Talent FishersTM / 'talent ,fises/

Line breaker: 'talənt fish|ers origin from Latin *talenta*, plural of *talentum*; Old English fiscere.

concept created in 2007 in Asia by leading international recruitment experts, in opposition to head hunting.

1 [function] The **Talent Fishers** are a rare typology of recruitment professionals specialized in a caring, committed, empathetic and quality-driven form of direct approach, sourcing and selection process.

- **2** [expertise] Within a few years, the phenomenon spread across Asia amongst hiring decision makers exhausted with nonprofessional, non tailor-made and industrial recruitment services.
- Talent Fishers is now capable of identifying the most qualified professionals all over Asia and for all industries, even niche ones: "We have been working with Talent Fishers on multiple recruitment and consulting assignments in Asia and each time the results have led us to work with them yet again." (International Construction Group Asia CEO)

Additional references upon request.

Customization + Determination + Methodology + Local expertise = Results

1. OUR SERVICES



Recruitment

Executive search

Confidential; niche; targeted; focused; direct approach; detailed evaluation; thorough check; executives; C-Level positions

Search & selection

Middle management; technical experts; systematic approach; local specificities; commitment; methodology

Project recruitment

Outsourcing; volume recruitment; on/off-site consultants; expertise; economies of scale



HR Consulting

Attract

HR branding; talent pool development; candidate experience

Develop

Assessment; planning; succession; change management

Retain

Retention strategies; shared vision; cultural alignment



Experts & Influencers

Executive interim

Experts; organization set-up; strategic needs

Board search

Market leaders & key experts; enhance companies' governance

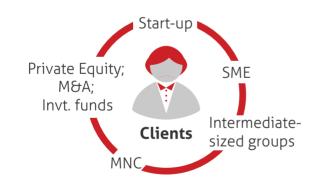
Experts consulting

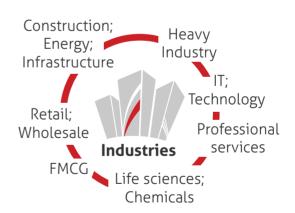
Short-term consulting: audit. evaluation & assessment of people, strategies & tools

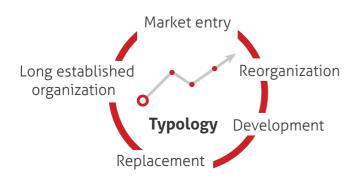
2. REGIONAL SCOPE



3. OUR MARKETS









4. CASE STUDIES

Our local expertise and cross-industry experience enable us to bridge the gap between our clients' HR needs and the local market's labor offer.

Senior Management

CEO APAC

Leading US food & beverage group

Asia CEO

Digital consulting division leading European bank

China country manager

European energy group

India CEO

European fast fashion retailer group

Junior Positions

R&D engineer

European humanoid robotics

Merchandiser

US garment retail group

Office assistant

European event management group

Pretreatment superintendent

Sino-European waste management JV group

Mid-level Management

South Asia sales director

European construction material group

China HR VP

European industrial electrical equipment group

Japan country manager

European food distribution and food services group

Senior channel manager

US fintech company

South Korea manager

Asia-European JV chemical group

Purchasing manager

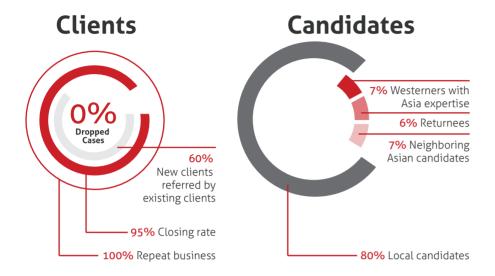
North American DIY retail group

Finance manager

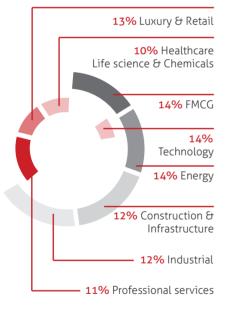
European certification group

5. KEY FIGURES

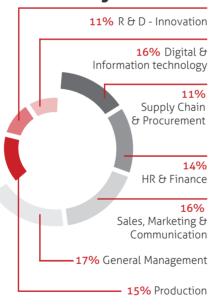
We are specialized by functions as most of our clients are leaders in niche markets. They require candidates from related industries as the talent pools in their sector are not mature enough in Asia.



Functions



Industry



6.WHY

work with us

- Every client matters we foster partnerships
- Intercultural
 approach
 using both local and
 international
 assessment filters
- **High standards**of service & rigorous
 methodology
- Proactive advice
 on local specificities
 & trends
- Transparent communication
- Commitment
 we focus on your
 search until it is
 achieved, regardless
 of how long it may
 take

7. OUR VALUES

Curiosity Commitment Quality Integrity

CONTACT US AT inquiry@talent-fishers.com