

# HR & Payroll Services - Executive Search

## Our Firm

Dezan Shira & Associates is a pan-Asia, multi-disciplinary professional services firm with over 30 years on-the-ground experience, 35 offices, and 600 professionals providing legal, tax, and operational advisory to international businesses and investors.

Operational throughout ASEAN, China, Hong Kong SAR, India and the Middle East, we guide foreign companies through Asia's diverse market entry, business enablement and regulatory environments, and assist them with all aspects of establishing, maintaining, and growing their business operations in the region. *We are your partner for growth in Asia.*

## Executive Search Practice

We understand that selecting the right managers and executives is one of the most important business decisions you can make in Asia, and we are committed to helping our clients onboard long-term talent to successfully build out their organization.

Our Executive Search teams are led by qualified, senior inhouse consultants with extensive sector-based experience throughout Asia. Their substantial talent networks, resources, and multilingual methodologies are applied to help clients realize their targeted high value placements.

## Our Approach

Dezan Shira & Associates' seasoned consultants operate with the highest standards of professionalism and integrity, maintaining strict confidentiality throughout the entire search process. Our search services guide clients through the entire lifecycles of a team-building project.

Our client success begins with obtaining a comprehensive understanding from the outset, about your organization, team, and situation - plus the objectives that the selected candidate will be expected to achieve in their role.

Throughout the process, we focus on ensuring that candidates make excellent fits for their teams and objectives and add long-term value to your organization, from conducting professional interviews and assessments to thorough background checks before you select and make an offer to your selected candidate.

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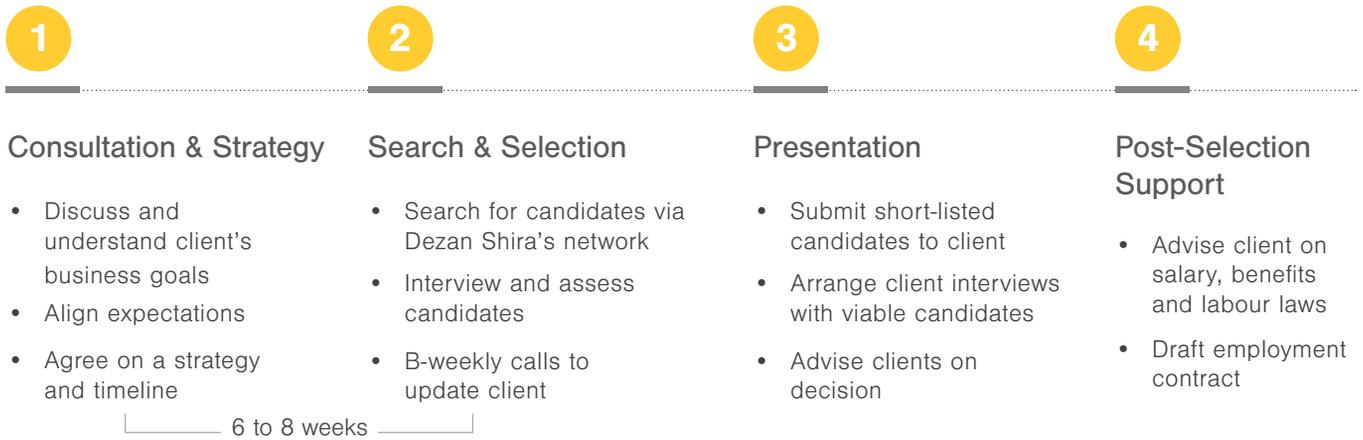


**DEZAN SHIRA & ASSOCIATES**

Your Partner for Growth in Asia



# Executive Search Methodology



## Why Dezan Shira & Associates?

Serving 3,000 clients across Asia, means that our deep sector-based experience, networks, and resources are often your project's most valuable assets. Our on-the-ground familiarity in 35 locations in Asia, positions us optimally to understand the local and regional challenges that your ideal candidate's will undertake - across markets, languages and cultures.

Dezan Shira & Associates' multi-disciplinary expertise can also fulfill your wider international recruitment needs: team fulfillment, RPO, PEO, and complete legal, tax, and operational corporate services.

### Industry Specializations

- Cross Border & E-commerce
- Education
- Entertainment & Sports
- Environment & Cleantech
- Food & Beverage
- Healthcare
- Information Technology
- Manufacturing
- Professional Services

### Positions We Fill

- CEO
- CTO
- COO & Operations Directors
- CFO & Finance Directors
- CMO & Marketing Directors
- Chief Information Officer
- Supply Chain & Procurement
- Chief Sustainability Officer
- Chief Innovation Officer
- Commercial Directors

## Testimonials

“ Our company had already been operating in Asia for years. However, Dezan Shira's Business Intelligence team provided us with a country benchmarking study, that led us to make key decisions with our supply chain that has since increased our company's competitiveness.

“ Dezan Shira has played a crucial role in helping our China expansion, through careful planning, in-person meetings, and qualitative strategic advice. We were delighted to close the circle with Dezan Shira's help.

“ We've been a client of Dezan Shira's for 25 years, from setting up companies, to back-office services. Many "big 8" firms think they specialize in Asia, Dezan Shira is the only firm that I know of with the breadth, depth, and expertise across the region.



Micheal Unger,  
Export Director Asia



Andreas Kam,  
Director of Sales Asia Pacific



Stephen M. Morris,  
COO, Asia Operations

- > Accounting
- > Audit and Risk Advisory
- > Tax Advisory

- > Business Intelligence
- > Corporate Establishment
- > Outbound Direct Investment

- > HR and Payroll
- > Recruitment and PEO
- > Technology

- > Due Diligence
- > Mergers and Acquisitions
- > Intellectual Property

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