SEARCHING FOR CHIEFS

Through finding leaders for both Korean and foreign companies, DHR International helps businesses in Korea succeed.

When was the last time you saw a job posting for a CEO? When it comes to the C-level positions – Chief Executive Officer, Chief Financial Officer, Chief Information Officer, etc. – companies typically don’t turn to job boards. Instead, they call upon executive search firms like DHR International.

The largest foreign executive search firm in Korea in terms of consultants and the fifth largest in the world, DHR International opened its doors in Korea two years ago amid a growing need for executives in foreign companies establishing their businesses here. With Korea’s globally leading shipbuilding, mobile device, semiconductor and other industries, more and more investors exploring business expansion opportunities in Asia were – and are – choosing Korea over its neighbors.

“You cannot be a world leader and not be in Korea,” said Philippe Tirault, managing director of DHR International in Korea.

“Korea is a very strategic market.”

DHR International, based in the United States and with 52 offices worldwide, is a retained executive search firm, which means the client will give them a mandate to search for talent. The process involves industry mapping, contacting often more than 100 people to identify the best possible candidates and a lot of time. Contingency-based search firms, on the other hand, operate mainly using a database of candidates.

“When you need to recruit a CEO, you need to find the best person,” said Tirault. “Because at the C-level, recruiting the best people has a direct impact on the bottom line, on how the firm operates.”

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“I think it’s one of the main attractions of Korea,” said Tirault, about the country’s human resources.

“The quality of people. You get not only technical skills but you get also dedication, loyalty, positive energy, and that’s very important.”

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