

B & C 渤锐桥咨询



Search for your Future



About B&C

- **Specializing in**
 - Human Resource
 - Sales & Marketing
 - Manufacturing
 - Operation
 - Finance & Accounting
 - Information Technology
 - Financial Service
 - Professional Service
- **Client Oriented**
 - We provide comprehensive, flexible and customized solutions to meet all our client's requirements.
- **An established brand**
 - The Group has established a well presence in many of the key markets for professional recruitment around the world and has positioned itself in certain other markets, which offer the opportunity for future growth.



Our Culture & Vision

- these core values are the building blocks of our culture – these shared attitudes, beliefs and actions unify our diverse global employee base:
 - Commitment: We are committed to doing whatever it takes to make our clients successful. Here at B&C, our clients' success is our success.
 - Superior Execution: We strive for superior execution – in everything that we do. We listen to our clients' needs, and respond with passion, using the highest quality processes and domain expertise to deliver client projects with speed and agility.
 - Trust: Clients trust us with their most business-critical assignments, candidates trust us with their career development, just because our consultants assume personal responsibility for achieving their goals and for ensuring positive relationships with our clients and our candidates.
- Our Vision — To be the most satisfied vendor for every client



Our Value

- Client Oriented
- Industry Knowledge
- Industry Mapping to find the Best Fit
- Quick Response
- Solution for Client's Recruiting Problems

B&C ASSOCIATES



Client Oriented

- We provide comprehensive, flexible and customized solutions to meet all our client's requirements.
- We gain a strong understanding of the ideal candidate by thoroughly discussing job requirements and the corporate culture.
- We conduct research to identify a pool of interested candidates who meet the qualifications for the job and possess necessary qualities for success within your organization.
- We perform in-depth interviews to assess skills, interests and motivations, salary expectations to ensure that they not only have the skills to do the job, but also are a good fit for your corporate environment.
- We typically send three to five possible candidates with a write-up that includes information not found on a resume (i.e., reasons for leaving, salary information and style.)



Our Knowledge

- Industry Focus
 - We focus on our focuses, so we know what we should know : Human Resource, Finance & Accounting, Sales Marketing, IT and Legal
- Consultants' background
 - Most of our consultants have the professional background of our clients needed, which will help them to know our clients' demands exactly
- System support
 - Knowledge management system (KMS) will speed our understanding of our client



Search Process

Phase 1

Phase 2

Phase 3

Phase 4

Understanding

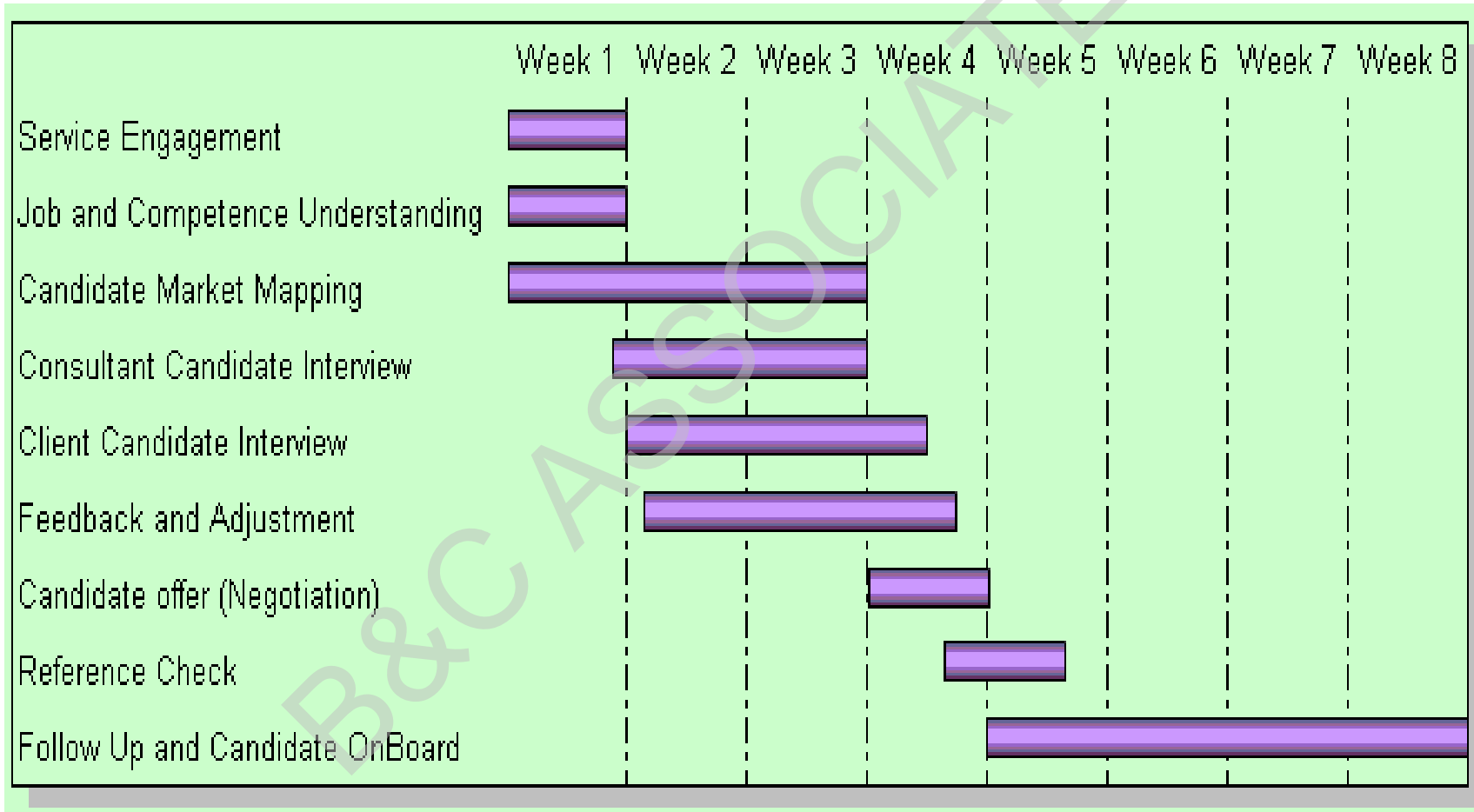
Searching &
Screening

Interview &
Assessment

Offer &
Follow Up



Schedule





Search Report

	Candidate	Title	Comments
A	Tony Wang	Regional Sales Manager of East China	Manage a Team which size > 60, want to know more information First, then will send resume to us. Send JD and other information then Talk again, guess our client's name and know our client's Sales Director and other guys. Only 1year in current company. Don't want to move except a very good opportunity both in Salary and Title ...
B	Carol Zhang	National Assistant Sales Director	11 years in current company, have interest to know detail, preparing resume. Will arrange consultant interview with him next week when he back.Major in Marketing, have total 15 years sales and management experience in related industry ...
C	Bill Tang	Industry Sales Manager	No interest to move at this stage, Current company provides excellent career path and potential promote chance. Manager Level, has strong working experience in this industry, But his team size is not big enough to cover our clients'...
D	Molly Jiang	Sales VP	In charge of the Commercial, Logistic, Customer service and Credit Management Department; Responsible for the institution and assignment of dealers' agreement. Working background is strong, and salary package is higher than our client's offer. Nearly 600K/Y, have interested iour client ...
E	Jojo Kan	Regional Sales Director	2+ years in current company, would like to talk with this position in-depth,Our client had touched him before and other Executive search firms called him several times, but he rejected (At that time He would like to work with a Vendor and same industry). But now, he would think it again. Total 16 years working experience in ...
F



Reference Check

- For every successful recommended candidate, we will conduct a job reference check with its former employer to make sure the working experience, education background and employee relationship is same as which are in resume and interview. Following is main content of reference check:
 - Working Experience
 - Reasons of Leaving
 - Position Title
 - Salary Information
 - Management Skills
 - Relationships
 - Projects, activities and achievements
 - Personality
 - Comments of ex-employer
 - ...

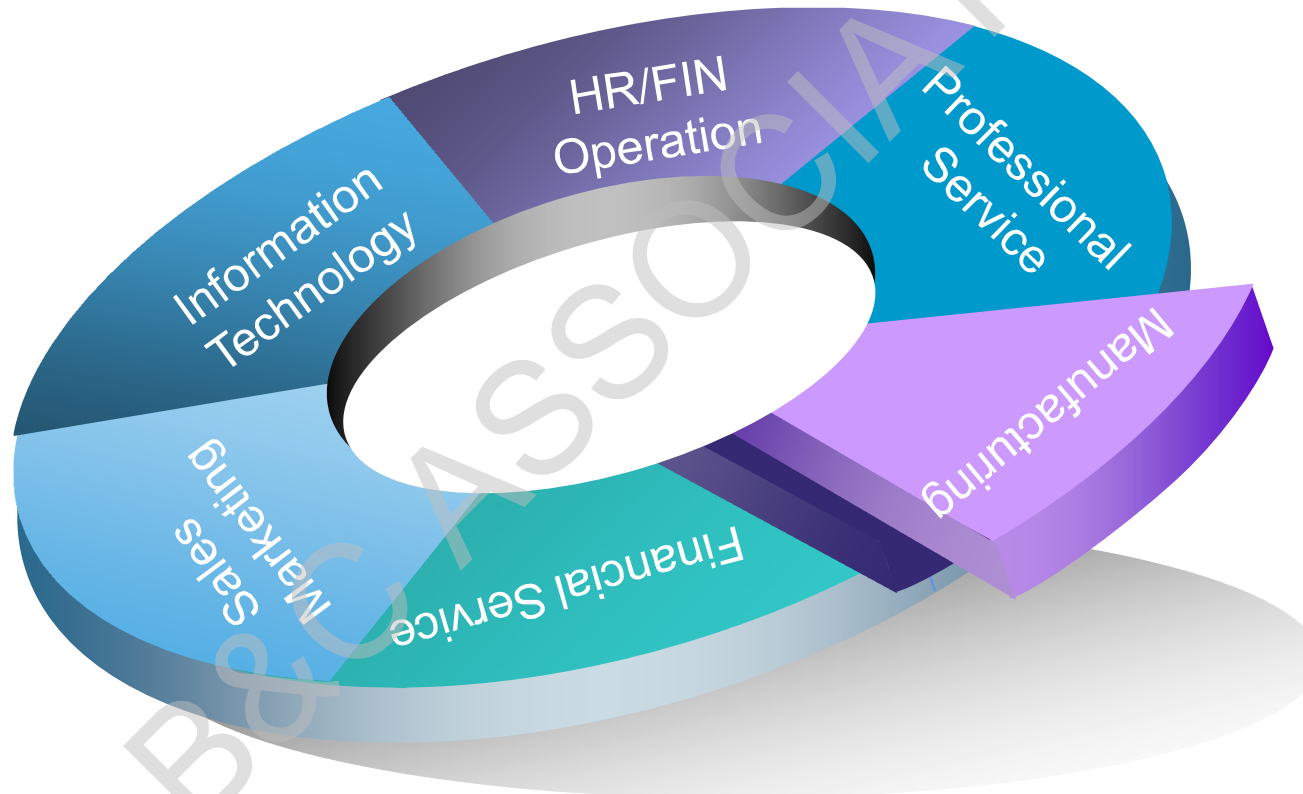


Customer Survey

- However the case is successful or not, we will make a survey from our client
 - To know our client's thinking of service
 - To know our client's impression of our service
 - To know improvement needed of our quality
 - To service our client better in the future



Positions Coverage





Thank You !!!

B&C(渤锐桥咨询)

— China Recruitment
Strategic Partner

