



beacon
Executive Search Consultants

“ People are definitely a company’s greatest asset. It does not make any difference whether the product is cars or cosmetics - a company is only as good as the people it keeps. ”

- Mary Kay Ash -



PROFILE

WE BELIEVE IN PEOPLE

Beacon Executive Search Consultants is an established provider of professional recruitment, executive search and human capital management solutions. Since 1998, we have been delivering consistent high-quality services to our esteemed Fortune 500 clients in Singapore and the South East Asian region.

Our clients have one common need: talent. Today's business world is one characterized by rapid globalization and technological advances, and companies and businesses recognize the need to invest in the finest of human capital. Our role is to seek out individuals who play key strategic and operational roles that enhance and contribute actively to the overall success and growth of our clients' businesses.

We're in a highly specialized business based firmly on systematic and thorough search-and-recruitment processes. Every client's requirements is unique, and we customize every project that best meet these needs, simply because we believe that one size does not fit all.

OUR VISION

To be a leading human capital management consultancy in the Asia Pacific region driven by a genuine interest in people and a commitment to clients.

OUR MISSION STATEMENTS

► CLIENTS

We strive to forge enduring partnerships with our clients focused on quality human capital management solutions that enhances their organizational success and growth.

► CANDIDATES

We recognize unique talents in every individual, counsel and provide opportunities to help them maximize their professional and personal growth.

► EMPLOYEES

We seek to trust and understand our employees, coach them in developing their careers, and provide an environment for them to pursue their personal growth and purpose.

► PARTNERS

We collaborate to achieve mutually gratifying partnerships, leveraging and enhancing on our combined strengths, to better benefit our clients.

► COMMUNITY

We believe in corporate social responsibility and seek to contribute actively to the betterment of the underprivileged in our society.

‘ Quality is not an act. It is a habit. ’

- Aristotle -



STANDARDS

MAXIMISE YOUR SEARCH FOR TALENT

We help you seek out individuals who play key strategic and operational roles that enhance and contribute actively to the overall success and growth of our clients' businesses.

EXPERTISE

Our recruiting goes beyond traditional computer searches, advertisements and resume files. It includes personal, confidential contact with business leaders and expert referrals in key industries throughout the region.

Our commitment is to provide our clients a selection of the finest qualified candidates available in the market. More importantly, we accept only the assignments we are qualified to undertake on the basis of professional expertise and confidence in results-delivery.

PARTNERS, NOT CLIENTS

When you engage Beacon Executive Search Consultants, you effectively forge a partnership that takes a genuine interest in developing effective human capital solutions tailored to meet the needs of your organization.

We act as your advisors by providing our expertise in executive search and executive recruitment to bring you the best talents drawn from the region.

CONFIDENTIALITY

Our client and candidate confidentiality is of prime and utmost consideration.

Our search strategy is individually designed to guarantee the best possible result for each search assignment. We treat our information concerning the business of our candidates and clients to be strictly confidential.

PROFESSIONALISM

Our consultants are drawn from the IT & technology, finance, consumer goods and logistics industries—your playing field, so to speak—so we are able to see your needs to effectively identify and customize our solutions.

We know who the “stars” are, and their past and present successes, we know the questions to ask when doing reference checks, and we take particular pride in finding candidates having the required skill set and personal traits that fit the culture and team chemistry of the client organization.

RESPONSIVENESS

A successful business requires careful attention to the critical task of running the company. We concentrate the resources of our full-time professional recruitment staff to meet the special needs of our clients. More importantly, we can help fill a position faster than if the company did it on its own.

THOROUGHNESS

Our commitment to excellence can ensure the broadest possible range of qualified candidates. We assist our client by partially evaluating internal as well as external candidates to ensure that the best person is selected for the role or vacancy.

“ Some of us will do our jobs well and some will not,
but we will be judged by only one thing: the result. ”

- Vince Lombard -



SERVICES

CORE SERVICES

► RETAINED EXECUTIVE SEARCH

What is it?

A high priority and highly-committed executive search which includes a thorough and proven search process to source the best talents in the industry to fit the role requirements of the client.

Why use it?

Recommended for:

- seeking out senior management or strategic positions
- roles that require niche industry or specialized skills and experiences
- maintaining tact and confidentiality as priorities in the search process
- positions where timing is critical and requires dedicated search resources to find the right "fit"

What Beacon delivers

- Position Profile
- Full Search Report
 - > List of sectors covered
 - > List of Candidates contacted, interviewed and shortlisted for each sector
 - > Industry perspectives of company and position
 - > Market Analysis
- Ranking of shortlisted candidates
- Reference Check Reports
- Detailed Profiles of shortlisted candidates
- Psychometric Profiles of shortlisted candidates

Duration

Presentation of shortlisted candidates: within 15 work-days.

► EXCLUSIVE CONTINGENCY EXECUTIVE SEARCH

What is it?

An executive search, which includes a comprehensive database search as well as networking within the industry to shortlist quality candidates within a relatively short time frame. Our accuracy in candidates' shortlist and close follow-up has helped our clients recruit the right talent within a stipulated time frame.

Why use it?

Recommended for:

- on-going positions in middle-management levels
- roles where there is a reasonable pool of candidates available in the market
- positions where timing is important but do not require detailed search processes and reports

What Beacon delivers

- Detailed Profiles of shortlisted candidates
- Reference Check Report of shortlisted candidates

Duration

Presentation of shortlisted candidates: within 10 work days

► ADVERTISED EXECUTIVE SELECTION

What is it?

A search selection, which involves placement of advertisements on behalf of our clients.

Why use it?

Recommended for:

- attracting a larger pool of candidates, including those from the clients' competitors and other industries
- situations to help save time in the screening and interview processes by the hiring manager

What Beacon delivers

- Quick screening of candidates who responded to the advertisements
- Detailed Profiles of shortlisted candidates
- Reference Check Reports of shortlisted candidates

Duration

Presentation of candidates: within 5 to 10 work days

OTHER SERVICES

► PSYCHOMETRIC PROFILING

The profiling system provides a set of tools which complements the search process by blending the accuracy of personality profiling with the power of behavioral psychology. The test provides an objective, standardized method of assessing both personality traits and abilities. While the idea is not to consciously categorise candidates, the profiles do help to generate in-depth analysis to enhance the efficiency and accuracy of candidate selection to ensure a closer role or functional fit.

► TRAINING AND DEVELOPMENT

Working with our corporate training vendor partners, Beacon Executive Search Consultants is able to provide you a range of customized training programmes in a number of functional areas designed to help enhance your organizational performance and efficiency.

PROCESS

TRIED AND PROVEN METHODOLOGIES

As part of our dedication to deliver top quality client services and best value to our clients and candidates, Beacon Executive Search Consultants adheres to the following proven process:

NEEDS ASSESSMENT

- Understand the client profile (business scope & model), business strategy, financial information etc)
- Confirm position specifications and candidate qualifications.



RESEARCH & SEARCH STRATEGY

- Identify candidate resource (candidate database, competitors in the industry etc)
- Conduct extensive interviews and screening
- Evaluate and shortlist candidates



CANDIDATE PRESENTATION

- Present shortlisted candidates to client
- Provide detailed candidate profile with their background, career history, achievements & consultant's assessments



REFERENCE CHECKS

- Conduct thorough reference interviews on the final candidate list (with superiors, customers, peers)
- Provide detailed reference check report



NEGOTIATIONS & OFFER

- Benchmark compensation based on budget requirements and market rates
- Negotiate and manage candidate expectations
- Bring both client and candidate to close the offer



FOLLOW UP

- Maintain close contact with client and candidate till candidate joins client organization and settles in new role.

BEACON'S TRACK RECORD

WE DELIVER RESULTS

Work with an established name when you engage Beacon Executive Search Consultants for your human capital management needs.

We are engaged in the search and recruitment of mid to senior management and specialist positions in Singapore, Malaysia, Thailand, Indonesia, China, Taiwan, Hong Kong and Japan for the following industries:

- Information Communications and Technology
- Logistics
- Consumer Goods
- Banking and Finance
- Hospitality & Services

FUNCTIONAL AREAS:

CEO, COO, CFO, Board of Directors, senior executive and management, regional managers, middle management, specialist positions.

► SALES

Director of Sales, Country Manager, Strategic Account Manager (Finance & Banking, Manufacturing, Government, Education and etc), Channel Manager, Alliance Manager, Bid Manager, Business Development Manager, Product Sales Manager, S/W Sales Manager, E-Business Sales Manager

► MARKETING

Director of Marketing, Product Marketing Manager, Marketing Manager, Channel Marketing Manager, Regional Marcom Manager, Internet Marketing Manager

► PROFESSIONAL SERVICES

Professional Services Manager, Consulting Manager, Practice Director (e-Business, Project Manager/Director, Managing Consultant, Data Centre Manager, e-Commerce Architect, Pre-Sales Consultant, Post-Sales Consultant

► MANAGEMENT, INFORMATION SYSTEMS

Internal Resources Manager, IT Director, MIS Manager, Senior IT Manager, Technical Manager, Project Manager, E-Commerce Manager, Senior Manager (InfoCom), Network Manager, Systems Analyst

► TECHNICAL

Technical Manager, Database Administrator, IT Solution Specialist, Technical Trainers, Regional Support Manager, Technical Program Manager, e-Commerce Architect

► FINANCE

Financial Controller, Director of Finance Asia Pacific, Finance Manager, Financial Analyst, Accounting Manager, Internal Audit Manager

► GENERAL MANAGEMENT

Managing Director, General Manager

► HUMAN RESOURCE

HR Director, HR Manager, Recruitment Manager, Compensation & Benefit Manager

► Operations / Supply Chain Management

Data Centre Manager, Systems Operator, Logistics Manager, Materials and Procurement Manager, Supply Chain Program Manager

► CUSTOMER SERVICE

Helpdesk Manager, Regional Support Manager, Director Asia Pacific, Customer Care Centre

► R&D

Operation & Research Manager, Research Engineers, Developers

► TRAINING

Education Manager, Technical Trainers (UNIX, LAN/WAN, Java)



“ A friendship founded on business is a good deal better than a business founded on friendship. ”

- John D. Rockefeller -

PARTNER SERVICES

SYNERGIES

Competition in business these days is getting bigger—and faster. The way we see it, having a strong network of partners and alliances is one of the keys of getting ahead.

Working with an established executive search firm in the region means you stand to gain by:

► **Local and Regional Knowledge**

Gain market insights and information on current hiring and recruitment trends and issues in Singapore and the greater Asia Pacific region.

► **Industry Expertise**

We specialize in executive search and recruitment in the following industries:

- Technology and Infocomm
- Banking & Finance
- Logistics
- Consumer Goods
- Hospitality & Services

Email: info@beacon-search.com
www.beacon-search.com