



## **DRAGONFLY GROUP**

**Your Human Resources partner in China**

### **Executive Search & Recruitment**

For 15 years now, Executive Search on the Chinese market is the core expertise of DRAGONFLY GROUP.

#### **Why recruiting is a strategic step in China**

China is a country full of business opportunities but also full of challenges, particularly for foreign companies. Recruiting the right talent is probably the most critical step. With the adequate and stable team of talented individuals you will be able to gain market share, to improve the quality of your products or services, to overcome the administrative pitfalls, etc. But if the people you hire are not ethical or reliable, do not understand the international requirements in terms of quality and safety or do not understand the Chinese market, the China adventure might turn out badly. Besides, the talent market in China is very tight: even if there are millions of new graduates on the market every year, the pool of experienced people who meet the requirements of Western standards is too small compared to the needs: your company is not only competing with other Western employers but also more and more with Chinese champion companies. Recruiting the right talents is therefore an increasing challenge.

#### **We master the intercultural dimension of the recruitment**

DRAGONFLY GROUP is here to help you to identify, attract and retain the talented people who will be the most suitable for your organization, in terms of experience, knowledge, behavior, aptitude, network, motivation, flexibility, communication skills, leadership, etc. This cannot be done without a deep understanding of the Chinese culture and business and in the same time of the Western management style. Unlike many other recruiting firms, DRAGONFLY GROUP is specialized on making the bridge between Western requirements and the Chinese market. Our teams of experienced consultants are a blend of Chinese with international exposure, speaking English fluently and sometimes another European language, and of European with long experience in China and able to speak and understand mandarin.

The nationality of the candidates we will select for you will depend on your requirements, but they will all have experience in China.

- China (75% of the cases): Mainland Chinese, Hong Kong Chinese
- Western (20% of cases): French, German, Spanish, Italian, British, Canadian, American
- Other Asian countries (5% of cases): Taiwanese, Singaporean, Indonesian, Malaysian

## **We have experience in a large range of functions, levels and sectors**

Functions: Board level, Finance, Sales, Marketing, Production, Engineering, Research & Development, Purchasing, Human Resources, Government Relations,

Position levels: from middle to top management as well as experts: CXO, VP, Managing Director, all kinds of Directors and Managers, Engineers, Researchers and other type of experts.

Sectors: Life sciences & Pharmaceuticals - Food & Agriculture - Oil, Gas & Energy - Finance & Investment funds - Mechanical, Metal & Chemical industries - Luxury, Fashion & Exclusive retail - FMCG & Distribution - IT, Telecom & Electronics - Marketing, Advertising, Media, Internet - Environmental Technologies - Transportation & Logistics

Most common positions:

- CEO, VP, General Manager, Managing Director
- COO, Operation Manager,
- CFO, Finance Director, Finance Manager, Finance Controller
- Plant Manager, Site Manager, Production Manager, Quality Manager, Technical Manager
- Sales & Marketing Director, Sales Director, National Key Account Manager, Business Development Manager, Brand Manager, PR Manager, Area Sales Manager, Sales Manager, Sales Engineer
- HRD, HR Manager, Talent Development Manager, Training Manager,
- Store Manager of Luxury boutiques, Visual Merchandiser
- Creative Director, Group Account Director, Senior Planning Manager, Digital Expert

Our clients are very diverse in terms of size, situation in China and culture

Size: from large multinational groups to Small and Medium size Enterprises (SME) and even start-ups

Situation in China: from companies already well established in China to new comers, from Wholly-Owned Foreign Enterprises (WFOE) to Joint-ventures (JV).

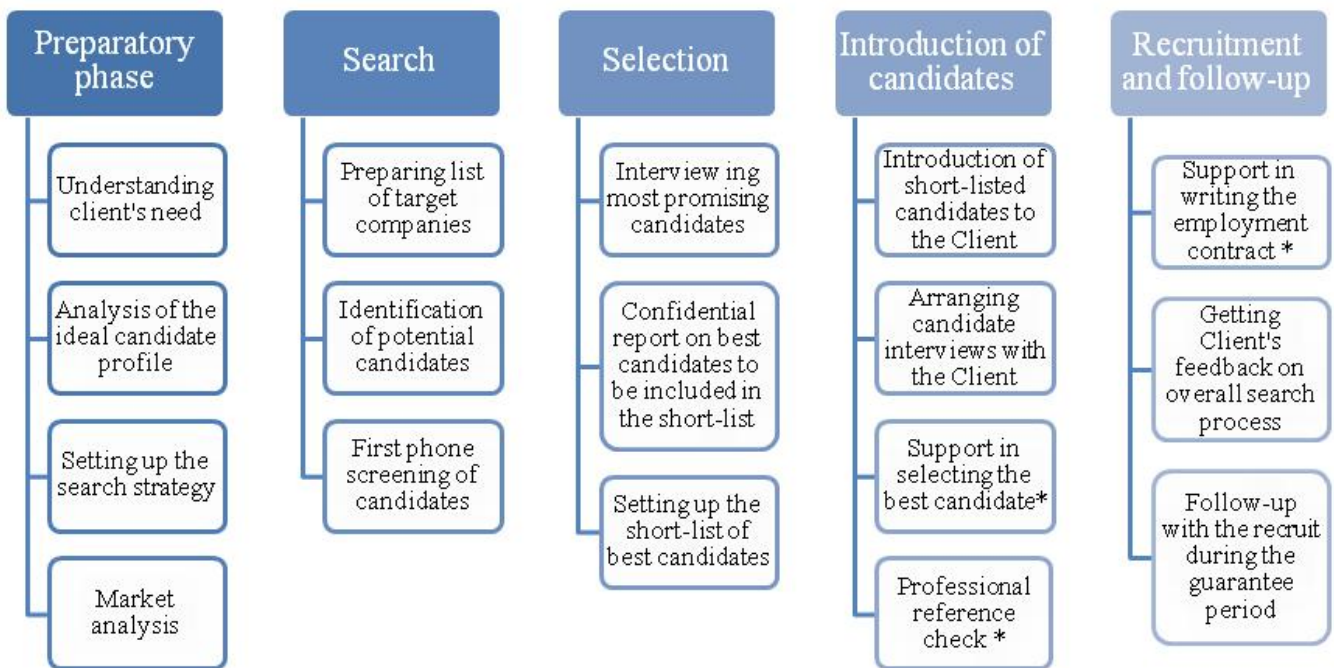
Country of origin: France, Belgium, Germany, Spain, Italy, United-Kingdom, Switzerland, Canada, Russia, Brazil, Australia, Hong-Kong, Singapore, etc.

## **We follow a rigorous process**

Our research process targets appropriate organizations in order to identify the ideal candidate for the client.

The client and Dragonfly Group will draw up a list of these potential organizations, which we will discuss and agree on prior to commencement of the assignment.

We also draw on our wide range of contacts, previous similar projects and our research resources to ensure that this approach identifies those individuals who possess the required professional and personal characteristics.



\*: according to actual need expressed by the Client

## The key advantages of DRAGONFLY GROUP Executive Search

- A tailor-made approach with dedicated consultants and researchers
- A real headhunting methodology to reveal the most suitable profiles, even if they are not actively looking for a new opportunity
- An outstanding aptitude to understand and meet the requirements of Western companies on the Chinese market thanks to blended teams of Chinese and Western consultants
- An assessment of the personality and motivation of candidates through thorough interviews and the design and administration of specific assessment tools, such as Harrison Assessment or MBTI.
- A systematic follow-up with the new recruit for a period of 3 to 12 months (depending on the position), to ensure his smooth adaptation to the new environment. In case of difficulties, coaching sessions will be offered to him.
- A guarantee of 3 to 12 months (depending on the position) during which we will resume the search without extra fees if the new recruit does not stay in the company, under some conditions.
- A presence in 7 cities in China (Beijing, Shanghai, Wuhan, Chengdu, Guangzhou, Shenzhen, and Hong-Kong) which improves the identification of candidates and their assessment
- An international network (PRAXI ALLIANCE) that can help to source candidates in more than 20 countries in the world.