



VIPSEARCH



Find Talents. Add Values.

A Glasford International® Partner
Americas EMEA Asia-Pacific

Web: www.glasford.com

Table of Content

The presentation highlights the Executive Search & Selection service of VIPsearch

> **VIPsearch**

A leading Executive Search & Selection
Local practice - world's vision
A partner of choice

> **Executive Search & Selection service**

Practices
Search methodology
Search process
VIPO
Candidate database
2007 – 2008 performance

A Leading Executive Search & Selection

> Experience in Executive Search in Vietnam

A division of NhanViet Management Group (NVM Group)
Fully function since early **2004**
Consultants have at least 3 years of experiences in the industry

> A Trusted Partner

A member of **Glasford International**, a global collaboration of independent executive search firms in over 30 countries in the world in 2008
Awarded the Golden Web Contest 2008 for www.vipdatabase.com
– a social career network for white collar
Over **120,000** candidates of middle, senior & top level trust our services

Local Practice – World's Vision

> **Vision**

We are dedicated to become a leading Executive Search & Selection in the segment of senior & top executive search & recruitment in Vietnam & Indochina region

> **Philosophy**

Find Talents. Add Values.

Here is the philosophy every of our consultants follow to find a Best Fit for each search we conduct. The best fit is an integrity of candidate's competences and cultural adaptation.

Local Practice – World's Vision

> Our Values

Every of our consultants keeps in mind the 3 values that we shape our expertise and we deliver to Clients

- Innovation
- Professionalism
- Contribution

> Our Consultants

They are experienced search consultants

- Over 3 year in the industry
- Knowledgeable in their industry and functional practices
- Professional and dedicated in every assignment

A Partner of Choice

Below are some of our Clients that you may know



Find Talents. Add Values.

Executive Search & Selection

- > **Practices**
- > **Search methodology**
- > **Search process**
- > **VIPO**
- > **Candidate database**
- > **2007 – 2008 performance**

Executive Search & Selection

> Industry Practices

VIPsearch focuses on 5 main industries

Consuming

Finance & Banking

Information & Communication Technology

Industrial & Manufacturing

Services

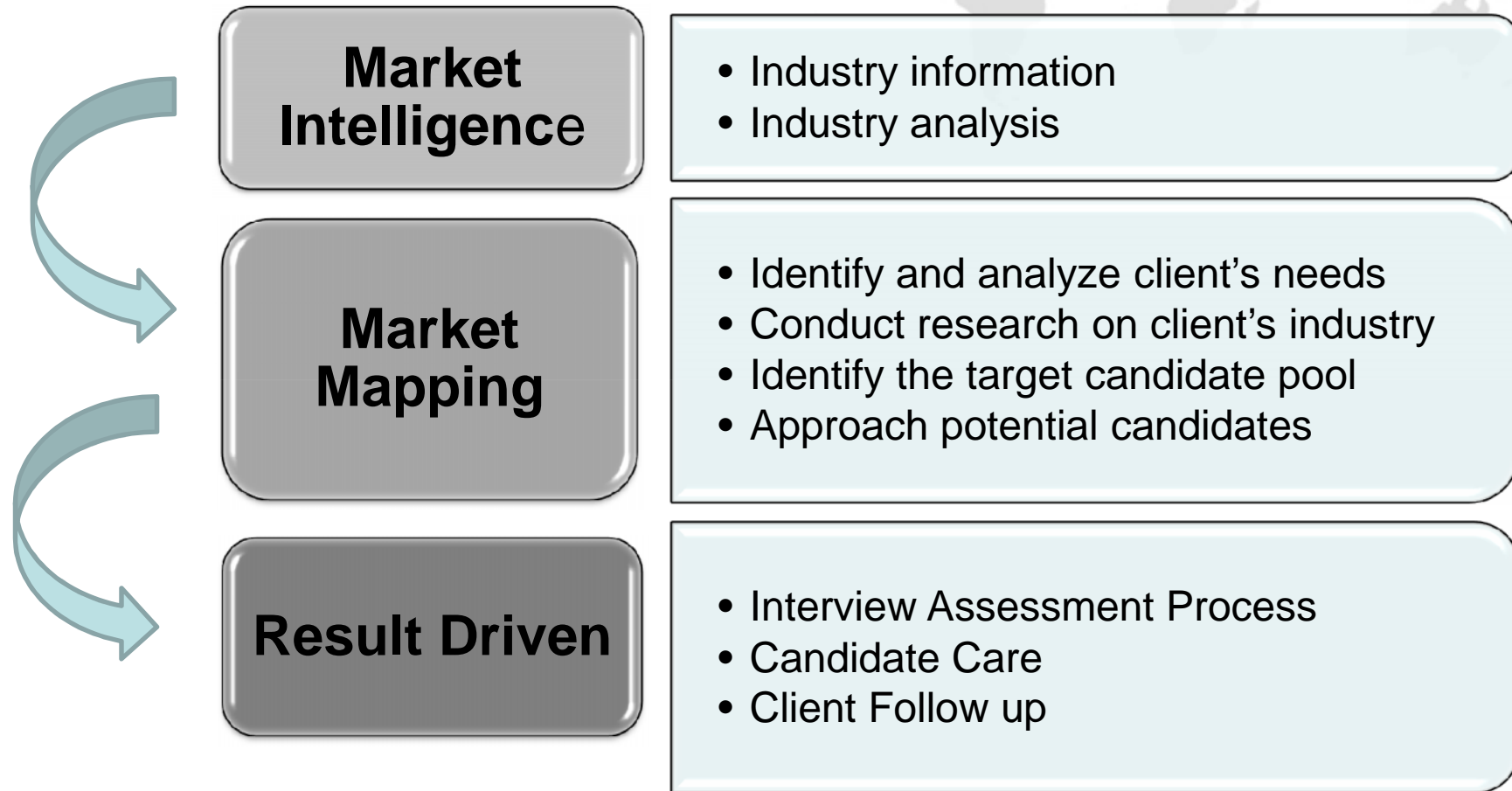
Practice

> **Functional Practice**

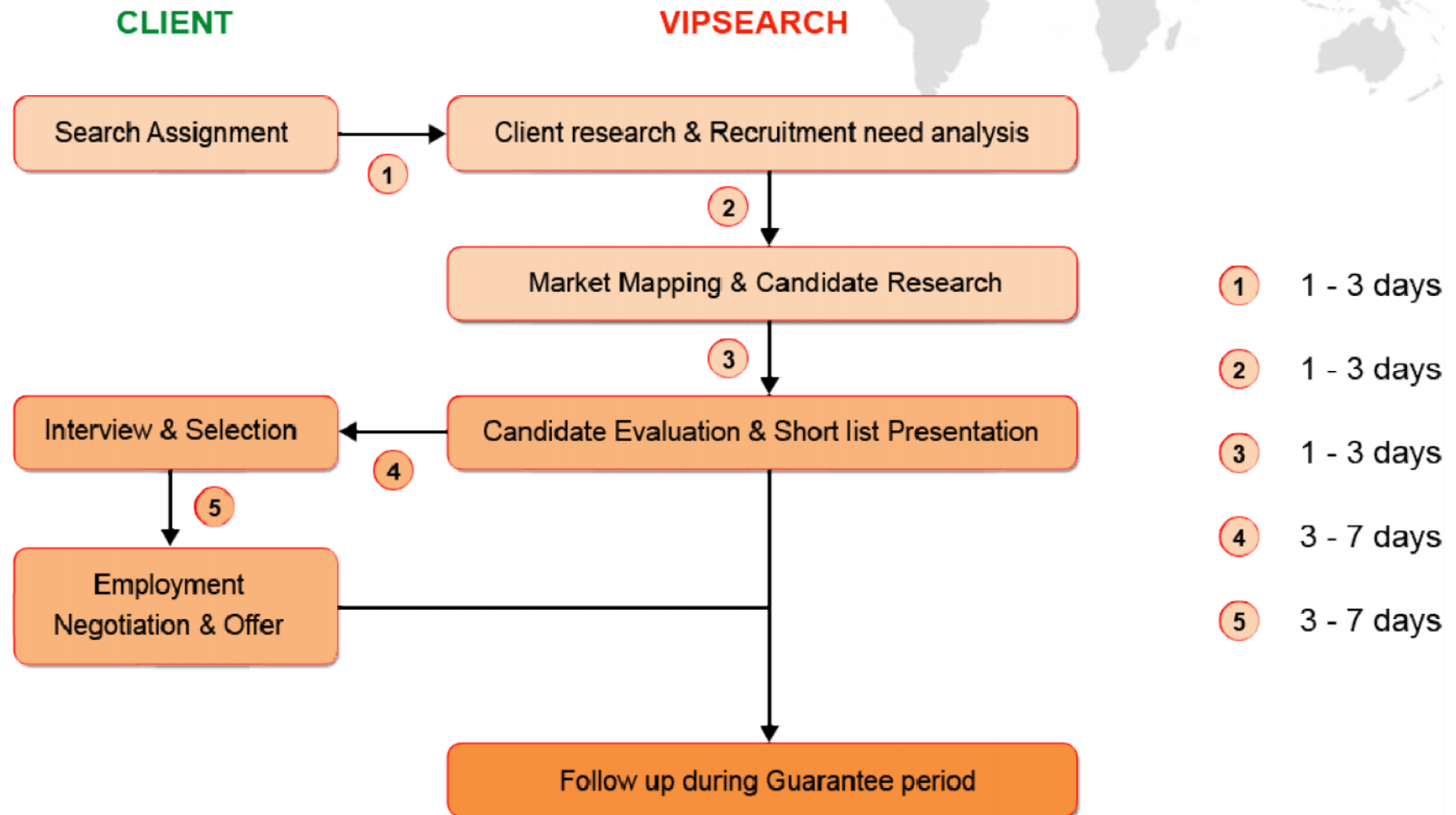
VIPsearch conducts search for these functions & positions

- **General Management: CEO, CFO, CIO**
- **HR & Administration**
- **Legal, Compliance & Risk Management**
- **Accounting/ Finance**
- **Sales**
- **Marketing & Branding**
- **Supply Chain & Transportation**
- **Engineering**
- **Plant Manager**
- **QA/QC**

Search Methodology



Search Process



Candidate Database

> Over 120,000 potential profiles

Middle management
Senior management
Executive management

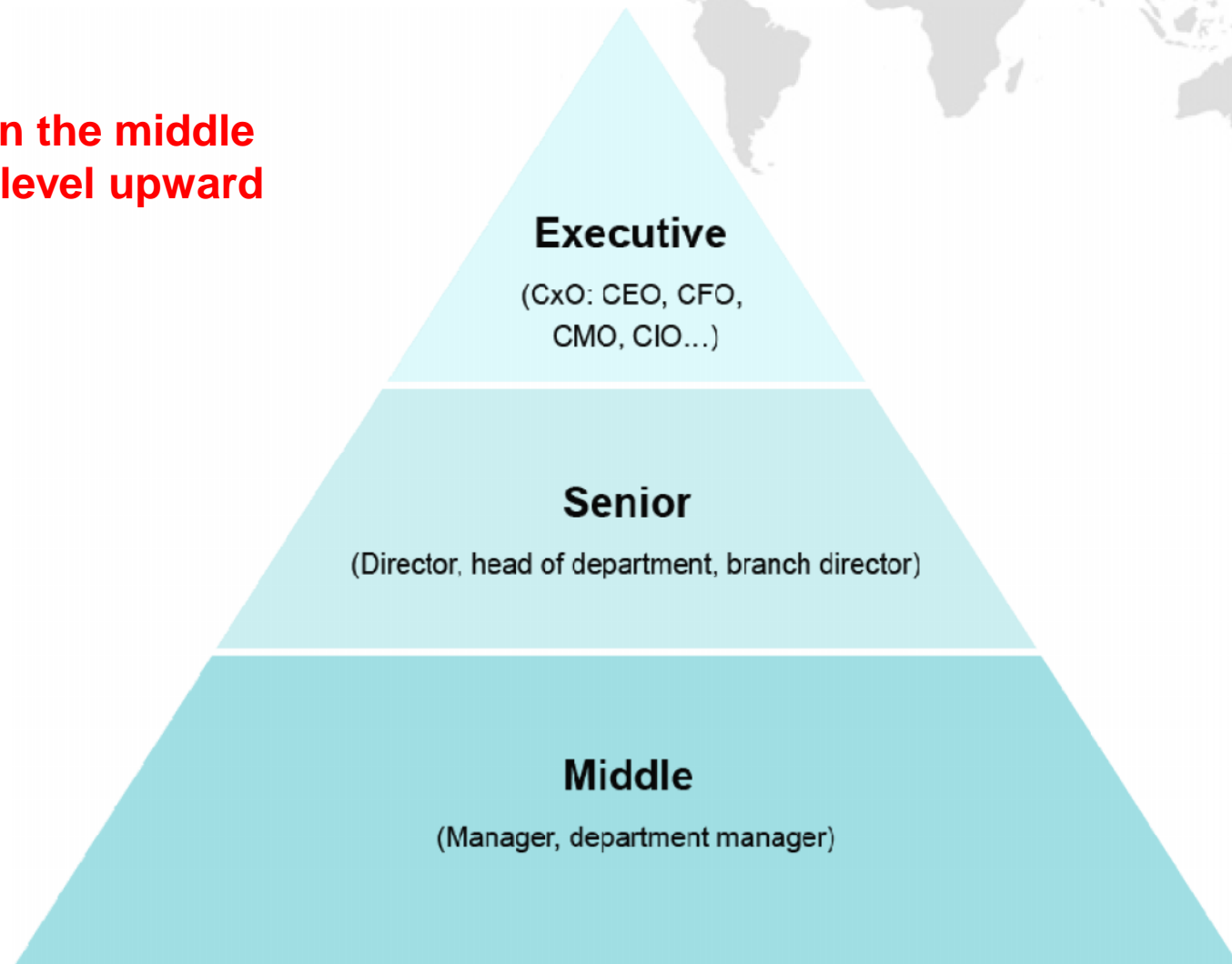
Over 3 year management experience

> Database update process

A support department is assigned to manage database updates
Updates is conducted on a daily basis
Multiple platforms / tools are scheduled to get updates from candidates
Data is managed by our exclusive applications

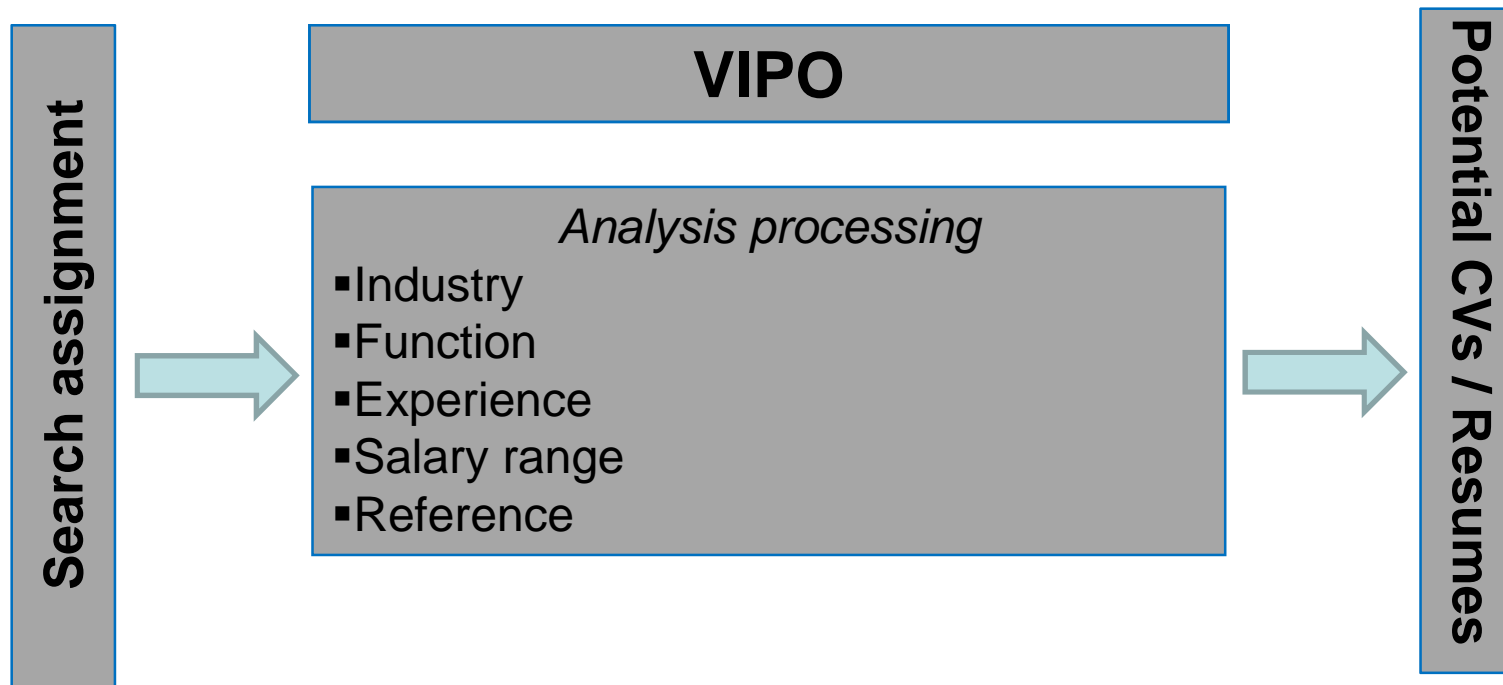
Management Level

> **We focus on the middle management level upward**



> A database application search tool

This is a web based application used by our consultants during the search, besides the search methodology and search process



2007 – 2008 Performance

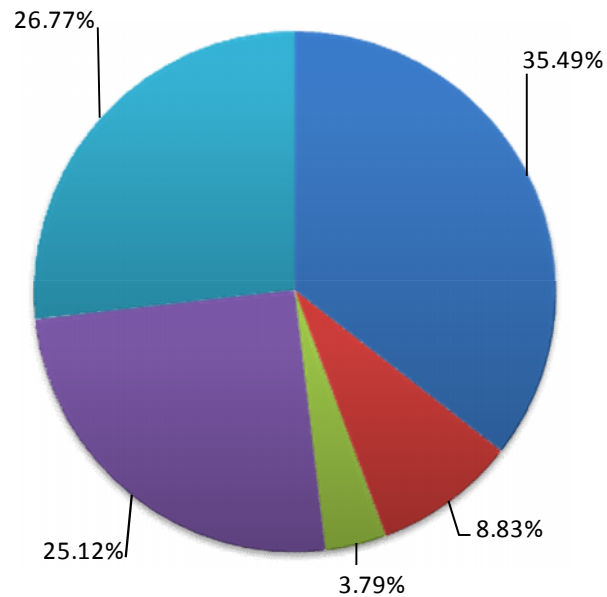
> Highlights

We hunt **8** managerial positions per month
FMCG is the industry in highest need of managerial positions
85% of our positions are remunerated up to **2000** USD in salary

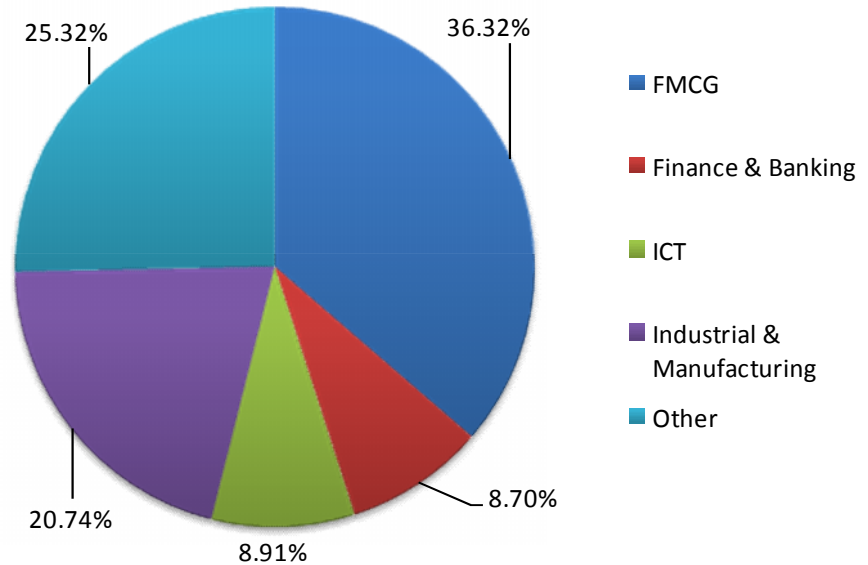


2007 – 2008 Performance

2007

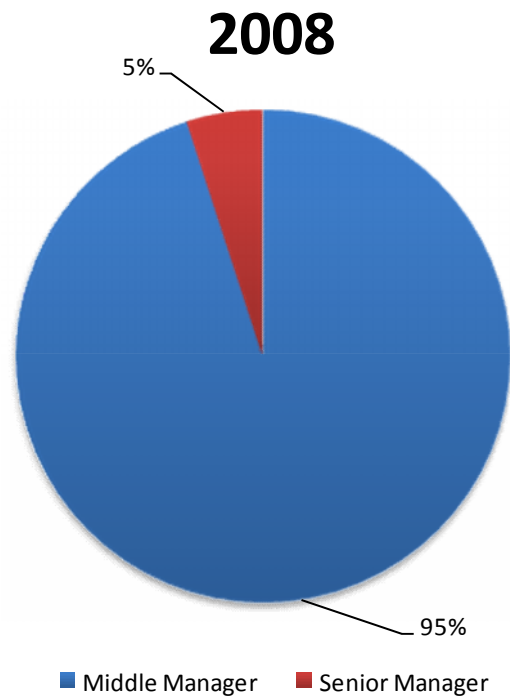


2008

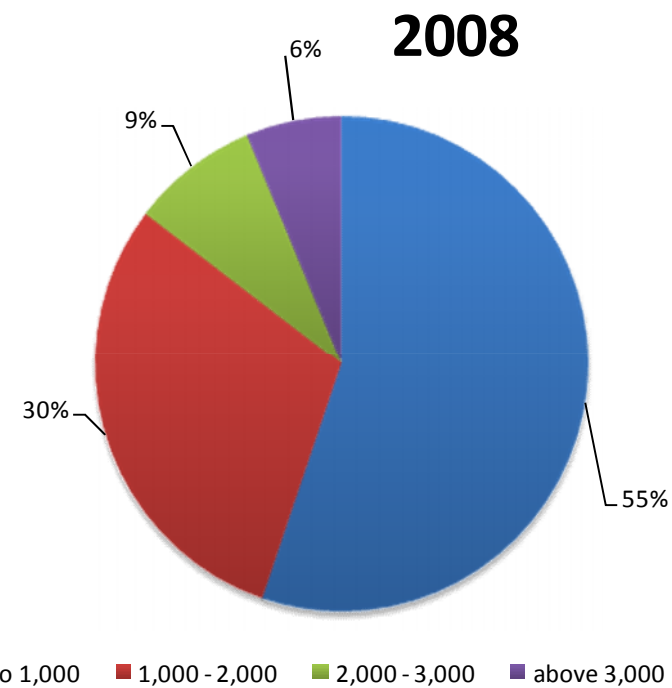


Industry Practice

2007 – 2008 Performance



Functional Practice



Salary Range

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THANK YOU



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