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About Us

Osmium Consulting Group Limited (Osmium Consulting Group) is founded with one single aim in mind - to provide specialist recruitment and HR advisory services to the TMT, Buy Side and Legal industry.

Based out of Hong Kong, an international financial hub, Osmium Consulting Group is a boutique search firm that provides professional recruitment services primarily within the TMT, Buy Side and Legal industry. Empowered by our integrated network and advanced methodical research tools, we have the ability to source high-calibre financial services professionals for and from any location around the world across all seniority levels in the market for some of the world’s most recognized brands.

In an increasingly competitive marketplace, the prime asset which differentiates any organisation remains its people. Yet, searching and recruiting for proper candidates with appropriate skill set, mentality, and qualifications has proven a strain on a company's valuable resources and remained a major challenge for organisations with recruitment needs. Osmium Consulting Group relieves clients of the complex task of sourcing the highest calibre of personnel, and allow them to focus more fully on the management and continued growth of their business.

Osmium Consulting Group is dedicated to meeting the recruitment needs of our clients, and to helping fulfil the career aspirations of our candidates. By finding the most suitable match between client and candidate, we always strive to create a mutually beneficial solution for both. In addition to traditional contingency recruitment, we offer executive search services to source the highest calibre of professionals available.

*Service Overview*

*Corporate Philosophy*

The success of a company is depending on its vision and mission.

Relationship

Understanding

Experience

*Why Choose Us?*

Osmium Consulting Group has quickly established a market reputation as a dedicated and value-adding specialist search and selection firm. We offer our client’s access to the very best candidates and our candidates the opportunity to develop a global career.

We possess a number of unparalleled and unique features that not only define, but also set us apart from other service providers in the recruitment sector :

* We are a boutique, but distinctive search firm without the mindset of a big organization.
* We take on a flexible approach and seek to provide timely, practical, and innovative solutions tailored to best cater to your ever-changing needs and specific expectations.
* We work with our candidates and clients as a team, and view them as our partners.
* Each and every one of our seasoned consultants specialise in a particular practice area ensuring sector expertise and the ability to identify, appraise and place exceptional talent with our clients.
* Each of our consultants is a micro-specialist in their area; collectively we are market and offer our clients the highest degree of market expertise.

*Meet Our Team*

Carol LAU

Charlton LAM

Henry KAM

Our Methodology

STEP 1: UNDERSTANDING YOUR COMPANY & THE VACANCY

We begin by advising you on the vacancy itself, the availability of relevant candidates, the

competitiveness of your offering, and the most suitable means of screening and selection to

ensure you don’t miss out on top talent.

* Upon receiving the job specification and briefing from clients, we start developing a thorough understanding of the organization as a whole and the expectations of the hiring managers, so as to a pinpoint those professionals who would best match the criteria of each vacancy.

STEP 2: CANDIDATE SEARCH

By understanding the candidate market, we know which attraction techniques are most likely to target relevant applicants and use a range of methods (from advertising to executive search) to ensure we identify a diverse pool of potential employees following the below process:

* Compile the target company list for approaching potential candidates.
* Complete sophisticated market mapping by the use of our extensive business intelligence and industry expertise.
* Source for benchmark candidate via our database, online and offline libraries and directories, and through referrals from our existing network.
* Identify and contact prospective candidates and present them the opportunity in a professional manner.

STEP 3: CANDIDATE SCREENING

Using competency-based screening tools and testing software, all candidates we identify are

assessed against a tiered rating scale linked to your job description, allowing us to present you with a refined shortlist that matches your exact requirements.

* Meet and interview candidates to identify their career aspirations, motivations to take up a new job, capability to take up the new position in terms of competence, technical skills, leadership, personality, and corporate cultural fit.
* Complete competency-based candidate assessments to unveil the competencies and leadership behaviours of our candidates.

STEP 4: CANDIDATE PRESENTATION, INTERVIEWS AND

MANAGEMENT

Our expert consultants are on-hand to advise you throughout the process and handle all aspects of candidate communication: arranging interviews, providing feedback, and managing the job offer.

* Presentation of Shortlisted Candidates
* Client Candidate Interviews
* Package & Offer Negotiation
* Reference Checking

STEP 5: CANDIDATE ON-BOARDING

We provide on-going client support and candidate care to ensure your new starter has everything they need, as well as offering the reassurance of our 12 weeks free replacement guarantee.

* Keep the candidate warm before the commencement date
* Candidate Care for the first 3 months of employment

Awards & Recognition

**Recruitment**

We provide various human resources services to all types of business and organisation within the industries we specialised in. We understand successful companies must be adaptive, resilient, customer-centred and able to adjust their business direction to fit the market quickly. With our professional and tailored service, our clients are able to focus on boosting the company performance and goals.

*Contingency Recruitment*

We have researchers and consultants who specialize in each of the industry sectors. They work on mid-junior to senior level recruitment and are capable to cater vacancies with multiple requirements. We have strong database and network of financial services professionals. This enables us to react quickly to our clients’ sourcing requirements and provide a tailored selection of appropriate candidates to suit your specifications.

*Executive Search*

Our consultants are fully trained in the processes of both domestic and international executive search. We are able to source C-suite executive professionals and those with rare skill sets at top levels who are difficult to attract through advertised selection and database resourcing. This approach also ensures confidentiality is maintained when dealing with sensitive senior positions. We have an in-house research team who are up to date with current market trends and consultants who have strong network in the market as well as a deep understanding of the individuals within it.

***HR Solutions***

*Payroll & Tax*

Dealing with Payroll and Tax Return can be time consuming. Our Payroll and Tax service allows your organization to manage the spectrum of your organisation’s payroll needs easily and conveniently.

We provide the following services:

* Payslip Preparation
* Employer Tax Return (IR56A&B)
* Payroll Report
* Salary Payment

*Secondment*

The constraint of limited headcount in most companies hinders the potential performance of a business. With our Secondment service, offering flexibility in hiring, it will empower your business to engage permanent or temporary, full-time or part-time staff on the job without the need to hire them under the headcount of your company.

With the aid of our contingency search service, our experienced and professional consultants across different sectors can quickly identify your manpower needs and formulate a comprehensive hiring plan. We also provide service on employer MPF account management, payroll, contract preparation and other related services upon the assignment of our clients.

We provide the following services:

* Contingent Candidate Search
* Contract Preparation

*Visa Application*

Our Visa Application service is definitely your time saving option when hiring non-locals talents. We provide General Employment Policy (GEP) and Admission Scheme for Mainland Talents and Professionals (ASMTP) and other types of Visa processing application services.

Work Visa

A Visa Application usually takes four to six weeks to process. Work visas are normally granted for the duration of the employment contract but generally have a duration of no more than 2 years.

The employer has to apply for a renewal of the employee’s visa towards the end of the visa period if both parties would like to extend the employment.

Investment Visa

Investment visas are issued to self-employed people in Hong Kong. In order to apply for an investment visa, information on your educational background, professional experience, the proposed business activities, capital and details of the activity and the jobs it will create.

Dependant Visa

If you have a work or business visa you can sponsor residency visa applications for your spouse and children below the age of 18. Bear in mind that if you lose your employment status, they also lose their visa rights. As a Hong Kong permanent resident you can also sponsor your parents if they are aged 60 or above.

Immigration Arrangements for Non-local Graduates (IANG)

Student visas are handled very much like work visas. To get a student visa, your sponsoring educational institution will need to apply for the visa on your behalf.

We provide the following services:

* Prepare the Required Documents
* Follow-up with the Government Body
* Appeal for the Rejected Application

***Performance Management***

*Employee Onboarding*

A powerful orientation session to the new joiners can build a sense of belonging to the company. Our professional consultants with substantial in-house experience can help you produce a unique and precise orientation package. Our consultants can also provide on-site orientation presentation demonstration and provide a system to your in-house team for future orientation sessions. You may also deploy our one-off on-site orientation whenever you have the need.

We provide the following services:

* Orientation Materials Preparation
* On-site Orientation Demonstration

*Reference Check*

A resume will tell you about a candidate’s career background and qualifications. The interview allows you know more about the candidate and assess him or her in person. A reference check builds on the image built up so far by providing details from an outside source, and as such it is an opportunity worth taking advantage of. Not only can a referee deepen your understanding of a candidate, checking references can also identify whether a candidate’s claims about qualifications, length of experience or previous roles held is confirmed. Speaking with a referee also helps to create a more level playing field. Reference checking can highlight those candidates who may have performed poorly during an interview but are in fact excellent potential employees for your firm. Conversely, the process can identify candidates who naturally shine during interviews but who may lack the qualities needed to be successful in a role. As a professional courtesy, always let candidates know that they make the shortlist before conducting the reference check. This is also an opportunity to confirm that the contact details provided for referees are current and correct.

*Business Consultation*

Whether you are a startup company or an established enterprise, our Business Consultation service is tailor made uniquely to each and everyone of our clients. We focus on our client’s most critical opportunities and threats, as well as strategy, company structure and organizational goal. We offer in-depth, practical advice and expertise and help our clients capture value. We offer the following Business Consultation services:

* Research
* Objective & professional opinion
* Strategic planning and development
* Straightforward
* Result-oriented
* Regular Review

*Performance Management*

Quantifying and managing employees’ performance can be troublesome and usually there are no performance standards to follow. We will obtain a thorough understanding of your business as well as organizational goals by having in-depth communication with your management. We will also improve your company’s overall performance through implementing our proprietary and tailor-made performance management systems and set up performance standards for your company.

* KPI Monitoring
* Performance improvement measures

*Learning & Development*

Human capital is an indispensable asset to a company. The smartest way to create long-term business value and preserve core competency of a corporation is to enhance staff’s ability continuously. With our Learning & Development service, we will provide comprehensive training to your staff in different aspects on your demand, including but not limited to:

* Sales Skills Training to Frontline Staff
* CPT training to Licensed Reps in compliance with the most updated regulations
* Professional Qualifications and Examinations
* Coaching & Mentoring

***Technology, Media & Telecommunications (TMT)***

To cope with the fierce competition, constant innovation, volatile industrial landscapes, and increased customer expectation, we continually enhance our Consultants’ skills in the industry to help our clients search for the most suitable candidate and help our candidates to land on their dream job to develop their career. Our clients range from multinational corporates to market leaders and many visionary start-ups and their investors.

OCG has significant experience within the practice including:

Technology

* UX/UI & Digital Design
* Development

Media

* Marketing
* Public Relations
* Event Management
* Corporate Communications
* Design & Creative

Telecommunications

* Infrastructure
* Project Management

***Buy Side***

Our buy side recruitment business has expanded considerably as our firm continues to play a crucial role for our major clients’ recruitment. The arising needs for the investors in the market to seek for a higher return across their assets have proven the market growth as well as our business expansion.

Our Buy Side team break down into below specialisms:

* Private Equity
* Venture Capital
* Fund of Funds
* Alternatives
* Investor Relations

***Legal***

we understand the importance of recruitment in the legal industry. The long-term viability for any legal practice lies in maximising its financial strength by recruiting the right fee-earners at the right level. We help achieving this for law firms, banking &amp; financial services

firms, and commercial firms of all sizes:

Legal Private Practice

* Paralegal
* Private Practice Lawyers
* Partners

Legal In-house

* Legal Counsel
* Company Secretary
* Paralegal
* Employment Specialists
* Regulatory & Compliance Lawyers

***News & Journal***

*Salary Surveys*

Our consultants are able to provide supports and advice in areas such as compensations and benefits. We offer salary surveys for specific disciplines that are based on actual, accurate and current compensation data.

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