Head-Hunting

Chief Technology Officer

A prominent media platform in Japan with Global Operation.

Client Background:

Our client a prominent media platform in Japan, offering a diverse range of content and services to a rapidly growing audience. Recognizing the pivotal role of technology in its continued success, the client sought to head-hunt a Chief Technology Officer (CTO) with a proven track record in the media and technology industry.

Objective:

The primary objective was to identify, approach, and secure a highly qualified and experienced Chief Technology Officer who can lead the technological strategy and innovation for the client's media platform.

Challenges:

1. Cultural Fit: Finding a CTO who not only possesses the required technical expertise but also understands and respects the cultural nuances of the Japanese business environment.

2. Media Industry Knowledge: The ideal candidate must have a deep understanding of the media and entertainment industry, including emerging technologies and trends.

3. Language Proficiency: Fluency in both English and Japanese was essential to ensure effective communication and collaboration within the organization.

Methodology:

1. Client Consultation: Engaged in extensive discussions with the client's leadership team to gain a comprehensive understanding of the technical requirements, cultural expectations, and the strategic vision for the media platform.

2. Candidate Profiling: Developed a detailed profile outlining the specific technical skills, industry experience, and leadership qualities required for the CTO role. Tailored this profile to align with the client's unique business context.

3. Global Network Utilization: Leveraged my extensive global network and industry contacts to identify potential candidates with a strong background in media technology, ensuring a pool of qualified candidates with diverse perspectives.

4. Market Research: Conducted an in-depth market research to identify key individuals and rising stars in the media and technology sectors. This included analyzing competitors, industry reports, and technological trends.

5. Direct Approach: Exercised a targeted and discreet direct approach to potential candidates, emphasizing the unique opportunities presented by the CTO role within the client's organization. Highlighted the company's commitment to innovation and its position as a leader in the media landscape.

6. Language Proficiency Assessment: Incorporated language proficiency assessments as part of the screening process to ensure candidates possess the required fluency in both English and Japanese (JLPT N1 or N2).

7. Cultural Sensitivity Training: Provided cultural sensitivity training to the recruitment team involved in the process to ensure effective communication and understanding of Japanese business customs.

8. Collaboration: Facilitated collaborative interviews with key stakeholders from both the client's leadership team and potential candidates to assess cultural fit, leadership style, and alignment with the organization's values.

Results:

Successful appointment of a Chief Technology Officer who not only possessed the technical expertise required but also aligned with the client's cultural values and strategic vision. This contributed to the client's ability to innovate and stay ahead in the dynamic landscape of the Global Media Industry.

Learnings:

Effective communication and collaboration with the client throughout the process is crucial in ensuring a successful outcome of identifying and securing top-tier talent in the competitive Japanese Market. The importance of a nuanced approach to head-hunting, considering culture fitment, language proficiency and industry knowledge helped close a key position and resulted in gaining conviction and significant new business from the client.