

# Japan Search Firm Selection Criteria



Strategic Consulting Japan G.K.  
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[www.consulting-japan.com](http://www.consulting-japan.com)

## Japan Search Firm Selection Criteria

### Strategic Executive Search Methodology

- ❖ Use a partner who takes a strategic approach to identifying and screening top talent.

### Experienced Consultant with Deep Industry Knowledge

- ❖ Experienced consultants have deep networks and are able to source talented professionals.

### Professional Representation

- ❖ Your recruiter is representing your firm, keep this in mind when you select the recruiter who is “actually” executing your search. Many search firms have a Partner or Sales Professional win the search; however, they don’t actually execute the search, be aware of this.

### Responsiveness

- ❖ Your search firm and consultant should be actively engaged with you and the search. Find a partner who has time to execute your search correctly and respects your desired timeline to fill the hiring requirement. (note: contingent by definition means by chance”)

### Consultant Reputation & Best Practices

- ❖ Top Executives will not respond to LinkedIn spam InMail’s (I receive lots of these copy & past messages everyday - I do not respond!)

### Seasoned / Respected Consultant Capable of Attracting Passive Top Performer Professionals

- ❖ Select your search firm carefully, as this requires a highly skilled consultant with a good reputation and a deep referral network.

### Thorough Background / Reference Checks Capability

- ❖ Reference checks should not be a rubber stamp, in fact if done correctly, you should be aware of weaknesses. No one is perfect, however being aware of a new hire’s weaknesses can help you with management as well as developmental growth.

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### Candidate Quality

- ❖ Select a firm that screens all candidates thoroughly and only introduces high quality candidates that your current talent team could not access directly. Sounds obvious, doesn't it?!

### Performance-based Candidate Assessment Process

- ❖ All candidates need to be thoroughly screened, sounds obvious, however there are recruiters who simply send resumes out without actually meeting and deeply screening candidates.

### Locally Based Executive Search Firm with Japan Specific Industry Recruiting Experience

- ❖ Don't save money by offshoring hiring, these recruiters cannot actually meet candidates, and they do not have local knowledge of professionals they introduce.

### Large Hands-off

- ❖ Large contingent recruiting firms work with all your competitors, so where are the hunting...from you? Small firms are more selective and have much larger hunting grounds.

### Employee Retention (track-record)

- ❖ Hiring is only one part of the formula, an experience consultant / recruiter will also support the hire after the candidate is onboard, and alert you if there's an issue which could affect retention. Also, they should never take employees out of your company, FYI – Contingent Search Firms are well known doing for this.

### Long-term Business Partner

- ❖ Finding a true business partner is someone who will only introduce candidates they would hire themselves. Additionally, as your business grows, they can support you with future hires and will keep their eyes open for that HiPo that could be a game changer for you and your firm here in Japan.

*Hiring Top Talent is an investment in your Japan business, hire smart, I good hire will support significant growth, a bad hire can disrupt your business, damage your client relationships and negatively impact your Japan company culture.*