

Bringing the best people together

ABOUT US



Navigos Search is the leading provider of executive search services in Vietnam. Our biggest strengths are our experienced and qualified consultants and our comprehensive database. Our mission is to support people and companies achieve their professional dreams and organizational aspirations. To summarize our offering, we assist individuals get the jobs to which they are best suited, and we assist our clients bring the most suitable candidates on board.

We have recently become a part of the Japan based recruitment multinational company, **en world**. This merger has taken Navigos Search to a new position of strength as we inherit **en world's** cutting edge systems and processes, exposing our clients to a higher level of service. We can also expand our service base to all **en world** locations, with offices in Japan, Hong Kong, Singapore, Korea, Australia and Thailand.

“ We strongly believe that behind a great company is a team of great people. We are here to help our clients build winning teams to succeed by connecting great people with great companies. We are not just recruiters; we want to partner with our clients to work out the best staffing solutions to their unique challenges and needs.

It has been an exciting decade of growth and learning for us. Now we look forward to the future with excitement as we enhance our capabilities through the cutting edge recruitment tools and best in class processes that we acquire from **en world** – one of the strongest recruitment solution providers in the region. ”

Ms. **Nguyen Thi Van Anh**,
Managing Director, Navigos Search



OUR APPROACH

Exploration

Navigos Search invests time, expertise and effort in collaborating with clients to get a clear understanding of their core values, business strategy and corporate culture. We firmly believe that these factors are of great importance in getting a well rounded picture of any recruitment need.

Selection

Navigos Search has access to an extensive database of senior executives and an ever expanding network of high-profile candidates.

We have a structured selection procedure. All candidates are interviewed face-to-face before being shortlisted for clients. The interview process is consistently rigorous and investigatory, thoroughly checking if each candidate - CAN do the job; WILL do the job; and will FIT into the client organization.

Support

Navigos Search assesses each candidate on the basis of multiple criteria. Once shortlisted, all candidates are put through a comprehensive reference check. This ensures that we provide a thoroughly investigated description of each candidate.

In all cases, Navigos Search acts as an ambassador of the client. We make sure that we assess the motivations of each candidate evenly while trying to stimulate their interest. We are an impartial and trusted advisor and are objective in all assessments of the candidates. We also mediate in negotiations and collaborate with clients right uptil closure with the final candidate of choice.

Our partnership continues even after the candidate joins the client and we stay in touch with both parties to ensure that levels of interest are reciprocated and maintained.

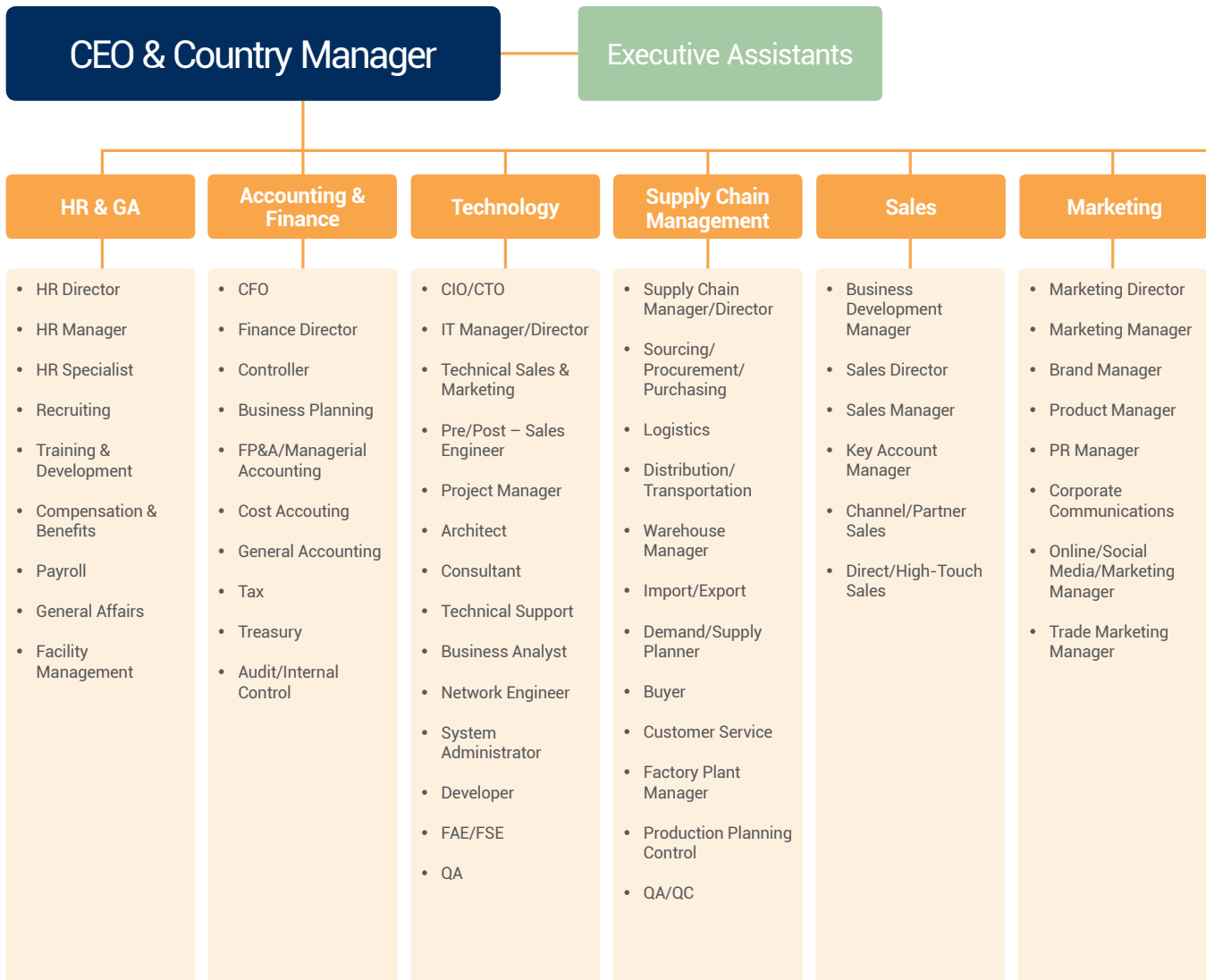
OUR SERVICES



RETAINED SEARCH
(Navigos Premium)

CONTINGENCY SEARCH

Navigos Search offers a full range of permanent and contract positions covering all industries and functions:



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Navigos Search offers different talent acquisition solutions to clients ranging from contingent permanent recruitment, retained executive search, and management development consultancy.
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Navigos Premium

Our Navigos Premium division offers clients end-to-end Recruitment Advisory.

Packaged as a retained executive search option, engaging with Navigos Premium means having the realities of each vacancy thoroughly analyzed, and subjecting candidates to a rigorous assessment. All engagements with Navigos Premium are given the complete attention of a dedicated resource. Through Navigos Premium, we propose to partner with you for your critical and pivotal vacancies, ensuring mutual value for time and effort.

Contingency Search

Our core business offering is contingency executive search. This means that clients pay on a success basis - once they have carefully assessed and selected the most suitable candidate for their requirements.

Navigos Search maintains a high standard of service and transparency of effort. We try to strategically partner with all our clients, invest time in understanding the unique business and cultural realities of each, thereby ensure the perfect candidate - client fit.

Legal & Compliance	Fashion & Luxury	Financial Services	Finance Services – Technology	Life Sciences	Industrial & Manufacturing
<ul style="list-style-type: none"> In-house Counsel Private Practice Lawyer Legal Specialist Contract Manager Compliance Officer IP Manager Patent Attorney Paralegal 	<ul style="list-style-type: none"> Visual Merchandiser Merchandiser Retail Sales Wholesaler Retail Marketing 	<ul style="list-style-type: none"> Internal Auditor Financial Controller Fund/SPC Accountant Risk Managers (Credit, Market & Operational Risk) Product Controller Operations Specialist Project Manager Business Manager Quants Analyst Real Estate Asset Manager Real Estate Acquisitions Professional Real Estate Structured Finance Professional Investment Analyst 	<ul style="list-style-type: none"> CIO/CTO Application Developer/Support (Front & Back Office) Development Manager Infrastructure Manager System Administrator (UNIX/Linux/Windows) Helpdesk Network Engineer Project Manager Business Analyst DBA 	<ul style="list-style-type: none"> Marketing Director Marketing Manager Brand Manager Product Manager PR Manager Corporate Communications Online/Social Media/Marketing Manager Trade Marketing Manager 	<ul style="list-style-type: none"> Application Engineer Design Engineer Field Service Engineer (FSE) Product Engineer Account Manager Production Engineer Process Engineer Project Manager

KEY BUSINESS PRINCIPLES

Partnership

Our approach with all our clients is a joint venture collaboration. We work closely with clients to understand the subtle arbiters that are required for a long term successful placement. We invest time and effort to build win-win and resilient partnerships with all clients.

Process

Research and Process are of utmost importance at Navigos Search. We follow well defined procedures with careful documentation of efforts to enhance efficiencies and ensure the highest quality of candidates.

Confidentiality

We take our reputation in the market very seriously and ensure the highest level of confidentiality for client and candidate information. All information is kept secure, with processes in place for information access by all employees of the organization.

Recruitment Process

1

- Client HR Team will send details of current vacancy to Navigos Search team.
- Navigos Search team will ensure complete clarity on the Job Description by approaching Client HR team with questions.
- On receiving clarity, Navigos Search team will share timelines and initiate search.

2

- Market Mapping and screening of Curriculum Vitae (CVs) by Navigos Search team. Navigos Search team will create initial shortlist after meeting EACH candidate.
- Navigos Search team will send your team shortlisted CVs.

3

- Your team will choose from the shortlist.
- Your team will send us feedback about rejected CVs so that we can streamline our screening.

4

- Your team will meet candidates to shortlist to the next level.
- Your team will send Navigos Search feedback about rejected candidates so that we can further streamline our search.

5

- Process will repeat until successful candidate is found.

"I have to express my gratitude to Navigos Search team for this search assignment. The candidates that you have identified are all of very high quality. Your consultant has demonstrated her professionalism and enthusiasm in the whole process. Nothing was missed from the process and she kept me regularly updated.

On my next trip to Hanoi, I will definitely pay a visit to your office and thank you and your team in person".

Mr. Vincent Lo,
Director of Human Resources, Asia, Orbis



WHY NAVIGOS SEARCH?

Our People

Our consultants are specialists in various fields of industry with a wide range of experience. The awareness of industry trends and insight of our personnel enables us to focus on attracting the most talented candidates and providing a professional and relevant evaluation of each.

Our Proposition

We are strict and thorough throughout the recruitment process, focusing on quality consultation and a professional approach in order to deliver best in class service resulting in high quality results.

We are trusted advisors to our clients, providing them with valuable insight and advice to hire and manage resources optimally in Vietnam. It is our business to hire RIGHT for you.

Our Database

We have a comprehensive database of more than 300,000 active candidates in Vietnam. 100,000 of these consist of senior executives.

Our enhanced capabilities through **en world** provide us with candidates from across the region as well.

OUR APAC LOCATIONS

Vietnam

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