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## **PAE Design Talent**

Recruitment Process

## Outline

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- Why PAE Design Talent?
- PAE Recruitment Process
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Your Challenge

An abstract graphic consisting of several overlapping, curved brushstrokes in various shades of green, located in the lower-left quadrant of the slide.

## Your Challenge

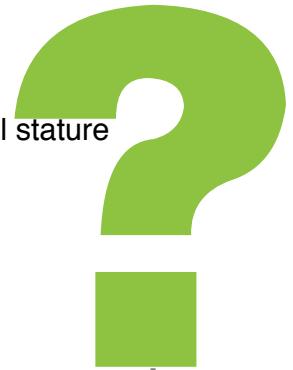
**Do you** have trouble finding qualified and creative chinese designers with international stature

**Do you** need to recruit high level design positions

...need young well-educated chinese designers

...need an international approach in your design process

...need a creative person that understands the east just as much as the west



**Goal: Find the perfect match for your creative force**

**Result: Competitive Advantage**



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Who Are We, **PAE Design Talent**?

## Who is PAE Design Talent?

**PAE Design Talent** combines design and management skills with international and local working experience. We are a fast, lean and efficient company with a great network in design and in business.

### We Bring to the Table:

- Recruitment Experience in China and Abroad
- HR Consulting Knowledge in China and Abroad
- Design Management Expertise in China and Abroad

**What's more, we have a first rate international design network in the background**

( <http://www.silverlining-network.com/> )

**Philipp Michel:** *Managing Director PAE Design Talent*

International Recruitment and Consulting Background with Michael Page, International Business Studies in Germany, ten years working experience and four years management and project consulting experience in international companies in Europe. Philipp has profound management, recruitment project and headhunting experience in Europe. He was in charge of a 350 k recruitment project, including the relocation of a European headquarter with the recruitment of 26 position.

**Nicole Dong:** *Implementation of Design Management Analysis.*

Design Manager of PAE Design Talent, Master of Fine Arts in Studio Art & the Computer in the US. Five years of multimedia art design, graphic design, and design management background in China. Five years of study and working experience in the US. Some of her clients included IBM, Motorola, Sun, AT&T, and Microsoft. American Advertising Federation Professional Award Recipient.

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# Why PAE Design Talent?

## Why PAE Design Talent?

### **Creative people are different!**

Designers can not be **measured** and **analyzed** the same way as the rest of your employees.

It is important to understand how to get the best out of your creative employees in a demanding business environment.

Our team uses the unique combination of international recruitment experience and design knowledge together with the Chinese market knowledge.

This is what “**PAE Design Talent**” is specialized in: **International and local Design Recruitment!**

# PAE Recruitment Process

**In order to find a customized recruitment solution for you we need to understand your company and design department.**

**PAE Design Talent** always wants to understand the true needs of your creative force

**PAE Design Talent** consults the Senior Management how to find the identified profile most efficiently

**PAE Design Talent** drives the recruitment process until the new employee is fully integrated in your organization.

**The outcome of the discussion with the line manager and HR responsible will influence the search and could lead to changes in the talent requirements.**

### **Recruitment Process:**

- In co-operation with the HR department we analyze the job description and prepare it accordingly
- For specific questions the line manager will be contacted
- We use our database, existing network, specific advertisement sources and headhunting approach to find the fitting candidate
- PAE pre-screens and interviews all the candidates on behalf of the client
- After the first assessment through PAE we will present the potential candidates to you
- Inform you on open questions about the candidate
- Organize the Interviews with the candidate
- Perform a reference check with previous employers
- We will be of assistance until the contract between the parties is signed and the candidate is working in the company

**Goal: Find the fitting professionals for the design vacancies**

In more complex business situations we combine our consulting experience with the recruitment knowledge. This helps us to better identify the responsibilities of the vacancy.

Before the recruitment process starts we analyze the design department to clearly understand your needs:

**In detail we will:**

- interview all key roles in the design process
- define the purpose of the job, job duties and responsibilities
- define performance goals with a measurable outcome
- define the priority of each job responsibility and goal
- conduct employee performance interviews

**Goal:** Fully understand the internal situation of our client, Find the weak links.  
Identify the right solution.

## How we search

We have external and internal methods to find the matching design experts :

### Internal:

- **PAE Design Talent Database:**

PAE Design Talent has got a specialized Database focusing on the Design Industry and their needs. The Database is steadily growing and meanwhile covers 20000 Designers and an additional 80000 CVs from related areas as Engineering, Marketing and IT positions. We have a fast access to a strong creative force.

- **PAE Design Talent Network:**

We are integrated into the Network with a Silver Lining. This international design network gives us the opportunity to easily communicate with design experts worldwide. We are also friends with the leading Design Universities in China and have easy access to the young chinese design talent generation.

- **Personal Design Network:**

Our Design Experts and the Recruiters are strongly linked with the creative force in China and worldwide. They have built up a considerable network of design professionals which they can activate if needed.

## How we search

### External:

- **Freelancers**

A strong force of more than 200 design experts worldwide, mainly in China, are helping us on a freelance base to find the right candidates. When sending out your requirements we can use this source to activate their personal Network. With this strong tool we find targeted CVs also for the most difficult positions!

- **Advertising**

Beside the standard internet portals we can also advertise your position on our Homepage [www.piech.asia/dt](http://www.piech.asia/dt) which is frequently visited by designers. Furthermore we have the possibility to advertise on design related websites and magazines for a good price.

- **Headhunting**

Our strength is in our network and business contacts. After an external analysis of the market environment we are activating the PAE Design Talent network. At the same time, our researching team is directly approaching candidates with the identified profile from selected companies. We do not headhunt in our clients workforce!

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Your Investment

## Success Recruitment

On a success Job we will identify the needs for the vacancy in a discussion with the HR responsible. When we have the clear idea about what the client needs, we will use our Database and advertising possibilities to find the candidate.

We do not commit to a positive outcome however we will provide first class Service in our processes.

No up front payment! Only after you have signed the contract the fee will be invoiced.

**Replacement terms:** The guaranteed period is 3 months for free and another three month on top for only 10 k for the same position

## Mandate

On a mandate assignment PAE Design Talent will come to your office to clearly understand the requirements of the position. This will be in cooperation with your HR responsible and line manager.

We have adjusted our offer to the specific needs of the Design Industry. A longer replacement period, specific design work assessments and providing recruitment packages make our search more effective.

For this model an up-front payment is necessary.

**Replacement terms:** The guaranteed period is 6 months for free and another three months on top for only 10 k for the same position

## Headhunting

The Headhunting approach is similar to the Mandate approach. We will clearly analyze the current internal situation.

After the analysis we will open all available channels and start contacting identified candidates directly. This will be done in the name of PAE Design Talent and not in the clients name.

The same service as in headhunting offers you a targeted approach to chosen companies. A good way to recruit high level positions without advertising them.

For this model an up-front payment is necessary.

**Replacement terms:** The guaranteed period is 6 months for free and another three months on top for only 10 k for the same position

## What are your advantages with a mandate ?

### **Working on a mandate base gives you clear advantages:**

- The overall fee will be less than on the success job and the payment is split in 2 parts
- We will replace the selected candidate if he leaves within the guaranteed period which is significantly longer than the trial period
- We can open extra recruitment channels like our private design network and the freelancers
- An internal team consisting of a Project Manger, Recruiter, Researcher and Design Manager are exclusively working for this assignment
- We analyze your actual situation which will give you further information
- You benefit from the whole PAE Design Talent Network

## Success Recruitment

**Fee:**

**25%** of the first yearly salary including the guaranteed bonus and extra benefits.

The Payment is due after the candidate has signed the contract.

## Mandate

**Fee:**

**21%** of the first yearly salary including the guaranteed bonus and extra benefits.

The fee will be payable in two installments on the basis of 21% and working on the notional figure of the yearly gross salary. 5% when starting the position and 16 % when signing the employment contract.

Any difference, above or below the notional salary package will be accounted for in the completion fee.

## Headhunting

**Fee:**

**33%** of the first yearly salary including the guaranteed bonus and extra benefits.

The fee will be payable in three installments on the basis of 33% and working on the notional figure of the yearly gross salary. 5% when starting the position, 8% when interviewing the first candidates and 20 % when signing the employment contract.

Any difference, above or below the notional salary package will be accounted for in the completion fee.

### Package **1** :

This is suitable for a need of about 5 positions a year

- 19% of the yearly gross Salary for each position. 5% of the notional figure for the whole project will be paid up front. For each placement 19% - the up front payment for each position will be deducted. Any difference, above or below the notional salary package will be accounted for in the completion fee.
- Minimum Fee for one recruitment 8000 RMB
- Replacement Terms: 6 months guaranteed, 8000 RMB from 6 months - 12 months
- Specialized HR service tailor made to your needs (needs to be in accordance with the assignment)

**Advantage:** Better price for each recruitment process, better replacement terms, included HR service, more consistence in your recruitments, viewer job hoppers.

### Package **2**:

This is suitable for a full outsourced HR Service with more than 25 positions for one year

- 1 year full recruitment Service
- 500 000 RMB down payment (depending on the recruitment needs)
- Recruitment fee / position: 10 000 RMB
- Replacement Terms: 9 months free, from 9 - 12 months 8000 RMB
- Specialized HR service tailor made to your needs
- One team exclusively responsible for you.

**Advantage:** 1 year full Recruitment and HR Service, with all services involved for your specific needs, Better price for each recruitment process, better replacement terms, included HR service, more consistence in your recruitments, viewer job hoppers.



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# Thank You!

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