

Suzhou Industrial Park Senior Talents Consulting Co., LTD (STC) is an international human resource organization, which offers professional headhunting and executive search services. As one of the business units of Suzhou Industrial Park Human Resources Development Co., LTD (SIPHRD), as early as 1998, STC has been dedicated in exploring headhunting services in Suzhou Industrial Park and neighboring areas of Suzhou (Shanghai, Wuxi and Nanjing), with continuously growing numbers of client companies coming from regions of Hunan, Hubei, Jiangxi and Zhejiang provinces. With the rapid development of business, STC was founded in March 2004 independently as a professional HR consulting firm, which is specialized in offering both multinational companies and leading Chinese companies with all-round quality human resources solutions in high-end. Thanks to her professionalism and pro-business mentality, STC has been widely recognized as clients' key provider on high-caliber talents needs, with combination of profound talents database, well-trained team members, professional processing workflow, advanced & facilitated IT methods.

Since the launch of executive search service in 1998, STC has combined up-to-date international headhunting practices, extensive talents database (100,000 applicants), wide-ranging skills & knowledge and comprehensive local expertise. All this enables STC to provide clients highly efficient and integrated HR recruiting solution as well as expediting reasonable & efficient use of Human Capital within their organization. STC has made more than 1500 successful placements for companies of different strengths, such as General Manager, Operation Manager, and areas of Administration, Logistics, Purchasing, technical support, Sales & Marketing, for both multinational and leading Chinese companies located in Suzhou Industrial Park and nearby areas, for the positions of both top management level and professional level. STC has secured more than 200 long-term clients of Telecommunication, Electronics, Semiconductor, Aero, Precision Mechanics, Chemistry, Food and Pharmaceutical related industries with its business growing 45% per year. With STC's high sense of responsibilities and professionalism, 80% of our key clients are well maintained meanwhile continually developing new market. STC has become an unparalleled partner of our highly valued clients in the areas of sourcing, recruiting, retaining and motivating the best compatible talent.

Our Mission is to be the best strategic HR partnership with our highly valued clients company and one of the biggest and the most professional executive search providers in China.

#### STC MAKES YOU STAND OUT

STC assures every executive search assignment we accept is a search assignment that STC are confident of completing, either with candidates whom we currently have in our existing database, or with candidates whom we can seek out through diversified headhunting channels.

STC welcomes knowledgeable executives with delicate HR concepts to participate when produce job specifications.

STC will give professional advice on some of the positions if the requirements are not specific.  
Agreement will be signed only after the Job descriptions are re-defined.

STC targets on quality candidates only with fluency in English/Japanese who have either been working for leading Multinationals with rich experience or setting up an organization from scratch before.

STC serves with total commitment in building lasting relationships as client's integrated recruiting partner instead of being one-time-assignment holder.

**With 7-year accumulated successful local practice, we offer fully specialized and professional consultancy as following:**

Standard Executive Search Service  
Specific Dig-out Approach Service  
Selection Service  
Personnel Management Consultancy  
Reference Check Service

**Service Procedures:**

Diagnosis & Planning on both client & position  
Position Specification & Pre-search  
Research Proposal & Sourcing  
Interview & Assessment  
Candidate Dossiers  
Client Interviews  
Reference Checking  
Offer & Negotiations  
Post-Hire Follow-up  
Client Re-visits

**Our Key Assets:**

Highly trained and experienced consulting team  
Talents back-up in a global perspective  
Extensive & diversified talents sourcing channels  
100,000 applicants available already  
Thorough understanding of every individual client's product as well as its industry  
In-depth reference check  
Policy consultation on SIP Socioeconomic & foreign investment environment  
More than 200 clients, 93.2%'s successful rate (2003-2009)

**Business Functions We Cover**

**Executive Management/General Management**

General Managers  
Chief Representatives  
Plant Managers

**Financial Management**

Regional Financial Controllers  
Internal Auditing Officers  
Finance & Reporting Managers  
Accounting Managers  
Chief Accountant

**Human Resources/Administration Management**

Human Resources Managers  
Systems & Administration Managers  
Public Relation & Communication Managers

**Manufacturing/Operations**

Operations Managers  
Manufacturing Processing Managers  
Production Managers  
Quality Manager

**Supply Chain Management**

Procurement/Purchasing/ Sourcing Managers  
Materials/Logistics Managers  
Senior Sourcing Engineer

**R&D, Technical Engineering**

R & D, Technical Managers  
Engineering Managers  
Product & Process Engineer

**Sales, Marketing & Business Development**

Business Development Managers  
Sales & Marketing Managers  
Key Account Managers

**Information Technology**

IT Managers  
MIS Managers

**Industries In Which We Recruit**

Automotive  
Chemicals  
Fast Moving Consumer Goods / Food & Beverage/Pharmaceutical  
Garment/Textile  
Hotel Management  
Information Technology / Computer / Telecom  
Manufacturing  
Packaging  
Trading

"Thank you for your continued support. Without your excellent service, we could not have made the significant progress on our major initiatives in such a short time. Please feel free to use our organization as a reference to other potential clients. With this in mind and with your permission, I would like to introduce you to another organization who is looking for candidates for Sourcing. After the significant experience and success that you had with us, I could think of no organization or person who would be more qualified.

- Global Sourcing Director/in the world leading Marine Engine Industry

"I was in desperate need of a new MD for my business and STC were recommended to me by one of our customers. Their commitment and attention to detail exceeded my expectations and I was particularly appreciative of them attending the shortlist interviews to help me arrive at the right selection decision."

- Associate Director, Asia Pacific/Precision Equipment

"Please accept this gift as an appreciation from myself and our company for your great recruiting efforts. We continue to be impressed with your fine work."

- VP of Human Resources of a European Multinational

"I am starting a new business in Suzhou Industrial Park and need to build up my entire organization. When it came time to hire my key people I needed a resource to turn to that would give me quick, directed, professional service. For these needs I turned to the people at STC. They listened to my needs, did preliminary interviews for me, and then presented me with a short list of candidates. I remain a satisfied customer and would not hesitate to use their services again."

- General Manager/Precision Rubber Industry

