

Career fast-track to success

Recruit Express (Hong Kong) Limited was established in 2005 to offer one-stop recruitment consultancy services through its Asia Pacific network comprising Hong Kong, Singapore, Taiwan, Malaysia and Australia; as well as partner networks in Shanghai, Tokyo and Bangkok.

Incorporating SearchAsia and Recruit Legal, the company's teams of professional and dedicated consultants serve their clients' specific recruitment needs in highly specialized and diverse industries and sub-industries, including banking and finance, technology, sales and marketing, fast moving consumer goods, engineering, human resources, hospitality and legal.

The recruitment firm is looking to hire 30 fresh graduates over the next 12 months to join the ranks of its rapidly growing team of consultants. It prefers candidates with no prior experience in the recruitment industry - a rather unusual characteristic of its recruitment philosophy.

"When recruiting our people, we look for what is in them. We are interested in who they are, not what they have done or what they believe they should be doing," explained Cheng Shing-chow, Senior Director and General Manager at Recruit Express Group (Hong Kong).

The company will consider graduates from all disciplines. "We want people who show passion for the industry and demonstrate the qualities that are essential for success," said Mr Cheng.

The recruitment firm is looking for such traits in potential candidates as confidence, flexibility, persistence, adaptability, openness and an ability to learn quickly and also the need to be orientated towards change.

It considers it is vital that prospective candidates are passionate about people, as recruitment is very much a 'people business'. An ideal candidate must enjoy meeting and discovering diverse types of real people, and be ready to work hard at cultivating strong relationship with clients and their prospective job candidates.

Another essential ingredient for a prospective candidate is the ability to work under pressure. Recruitment consultants face multiple sources of stress in their daily work: handling changes, meeting targets and being efficient and accurate on the job.

And finally, the capacity for hard work will stand prospective candidates in good stead. Candidates with tenacity and perseverance will come out ahead. The mantra is 'practice makes perfect'. If candidates are unable to put in the time to practice until the results start to show consistently, they are unlikely to survive in Recruit Express.

The recruitment company is seeking high-calibre candidates from different backgrounds, nationalities and cultures to join its team. Apart from local recruitment, it is also keen to take

on people from the Mainland and overseas as this will allow it to cultivate a diversified and open culture within the company.

It is this culture that its consultants find so attractive. "Working in the company is challenging yet enjoyable. There is great opportunity for career progression as well as more exposure than I expected," said Iris Wan, Assistant Team Leader and Consultant, Temporary and Contract Division, Recruit Express Hong Kong.

"I have the chance to work with talented people and have quickly become part of a professional team that our Clients view as their business partner," she added.

The needs of clients and candidates are always uppermost in the minds of Recruit Express' consultants. "In this dynamic environment, it is essential to be adaptable and to care about the needs of our clients and candidates. Finding candidates who exceed our clients' expectations and identifying the right placements for our candidates will always be accomplishments that I am proud of," said Dick Lau, Team Leader and Senior Consultant, Corporate, Investment Banking and Insurance Team, Banking and Finance Division, SearchAsia Hong Kong.

Consultants also thrive on the challenges that their jobs present them with. "In the performance-driven role of a consultant, you will be confronting and overcoming your own limitations, which motivates you to improve on yourself," said Jacky Yiu, Team Leader and Senior Consultant, Accounting and Finance Team, Banking and Finance Division, SearchAsia Hong Kong.

"What's better than experiencing all these in a dynamic, flexible and supportive team? I am very happy to build my career here and grow with the business," Ms. Yiu added.

In order to make a good first impression, prospective candidates are advised to ensure that they are well prepared for the job interview. They should be clear about the company they are interviewing with, be familiar with its business and be clear about the job role and responsibilities.

In addition, candidates are expected to understand themselves well and be aware of their own strengths and weaknesses. Candidates should also be prepared for simple basic questions, such as why they would like to join the company and / or the industry, and instead of giving safe textbook answers, which they think interviewers want to hear, they should be honest and show that they have thought through the issues involved.



(Left to right) Matthew Lo Kwong-yiu, Consultant; Clara Luk Hoi-ching, Senior Consultant; Jacky Yiu Yim-man, Team Leader & Senior Consultant; and Dick Lau Hon-man, Team Leader & Senior Consultant, Banking & Finance Division of SearchAsia.



(Left to right) Christy Cheung Yuen-yi, Consultant, Sales & Marketing Division of SearchAsia; Iris Wan Pui-kwan and Jenny Chan Yuen-sze, Assistant Team Leader, Temporary & Contract Division of Recruit Express.

Sparkling career for graduates

Working as a recruitment consultant provides many learning experiences through sharing and meeting with clients and prospective job candidates. At Recruit Express (Hong Kong), all employees have the opportunity to grow with the business and build their careers.

Fresh graduates can expect an extremely well-structured and detailed on-the-job training program that allows them to learn and develop the necessary skills that all successful recruitment consultants need.

"For their part, we expect our people to always take the initiative to learn," declared Cheng Shing-chow, Senior Director and General Manager at Recruit Express Group (Hong Kong). "We believe that only proactive people with the mentality to win and do well can survive in this competitive job."

With change occurring at an incredible pace in the business world today, the company requires its employees' to embrace change - to interact with change and be committed to change. "Not only will they learn about themselves on the job, they will also become more proactive, flexible and adaptable,"

Mr Cheng said.

Recruit Express is a merit-driven organization, which believes in promoting and rewarding those staff who have displayed the professional maturity and confidence.

Consultants earn the chance to enter and lead their own teams when they perform consistently well and prove their ability to manage a portfolio of steady clients over their first couple of years at Recruit Express.

In addition, as one of the keys to the company's successful expansion strategy, outstanding leaders with proven leadership and management track records win the opportunity to partner with Recruit Express to establish new business operations in countries where the company wishes to expand.

The recruitment consultancy firm provides a strong basic salary coupled with a variable component that is linked to individual performance, in addition to another variable component that is linked to team performance; together contributing to a remuneration that is significantly higher than those in other professions.

Recruit Express (Hong Kong) Ltd.

SEARCHASIA
MANAGING CAREERS PROCURING TALENT

RECRUIT EXPRESS

RECRUITLEGAL
MANAGING LEGAL CAREERS PROCURING LEGAL TALENT

- Banking & Finance
- Technology
- Sales & Marketing
- Hospitality
- China Executive Search
- Korea Executive Search

- Temporary & Contract Staffing

- Legal and Compliance
- China
- Hong Kong

Success
Enthusiasm
Passion
Teamwork



SEARCH ASIA
MANAGING CAREERS PROCURING TALENT

Your Total Recruitment and Staffing Solutions Partner! Managing Careers, Procuring Talent.

Recruit Express's success and growth over the past decade can be attributed directly to the talent, dedication and diversity of the people in our organization.

The Right People, The Right Fit

When recruiting our people, most importantly, we look for what is in you.

We're interested in who you are, not what you have done nor what you believe you should be doing.



Recruitment Consultant

As a Consultant in Recruit Express, you will be involved in the entire recruitment cycle and play a leading role in the procurement, consultation and management of both clients and candidates.

Job Responsibilities:

- Identify and develop business opportunities with potential clients through warm- and cold-calls and client meetings
- Assess the needs of each particular assignment or client
- Search for suitable candidates and respond to the clients within two working days
- Interview and assess candidates; maintain long-term relationships resulting in candidate loyalty
- Manage the client-candidate meeting process through interview to offer stage and beyond

Requirements:

- Resourceful, self-motivated and persistent; good team player
- Excellent communication and interpersonal skills, able to multi-task and work under pressure
- Proficient in Cantonese and English, and ideally Mandarin (Successful applicants with Native Mandarin proficiency will be considered to be specialized in the China Market)
- A degree in ANY discipline ideally with at least 1 year of working experience (fresh graduates are welcome to apply)

An attractive remuneration package and a comprehensive training program will be offered to the right candidates.

We are also recruiting undergraduate students for the position of **Business Development Assistant (Internship)**. It grants you an invaluable chance to learn about the daily operation of a recruitment consultancy and meet with people from different backgrounds and social levels.

Interested candidates please send a detailed resume in Microsoft Word Document format to careers@recruitexpress.com.hk. Please note that only short-listed candidates will be notified. For more details, please visit our web site: www.recruitexpress.com.hk and www.searchasia.com.hk.

* Personal data provided will be used for recruitment related purpose only and will be treated in strict confidence.