

Human Resources & Payroll - Recruitment

Introduction

As your Asian recruitment service provider, we put ourselves in your shoes and are always on the lookout for perfect talent to match your company's requirements. From temporary to full-time placements, or junior positions to high-level managers, we can provide the ideal candidates for your organization.

In this brochure, we outline how Dezan Shira & Associates can aid you in your recruitment drive.

Key challenges

The ability to successfully navigate markets and cultural differences in Asia is vital to business operations. Below we outline some of the challenges companies face with talent acquisition across Asia:

Lack of applicants

Finding applicants for a position can be challenging, especially for lesser known companies. Time and resources are required to effectively conduct candidate research, plan eye-catching job advertisements, and ensure competitive offers to attract the right applicants.

High recruitment costs and difficulty finding suitable candidates

Maintaining and managing an internal recruitment team can be expensive. Recruitment teams who are not based in the specific country of operations may have limited knowledge about local recruitment processes and find it difficult to select the most suitable candidates. Scan this QR code Visit our mobile page and get the latest updates, investor news, and resources.

On the other hand, using third party recruiting services can be expensive, with many inexperienced recruitment agencies saturating the market. External agencies are often staffed with recruiters who may not be able to provide professional consultations for candidate selection.

Recruiting candidates from multiple regions

Foreign invested companies may have offices located in multiple cities across Asia, but most recruiters are only familiar with the job market of the city they are based in. Companies often need to use recruiting agencies for each city they have a presence in to cover their talent acquisition requirements.

Limited service options from vendors

Many headhunting companies only provide recruitment services. Thus, after finding the ideal candidate, many businesses need to employ additional agencies in order to service all of their HR needs. Companies must hire multiple service providers in each city they are active in across Asia, greatly increasing their costs and wasting valuable resources.

Language barriers

Local recruitment agencies may not be able to communicate effectively with foreign-invested companies due to language barriers. This can lead to misunderstandings of candidate requirements and poor quality of candidate screening.

How we can help

With offices across Asia, our recruitment specialists assist with all aspects of the international recruitment process. We offer Executive search, Recruiting activities support, Recruitment Process Outsourcing (RPO), and additional follow up services.

Recruiting activities support

Our HR team will customize the candidate search process to source mid-level management professionals that suit your qualification requirements and your company's organizational culture. We design your job description, distribute it to our networks and talent pool, screen applications, select candidates, and arrange candidate interviews for your company.



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DEZAN SHIRA & ASSOCIATES

Your Partner for Growth in Asia

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Executive Search

We support your company from start to finish in your recruitment process and help find ideal candidates best suited to join your senior management team. The selected candidates are closely matched to your qualification criteria with proven credentials vetted by our HR team.

Apart from conducting an in-depth candidate search, we also are responsible for the candidate selection process. We conduct professional interviews and assessments, as well as a comprehensive background check before delivering an offer to your selected candidate.

Recruitment Process Outsourcing (RPO)

We help you through the entire recruitment process and help conduct large-scale recruitment drives to fill junior level, fresh graduate, and blue-collar positions.

One-stop HR solutions

We provide follow up payroll, taxation, and HR management support. Services include contract negotiation, tax planning, new joiner orientation, and recruitment analysis reports, making Dezan Shira your one stop staffing solution in Asia.

Why Dezan Shira & Associates?

Dezan Shira and Associates have a highly experienced and qualified recruitment team offering multilingual support across Asia. With access to large talent pools in various countries, we can help you develop and establish a strong talent base for your organization, allowing you to outclass competitors in emerging Asia.

Our 30 offices across Asia allow us to recruit internationally, as well as be able to synchronize your company's talent services, payroll, and other HR inquiries. We offer flexible customized packages, allowing you to choose how much, or how little of your HR work you would like to do.

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