

Recruitment

Introduction

As your Asian recruitment service provider, we are always on the lookout for the 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:

Limited applicant pool and screening abilities

Finding applicants for a position on short notice can be challenging, especially for those without a high-quality talent pool. Many small and medium-sized enterprises also have the additional challenge of limited employer branding causing them to often lose applicants to competitors.

Recruitment differences across Asia

Multi-national companies often look for the candidates in several locations. Although Asia has a large workforce, development across the different countries is uneven. Combined with differences in legislation, language, and culture, headquarters and internal recruitment teams can easily become overwhelmed.

Limited resources and manpower of internal recruitment teams can also become a handicap compared with the refined methods of professional agency recruiters.

Recruitment process efficiency

In the talent war, a streamlined and designed recruitment process is critical for completing the hiring process quickly and efficiently. Each step of recruitment process will affect the candidate experience and nothing is more frustrating than having a candidate turn down an offer at the last second.

Inefficient recruitment processes are usually the results of inexperienced recruiters and procedures not designed to meet key requirements of the local talent market. This leads to constant work for your HR department, resulting in additional costs and ultimately slow operations.

A post-pandemic market

The pandemic has brought dramatic changes to the recruitment process with remote interviews, online testing, references, and background checks becoming more vital than ever. It can be difficult for companies to make this transition on their own without the help of new technologies and recruitment innovations.

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 refine 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

Recruitment

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.

Our Recruitment Experts



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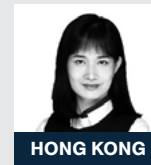
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