

HR SERVICES SPECIAL

CIO Advisor

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APRIL - 23 - 2019

LEADING THE RECRUITMENT GAME IN ASIA

RGF INTERNATIONAL RECRUITMENT

Hiroki Nakashige,
CEO

\$15



COVER STORY

All eyes in the business world are on Asia. Considered as the “engine of global growth,” today, multinational corporations and foreign direct investors alike are flocking to Asia to savor a slice of this emerging market. Reports by the United Nations confirm that Asia is the largest recipient of FDI at present with inflows touching \$467 billion. However, the region's newfound role as the industrial hub of the world means that currently, the competition for top talent in APAC is cut-throat, and only expected to intensify in the coming years. Employers are already facing the hard-hitting truths and imbalance in the labor market—given the shift toward Industry 4.0—where the demand for skilled workforce is high, the supply of expertise is low, and consequently the competition to win them over is stiff. For organizations looking to tap into the vast talent market in Asia, look no further than RGF International Recruitment—the bridge to a better world between employers and jobseekers.

Based out of Hong Kong, RGF International Recruitment offers unrivaled HR solutions and delivers high-caliber candidates from senior executives and specialists to staff with industry experience across various roles. The company is a cut above their competitors in the market as these players have their roots in UK and US, but RGF on the other hand was founded in Asia to cater specially to the needs of the Asian market. As a result, the company has the biggest footprint in Asia with 46 offices in 26 cities, houses over 900 specialized consultants, and oversees above 10,000 placements per year. What further cements RGF's leading market position is the fact that they are part of Recruit Group, currently the largest HR services and information company in Japan and the fourth largest recruiting company in the world. Recruit Group is world-renowned and operates out of 60 countries and is a frontrunner in the HR space with close to six decades of industry presence, offering a wide range of boutique HR services from permanent and contract recruitment to job boards. When organizations come onboard with RGF they can be rest assured that they have signed up with one of the best as the company not only has strong industry backing and extensive

CIO TOP 10 APAC
HR
Advisor SERVICES
PROVIDERS - 2019


RGF INTERNATIONAL RECRUITMENT

RGF
Executive
Search

RGF
Professional
Recruitment

RGF
HR Agent

LEADING THE RECRUITMENT GAME IN ASIA



We aim to unleash the full potential of individual talents and employers in Asia by providing consistently superior HR solutions by leveraging our premium network and vast database



Hiroki Nakashige,
CEO

domain knowledge but is also driven by a deep-seated passion. “We aim to unleash the full potential of individual talents and employers in Asia by providing consistently superior HR solutions by leveraging our premium network and vast database,” states Hiroki Nakashige, CEO of RGF International Recruitment.

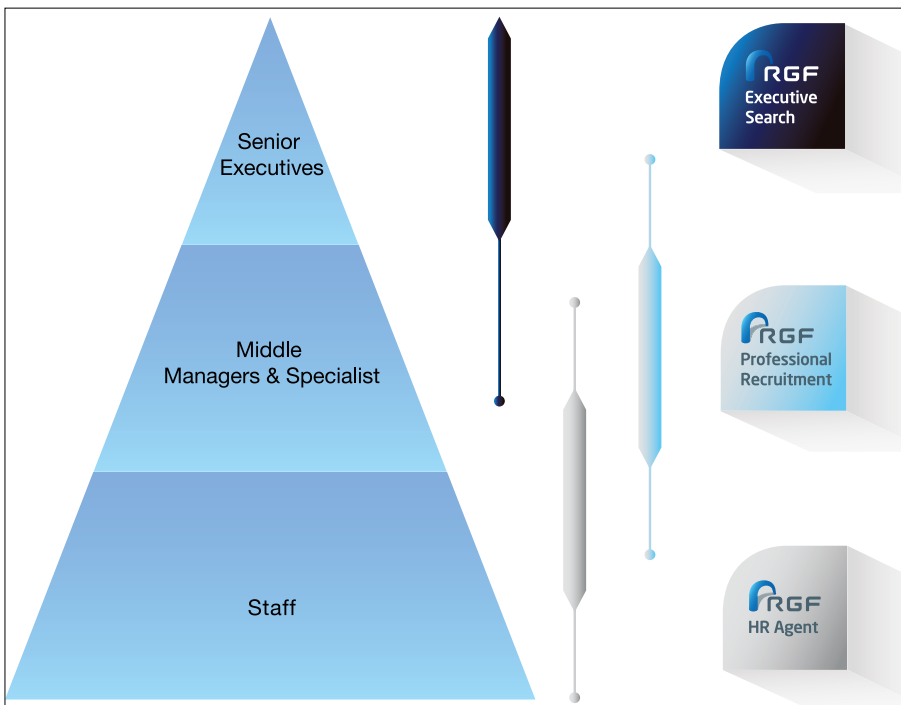
The One-Stop Shop for Recruitment

The company offers a plethora of recruiting solutions, where it covers both retained and contingency assignments along with a focus on cross border recruitment needs. The rapid shift toward localization of global companies and globalization among local companies in Asia has fueled substantial growth in the full-time employment market. To meet the burning recruitment needs at all levels across industries and functions that transcend national and city boundaries, RGF International has three distinct service brands—RGF Executive Search, RGF Professional Recruitment, and RGF HR Agent.

RGF Executive Search primarily aims at helping multinationals, as well as local companies, attract leaders, on both retained and contingent basis for senior executive and mid-level management roles. Today, with the rise in novel technology, there is a constant need for specialists who are adept at new processes and roles, such as data mining and machine intelligence, placing great pressure on organizations to fill niche positions quickly and accurately. “The key value of Executive Search is to provide ‘advisory and market mastery’ supported by strong in-house research and the rich experiences of consultants specialized in each industry. We find the right candidate for hard-to-fill positions and continue to fully utilize our vast network in Asia, built on personal relationships and trust,” states Nakashige. It comes as no surprise that, at present, RGF Executive Search has carved a niche in the industry with a phenomenal track record in client retention rates alongside multiple awards and testimonials to their credit.

RGF Professional Recruitment, on the other hand, helps organizations quickly find the best local, bilingual talent for mid-level management and specialist roles. The entity caters to employers that expect a high volume of qualified and active candidates at speed. Keeping in mind the needs at

• Service Brands under RGF International Recruitment



hand, the company works with a sense of urgency and is the best source for such recruitment, owing to their active bilingual database, which comprises over 500,000 candidates in Asia.

Lastly, RGF HR Agent fills a range of managerial, specialist, and staff positions in Japanese companies that require Japanese language skills. They coordinate with Recruit Group to identify Japanese candidates and also provide career counseling to match employee aspirations with the ideal job opening. The brand holds a deep understanding of Japanese companies owing to their powerful database and network that has over 380,000 candidate information and leads in the Asian market for Japanese speaking recruitment outside Japan.

The industry is abuzz with RGF's success stories and they are lauded by organizations both large and small. For a leading software vendor, RGF Executive Search helped them find more than 90 percent of their permanent hires including all the members in the management team. The Country Manager for the client was all praises for RGF Executive Search and described them as an excellent partner to work with. He said RGF made huge efforts to understand their business and bring talented bilingual staff. The client did not lose a single hire and they continue to retain RGF's services. Another impressive testimonial is that given by the VP of International HR of a leading imagery company who spent 11 years in Japan working as a global staffing manager. He mentions, “I have dealt with numerous search firms in Japan during the past 15 years, including all of the major multinational retained recruitment firms as well as local contingency companies and



would rate RGF Executive Search Japan as one of, if not the best search company in Japan. They strive to understand the needs of the client in a very proactive and comprehensive manner and have always presented superior candidates in a timely and effective manner. When I have hiring needs in Japan, they are always my first choice.”

Superior Values at its Core

A strong solutions portfolio is undoubtedly a major driver of growth and popularity for the company, but another factor which makes them stand out is their profound vision, mission, and values. While next-gen technology such as AI and machine learning play an impactful role in redefining industries today and are often seen as a replacement to human talent, Nakashige holds a different opinion. He says that technology is one of the 'How(s)' to enable people to further focus on the value creation that only humans can do. “While we are in full support of bringing technology

• RGF’s footprint in Asia



including AI into our business to drive productivity such as eliminating manual work, our aim is to use technology to fully enhance the power of humans and not replace it. For us it is about harmonizing the power of art and science (people and technology), to reach new heights in the HR solutions landscape.”

On that note, RGF International Recruitment will continue to invest in growing their consultants, which they believe is their distinctive strength, through enriching learning and development opportunities. Apart from this, developing and aptly placing future leaders will be a top priority for the company. On an ending note, Nakashige says, “The role of an executive search and recruitment firm has evolved in recent years. It is no longer a volume game, and we go beyond recruitment by acting as a business partner to our clients and being a ‘strong bridge’ between employer and employees.” [CA](#)



HR SERVICES SPECIAL

CIO Advisor

LEVERAGING TECHNOLOGY FOR APAC BUSINESSES

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Company:

RGF International
Recruitment

Key Person:

Hiroki Nakashige
CEO

Description:

Manages the entire recruitment process to deliver outstanding candidates for requested managerial and specialist positions

Website:

rgf-hr.com

Top 10 HR Services Providers - 2019

HR technology is undergoing one of the most disruptive periods than what it has seen in a decade. The influx of new technologies has upped the ante for HR managers to usher sophistication and flexibility in processes for attracting talent, engaging with employees, and improving business outcomes, all at the same time. The significance of incorporating these cutting-edge technologies cannot be stated enough and in realizing that, companies have started turning to HR service providers to help them add a whole new dimension to the way they manage people and practices, and account for an efficient and productive workforce environment.

At the forefront of all advancements, people analytics has emerged as the next hot topic in the HR service domain. HR consulting companies are employing predictive analytics models to provide meaningful insights into a company's workforce and forecast what is likely to happen and why it's likely to happen. In addition, considering the deluge of mobile solutions, HR service providers are also emphasizing more on making use of intuitive and interactive mobile-first applications. Mobile technology has paved the way for employee self-service, allowing for an increasingly global and mobile workforce to connect and collaborate with each other.

In an effort to help companies nurture a more productive and engaging workforce, a panel of prominent CEOs, CIOs, CHROs, and analysts, along with the CIO Advisor APAC's editorial board has assessed scores of HR service providers and picked out a list of prime choices. In our selection process, we looked at the vendor's capability to fulfill the need for cost-effective and flexible services that add value to the HR landscape. We present to you CIO Advisor APAC's "Top 10 HR Services Providers - 2019."