decisions that attract the celebrity journalists.[16]Research published in 2009 by Ulrike Malmendier and Geoffrey Tate indicates that "firms with award-winning CEOs subsequently underperform, in terms both of stock and of operating performance".[17]Main article: Executive compensation ControversyExecutive compensation has been a source of criticism following a dramatic rise in pay relative to the average worker's wage. For example, the relative pay was 20-to-1 in 1965 in the US, but had risen to 376-to-1 by 2000.[18] The relative pay differs around the world, and, in some smaller countries, is still around 20-to-1.[19] Observers differ as to whether the rise is due to competition for talent or due to lack of control by compensation committees.[20] In recent years, investors have demanded more say over executive pay.[21]Main article: Gender diversity In the boardroomLack of diversity amongst chief executives has also been a source of criticism.[22] In 2018, 5% of Fortune 500 CEOs were women.[23] In 2023 the number rose to 10.4% of for Women CEO's of Fortune 500 companies.[24] The reasons for this are explained or justified in various ways, and may include biological sex differences, male and female differences in Big Five personality traits and temperament, sex differences in psychology and interests, maternity and career breaks, hypergamy, phallogocentrism, the existence of old boy networks, tradition, and the lack of female role models in that regard.[25][26][27] Some countries have passed laws mandating boardroom gender quotas.[28] In 2023 Rockefeller Foundation awarded a grant to Korn Ferry to research strategies and then action a plan to help more women to become CEO's.[29]See also: Toxic leaderThere are contentious claims that a significant number of CEO's have psychopathic tendencies, often characterized by power-seeking behavior and dominance. These individuals can often conceal their ruthlessness and antisocial behavior behind a facade of charm and eloquence. Traits such as courage and risk-taking, generally considered desirable, are often found alongside these psychopathic tendencies.Tara Swart, a neuroscientist at MIT Sloan School of Management, has suggested that individuals with psychopathic traits thrive in chaotic environments and are aware that others do not. As a result, they may intentionally create chaos in the workplace.[30][31] This perspective is explored in the book Snakes in Suits, co-authored by Robert D. Hare.However, Scott Lilienfeld has argued that the attention given to psychopathy in the workplace by both the media and scholars has far exceeded the available scientific evidence. Emilia Bunea, writing in Psychology Today, has linked psychopathic traits in managers to workplace bullying, employee dissatisfaction, and turnover intentions. Despite this, Bunea cautions that excessive worry about supposed psychopathic managers could discourage individuals from pursuing careers in corporations and deter employees from addressing issues with difficult bosses.[32]CEO successionCEO of public schoolsCity managerExecutive officerFounder modeGlass cliffList of books written by CEOsList of chief executive officersOccupational Information NetworkPrime ministerUnited States Department of Labor^ a b Lin, Tom C. W. (April 23, 2014). "CEOs and Presidents". UC Davis Law Review. SSRN2428371.^ Westphal, James D.; Zajac, Edward J. (March 1995). "Who Shall Govern? CEO/Board Power, Demographic Similarity, and New Director Selection". Administrative Science Quarterly. 40 (1): 6083. doi:10.2307/2393700. JSTOR2393700.^ "An Ordinance for Regulating the Post Office of the United States of America". Journals of the Continental Congress, 17741789. Vol.23. 1914 [October 1782]. p.670. 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Learn more about our sponsorship , . , ' '.Type of corporationThis article is part of a series onCorporate lawBy jurisdictionAnguillaAustraliaBVICanadaCayman IslandsIndiaSouth AfricaUKUnited StatesVietnamEuropean UnionFranceGermanyGeneral corporate formsCompanyConglomerateCooperativeCorporationHolding companyJoint-stockPartnershipGeneralLimitedLimited liabilityPrivate limitedShell corporationShelf corporationSole proprietorshipCorporate forms by jurisdictionEuropean UnionSocietas(SE)Societas cooperativa (SCE)Societas privata (SPE)Societas unius personae (SUP)Economic interest grouping (EEIG)UK / Ireland / CommonwealthCharitable incorporated organisation(England and Wales) (CIO)Scottish charitable incorporated organisation (SCIO)Community interest company (CIC)Industrial and provident society(IPS)Limited company(Ltd.)by guaranteeby sharesproprietarypublicUnlimited companyUnited StatesBenefit corporationC corporationLimited liability company (LLC)Low-profit LLCSeries LLCLimited liability limited partnership (LLLP)S corporationDelaware corporation/statutory trustMassachusetts business trustNevada corporationOthersAktiebolag(AB)Aktiengesellschaft (AG)Ansvarlig selskap (ANS)Aktieselskab (A/S)Aksjeselskap (AS)Gesellschaft mit beschrnkter Haftung (GmbH)Kabushikigaisha (K.K.)Naamloze vennootschap (N.V.)Osakeyhti (Oy)S.A.Socit responsabilit limite (SARL)more...DoctrinesBusiness judgment ruleCorporate governanceDe facto and estoppel corporationsInternal affairs doctrineLimited liabilityTag-along rightDrag-along rightPiercing the corporate veilRochdale PrinciplesUltra viresRelated areasBeneficial ownershipCivil procedureContractCorporate registersRegistered agentCompany portalLaw portalvteA company limited by guarantee (CLG) is a type of company where the liability of members in the event the company is wound up is limited to a (typically very small) amount listed in the company's articles or constitution.[1] Most have no share capital, although rare exceptions exist.The form originated in the United Kingdom, and now exists under the company law of the Australia, Bermuda, Gibraltar, Hong Kong, Gambia, and Ireland, and in the Canadian provinces of Alberta and Nova Scotia. It previously existed in New Zealand.It is used primarily but not exclusively by non-profit organisations (including charities) that require legal personality. Other uses include mutual insurance companies and quasi-governmental bodies.In the UK, a company limited by guarantee can distribute its profits to its members, if allowed by its articles of association.[2] However, in Australia this is not allowed.[3]In many countries, a company limited by guarantee must include the suffix Limited in its name; alongside private companies limited by shares.Until 1981, it was possible in the United Kingdom to form a company limited by guarantee with a share capital, although the number of these companies remaining is very small.[4]Some uses of companies limited by guarantee include clubs and membership organisations, including students' unions, residential property management companies, sports associations, such as the PGA European Tour, co-operatives, other social enterprise, non-governmental organizations and charities (especially larger charities, such as Oxfam), and at least one political party (the UK Independence Party[5]).The form is also often used by organisations with some kind of national coordinating function. Examples in the UK include the domain name registry Nominet UK, England and Wales Cricket Board and IXPs LINX (London Internet Exchange) and LONAP (London Access Point). Examples elsewhere include Cricket Australia and the World Wide Fund for Nature Hong Kong.[6]In the UK, some quasi-governmental organisations are incorporated as companies limited by guarantee, a government department or minister having ultimate control. The Financial Conduct Authority and Network Rail (the railway infrastructure provider) are examples.One of the largest companies limited by guarantee is Bupa, the healthcare company, which has 32 million customers in more than 190 countries and which employs more than 84,000 people around the world.[7]A number of professional services providers are structured as private companies limited by guarantee in which the members that provide client-facing services are the individual constituent firms using a common brand. The company limited by guarantee typically does not itself provide client-facing services. The Big Four accountancy firms (Deloitte,[8] Ernst & Young,[9] KPMG,[10] and PriceWaterhouseCoopers[11]) are each organized using this structure.Some law firms also use this structure to establish an internationally branded presence. For example, the Anglo-Canadian law firm of Gowling WLG, formed in 2016, is structured as an English private company limited by guarantee (named Gowling WLG International Limited), in which the two limited liability partnerships of Gowling WLG (Canada) LLP and Gowling WLG (UK) LLP are members and provide legal services;[12] the structure is similar to the Swiss Verein structure used by several other major international law firms.[13] In another example, the Anglo-American law firm of Womble Bond Dickinson is similarly structured, with two limited liability partnerships of Womble Bond Dickinson (UK) LLP and Womble Bond Dickinson (US) LLP being the members and providing client-facing services.[14]^ companylawclub.co.uk, Retrieved 23 March 2014^ Hannigan, B. (2003). Company Law. Oxford University Press. ISBN978-0-406-91356-2.^ Omari, Ilyas (23 May 2024). "What Is a Company Limited by Guarantee?". Lawpath.^ "Companies House, England and Wales, guidance notes". companieshouse.gov.uk. 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EY , Deloitte , KPMG , , -, , , : PricewaterhouseCoopers (,) . : Ernst and Young , EY . PwC. KPMG. 4-10 Deloitte. : KPMG , KPMG . KPMG , . . : KPMG , . KPMG , , , . KPMG , -. 200-250 . , - , 22 . Big 4 1 500-600 . 2,5-3% . PWC, E&Y, KPMG Deloitte : ( ) , : EXEL , , . , . Big 4 PWC, E&Y, KPMG Deloitte HR , . , , : , , . :, , . ATS (applicant tracking system). , ATS; ; , , , , , , ; . , . 6 , , , . , .:. , Deloitte 3-6 . . -, Big 4. -, , . . , , , . 5-6% . PWC, E&Y, KPMG Deloitte Big 4 SHL Kenexa. , (, ,), , , , . - (, ,), - .: Big 4 . , . Upper-Intermediate TOEFL. TOEFL. , , .(, ,). , , , . Big 4 , : 2- 6- : () (Motivation letter) ( ): 20 ( ) : , (1), , ; , ; ; .. (30): , , . , , . Big 4 . : Deloitte Ernst&Young PwC KMPG, . Deloitte Ernst&Young , PwC. EY , E&Y. , . : , , , . . (, ,) . 60-90 , 15-20 . SHL . , - , , , , . Big 4 . , , 60 ., . : - , , Big 4 . , , , , , , , , . Big 4. PWC, E&Y, KPMG Deloitte, , , Big Four. Big 4 Ernst and Young: , KPMG: , , : , PricewaterhouseCoopers (PwC) ? Big 4 : , Big 4. , . - , . !

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