



Silicon Valley
Associates

Recruitment

Corporate Overview

2019

Introduction

Silicon Valley Associates Recruitment was established to support Companies and Candidates around the world in the field of IT and Technology.

- ⇒ Headquarters in Hong Kong
- ⇒ 10 years' accumulated Recruitment Expertise
- ⇒ Focused on Executive, Sales & Marketing, Technical into IT Companies & Teams
- ⇒ Experienced multilingual team of Consultants
- ⇒ Dedicated Relationship Managers for both Companies and Candidates
- ⇒ Global knowledge, experience and track record in Asia Pacific, EMEA & Americas
- ⇒ Multi-Channel Search methodology applied across all levels of the Roles
- ⇒ Specializing on positions above \$500,000 HKD per annum
- ⇒ Global "Community" of partners collaborating to provide non-IT Recruitment, RPO, HR Consultancy, Talent Management, Outplacement, Interim Management and Contracting solutions



About Us

History

10 years' in-house experience specialized in recruitment for IT and Technology in Asia and Worldwide. Our name reflects our specialized work in that time- accruing a proven track record of helping US and Western MNCs and Start Ups hire IT and Sales talent for their established local Asia teams or making their critical first hire(s) in the region.

Mission

To make sure that:

1. Our Client at all times has access to the absolute best candidates for their position(s)
2. Our Candidates have at their discretion at all times the best career opportunities in the market.

Values

We commit to investing heavily into Research for our clients and candidates every day, acting as your eyes and ears in the market, continuously prospecting and uncovering new and all possible candidate or career options every day, directly engaging to screen for potential matches.

Because of our approach, we value and request above all else Commitment, Trust and Transparency with our clients and candidates.



Company Services

- Consultation (Free)

For general advice and opinion, reserve a time with us to confidentially discuss and seek advice on your hiring, methods, job descriptions, sourcing strategies, competitors, trends, specific candidates or companies, interviewing tips and more.

- Candidate Search (Retained)

Through an exhaustive, detailed search project, we will ensure every possible candidate is screened, and you have at your discretion the absolute best person(s) for your important jobs and business.

- Talent Acquisition (Contingent)

We work with you on an ongoing basis, making sure you have first pick at all times to the best candidates in the market at those rare moments of availability.

- Latest Insights and Research (Subscription)

Through our regular campaigns, we build up lots of data which enables all the latest insights and trends on your industry, competitors and markets. We can also work on providing tailored, bespoke research, insight, reports and recommendations.

- Outplacement

If you feel it may be time to move someone in your team on or replace, we can help confidentially smoothen the exit and transition for that person into another job, so that the break-up is amicable, and that person remains an ambassador for you and your brand.

- Social Responsibility

We commit to giving 1% of our fees to a charity of our client's choice; supporting those who chose to dedicate their professions to the betterment of our society, or our planet, our health, and the defenseless in need such as children, animals and our environment.



Positions We Can Help With

Sales & Marketing (into IT Firms)

- ⇒ VP Sales
- ⇒ Sales Director
- ⇒ Sales Manager
- ⇒ Channel Sales Manager
- ⇒ Business Development Manager
- ⇒ Account Manager
- ⇒ Inside Sales
- ⇒ Pre-Sales / Sales Engineer
- ⇒ Post Sales / Technical Support
- ⇒ Marketing Director / Manager
- ⇒ Digital Marketing
- ⇒ PR & Marcom

Technical (into IT Firms & IT Teams)

- ⇒ VP Engineering
- ⇒ R&D Manager
- ⇒ Project Manager
- ⇒ Business Analysts
- ⇒ Software Architect
- ⇒ Developer (Back, Front, Full-Stack)
- ⇒ E-Commerce Manager
- ⇒ Infrastructure Lead
- ⇒ Network Engineer
- ⇒ Systems Administrator
- ⇒ Cyber Security Consultant

Executive (into IT Firms)

- ⇒ CEO
- ⇒ COO
- ⇒ CFO
- ⇒ CTO
- ⇒ CIO
- ⇒ General Counsel
- ⇒ Managing Director
- ⇒ Country Manager
- ⇒ VP Finance

Back Office

- ⇒ Financial Controller
- ⇒ Accountant
- ⇒ Operations
- ⇒ HR BP
- ⇒ Legal

Countries We Can Support

West

- ⇒ USA
- ⇒ Europe
- ⇒ United Kingdom
- ⇒ United Arab Emirates



Greater China

- ⇒ Hong Kong
- ⇒ Beijing
- ⇒ Shanghai
- ⇒ Shenzhen
- ⇒ Guangzhou
- ⇒ Chengdu
- ⇒ Dalian
- ⇒ Taiwan



Asia Pacific

- ⇒ Japan
- ⇒ South Korea
- ⇒ Singapore
- ⇒ Malaysia
- ⇒ Philippines
- ⇒ Australia



Industries Have Experience In

Technology

- Cloud
- Software
- Mobile
- Internet
- Gaming
- Networking
- Cyber Security
- IOT
- Big Data & Business Intelligence
- Artificial Intelligence
- Machine Learning & Robotics
- Security, Access Control & Surveillance
- Fintech
- Satellites
- Telecoms
- Telco
- Hardware

Banking & Commerce Enterprise

- Financial Services
- Retail & Luxury
- Supply Chain, Logistics & Transport
- Property & Construction
- Manufacturing
- Restaurants & Hospitality
- Engineering
- Automotive
- Aviation
- Professional Services



Recruitment

Retained Candidate Search Methodology

Stage 5

- Keep in Touch with Appointed Candidate during Notice Period
- Facilitating any preparation for new role
- Arranging follow up meetings with each party for successful Onboarding

Stage 4

- Prepare together for each Candidate Interview
- Review & Discuss each Candidate after Interviews
- Take Final Reference checks for preferred Candidate(s)
- Offer Negotiations Management to help you secure the Candidate
- Reject All Other Candidates on your behalf
- Assist Hired Candidate in Resignation

Stage 3

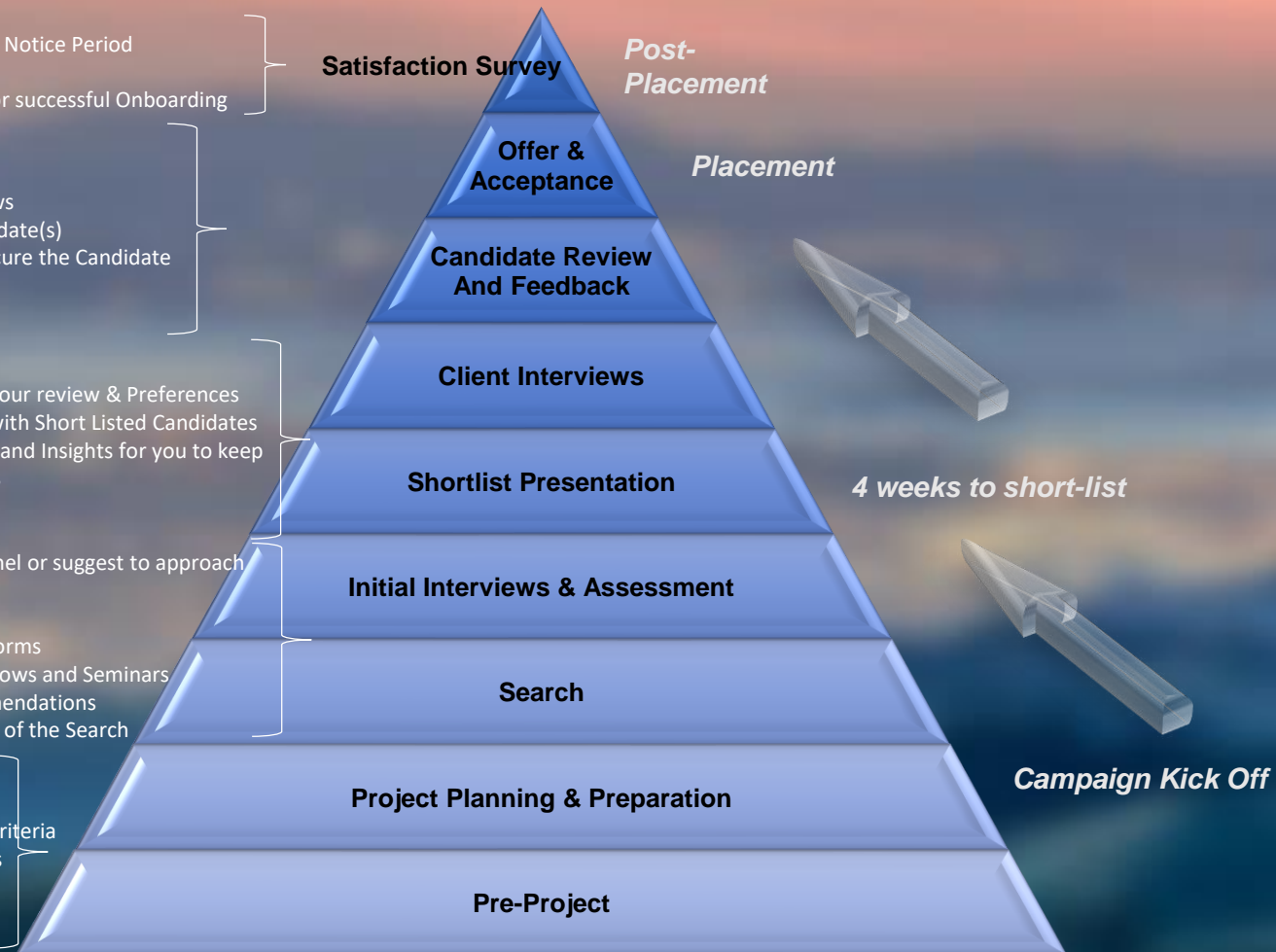
- Review all CVs, Long List 10 - 15 Candidates for your review & Preferences
- Consultant carries out structured f2f Interviews with Short Listed Candidates
- Present interview feedback, plus all Search Data and Insights for you to keep
- Arrange Interviews between you and Candidates

Stage 2

- Screen Candidates you receive from other channel or suggest to approach
- Map and Engage All Target Company Employees
- Screen Database of +1000 CVs
- Place Job Adverts. Engage All Social Media Platforms
- Network for Candidates at All Relevant Trade Shows and Seminars
- Execute Referral Scheme for Candidate Recommendations
- Provide detailed Weekly Report on the progress of the Search

Stage 1

- Settle Terms
- 1 Hour Meeting to Define Role Profile and Key Criteria
- Confirm Project Plan and Key Deliverable Timings
- Introduce Project Search Team
- Agree Preliminary List of Companies to Target



Key Terms

Recruitment

- ⇒ **Contingent Talent Acquisition:** Free Introduction & Interview of Prospective Candidates. Full Fee Charged Only Upon Offer Acceptance

- ⇒ **Retained Candidate Search:** Estimated Fee Charged equally across 3 stages (Sourcing, Shortlist, Offer Acceptance)

- ⇒ **Fee Structure:**
 - Minimum 90,000 HKD Fee
 - 23% of Gross Annual Salary from HKD 500,000 to HKD 719,999
 - 25% of Gross Annual Salary from HKD 720,000 to HKD 959,999
 - 27% of Gross Annual Salary from HKD 960,000

- ⇒ **2 month Guarantee-** Free Replacement Otherwise Credit on Future Invoice

- ⇒ **Payment Terms:** Invoice Upon Offer Acceptance. Payable in 14 Days

- ⇒ **Full Search Proposal and Terms:** Available Upon Request



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