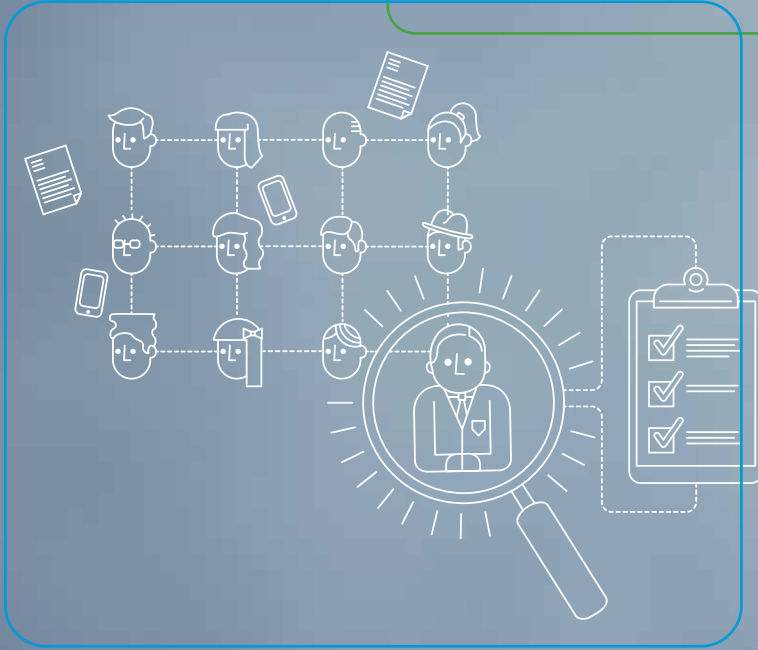


Don't just see potential  
– see it realised



## RECRUITMENT SERVICES



Where others see challenge  
we look for opportunity

## FULFILLING YOUR RECRUITMENT NEEDS, ONE PROFESSIONAL AT A TIME.

RSM Recruitment (Thailand) Limited was established in 2005 in recognition of Thailand's need for professional and responsive recruitment services. Since its inception, the company has placed and retained staff of all levels, to some of the biggest Blue Chip and Fortune 500 companies operating in Thailand.

### EXECUTIVE RECRUITMENT

In keeping with all the professional services offered under the RSM umbrella, our Executive Recruitment Division's prime focus is your company's success. We know that finding and retaining good people is one of the most challenging tasks a company faces in today's increasingly competitive environment. We are committed to sourcing candidates whose work experience, knowledge and personality match both your existing vacancy and your corporate culture.

We specialise in providing executive recruitment services for mid to senior management positions across a wide range of industries. Our goal is to provide you with top quality candidates, thereby allowing you to focus your efforts on your business.

### OUR SERVICES

Key to the service we offer is taking the necessary time to build strong relationships with our clients and in the process gain a sound understanding of their business, culture and recruitment needs. In order to secure the best candidate we employ one or more of the following methodologies:

- Direct sourcing techniques often referred to as 'headhunting'
- Our existing database of candidates
- Targeted advertising on the internet or social media i.e. RSM website, Jobsdb, LinkedIn, Facebook

### FOCUS

Though we are willing to undertake a broad spectrum of recruitment assignments, RSM Recruitment Thailand specializes in sourcing mid to senior level professionals in the following disciplines:

- Finance / Accounting / Audit / Banking
- Human Resources
- Legal & Compliance
- Information & Digital Technology
- Sales & Marketing / Business Development
- Manufacturing & Industrial
- Engineering
- Supply Chain & Logistics
- Senior Management

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## RSM THAILAND EXECUTIVE SEARCH PROCESS

**Stage One – Fact Finding:** In-depth fact finding exercise with clients to gain clear understanding of vacancy, client's company and culture, as well as agree on service fees structure, and other terms and conditions.

**Stage Two – Search:** Targeting of potential candidates for the position. We use a "three pronged" approach.

- 1) Our in-house database
- 2) Targeted advertising i.e. professional networking
- 3) Direct search techniques (headhunting)

**Stage Three – Shortlisting:** In-depth interviews with potential candidates to assess their experiences and achievements against the agreed requirement for the position. Present shortlisted candidates to client.

**Stage Four – Client Interviews:** Setting up of interviews with client, leading to final selection of candidate. Reference check provided. Negotiation of competitive and equitable compensation package. Secure offer acceptance. Confirm commencement date. Search closure.

**Stage Five – Follow up:** Follow up with candidate to ensure a smooth transition into their new job. Maintain contact with candidate and line manager throughout probationary period.

## ABOUT RSM THAILAND

RSM Thailand is a member firm of RSM International, one of the largest worldwide organizations of independent accounting and consulting firms represented around the world with more than 40,000 staff in 800 offices in over 120 countries, driven by the common vision of providing high quality professional services in their domestic markets and in serving the international needs of their client base.

## **RSM THAILAND**

Accounting  
Business Advisory and Legal  
Corporate Advisory  
Executive Recruitment and Outplacement  
IFRS Services  
Payroll and Human Resources  
Tax Consulting

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