



INFORMATION PACKAGE

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The Management & Search Consulting Group Ltd.

Unit B, 19/F, Max Share Centre, No. 373 King's Road, North Point, Hong Kong
(852) 2152 3868 enquiry@mscgrp.com www.mscgrp.com



AN OVERVIEW OF MSC

MSC is a boutique Executive Search Consultancy operating at executive level with success coming through PROFESSIONAL RESEARCH, industry knowledge, client relationships and a GO TO MARKET BUSINESS MODEL.

We work with Clients & Candidates providing PROFESSIONAL
EXECUTIVE SEARCH & RECRUITMENT SERVICES TO ACHIEVE
THE SUCCESS YOU DESERVE

The profiles of the MSC team can be found at the back of this information package.

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INDUSTRY FOCUS

We make successful placements of C-level Executives, Directors and Senior General, Sales, Marketing, Technical, Engineering, HR and Finance Managers in:-

- FMCG
- Apparel & Footwear
- Retail & Lifestyle
- Luxury Goods
- Hospitality
- Manufacturing
- Supply Chain Management (Sourcing / Compliance / Quality)
- IT / Telecommunications
- Financial Services
- Life Sciences
- Media/Event Management
- Property/Real Estate

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ASSIGNMENTS UNDERTAKEN

<u>INDUSTRY</u>	<u>POSITIONS</u>
Media / Event Management	VP Broadcasting Rights Finance Manager
Logistics	Executive Director Food Service General Manager, Consumer Products
Consumer Electronics	Senior Director, Asia Sourcing Leadership & Technical Positions Country Manager – Korea
Packaging / Storage	Global Head of Sales – Marketing General Manager – China Finance Manager – China
Textiles	Manufacturing Director – China Supply Chain Manager
Hospitality	Director China Operation Development Director – China Head of Operations – HK Corporate Development Director Chief Marketing Officer General Manager, Guangzhou

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Beauty Care / Luxury Goods	Chief Operating Officer / CFO IT Director Regional Head of HR
Retail	MD – China MD – Indonesia / Korea MD Retail – HK
Property	CEO, Real Estate
Energy & Utilities	GM HR Corporate Treasurer
Apparel	GM Manufacturing – China Head of HR Sourcing
IT/Telecommunications	Head of Sales & Strategic Development Finance Director Director Sales Group MD Technology GM Technology – Philippines
Financial Services	Tax Director Consultant Associate Director
Manufacturing	COO IT Director

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We Bridge the Gaps
The MSC Group

	<p>Finance Directors</p> <p>AGM Human Resources & Administration</p>
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HOW WE OPERATE IN EXECUTIVE SEARCH

1. Client Relationships

Getting to know and understand the business of our clients are prerequisites to a successful business relationship. We operate well when we are in a position to answer relevant questions that aspiring candidates ask during interviews or emerge as a result of their own due diligence on the client's business. This implies full access to all relevant information, be it positive or not, which may help us address issues raised.

2. Defining the Position

A detailed job description and a profile of the ideal candidate are essential tools and we expect to participate in the preparation of these documents if required.

3. Our Approach

We expect to GO TO MARKET to identify candidates who meet or come close to meeting the agreed criteria. Such candidates may not necessarily be in the market nor looking for a change. Our database is generally used to generate leads while success usually comes from our professional targeted research, meticulous screening of candidates, including qualifying their hard and soft skills.

4. What specifically we do

- Screen all potential candidates
- Carry out face to face interviews
- Develop a short list (usually 3 or 4 candidates)
- Initial background checks
- Report preparation (candidate profile and interview report)
- Presentation of short list to client and review.
- Arrange client interviews
- Psychometric testing if required (outsourced)

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- Input on candidate selection
- Detailed reference checks
- Intermediary contract negotiation

5. Communication

The lead consultant will maintain close communications with the client through the whole process so as to fine tune the search and ascertain that we are on the right track.

6. Timing

From the time of formal engagement we expect to deliver an initial short list within 4 to 6 weeks depending on the complexity of the search. Refining the search in consultation with the client is expected until the right candidate(s) is/are identified. A shorter timescale may be manageable but never at the expense of quality.

7. Confidentiality

Unless otherwise agreed the confidentiality of the client's identity is assured until the initial meeting between client and candidate is arranged thus allowing the candidates to undertake their own research.

8. The client's interview process

A successful search thrives on momentum and we appreciate having involvement and feed back so that candidates can be informed and the interest of the promising ones maintained.

9. Fees

Our fees reflect the complexity of each assignment, the high level of professionalism and focus and the need to offer value. We look to exclusivity and we expect to deliver results that meet mutually agreed objectives.

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For every assignment a proposal is developed and agreed before formal engagement.

10. Engagement

Our terms of engagement are set out in a Fees & Terms schedule which when finally agreed and signed becomes the contract between MSC and our client.



TEAM PROFILES



Chris Strachan

Managing Partner

Chris was born and educated in the UK but has spent his career in Asia firstly in the tea industry in India and later in HK managing the marketing and distribution of leading consumer and health care brands in Senior executive roles with both the Hutchison group and Swires. During his 10 years with the British Food Group United Biscuits he was responsible for building a manufacturing base in China and developing a substantial business in packaged snack foods. Developing, motivating and managing teams has characterized his career.

Chris has enjoyed a highly successful career in Hong Kong and Mainland China during which time he has developed a clear understanding of the cultural diversity within Asia Pacific and the regional knowledge to advise clients in business development, acquisitions, joint ventures, manufacturing, marketing, logistics and human resources, and importantly to identify and recruit the necessary resource.

Chris has over 20 years of experience in executive search in HK and Mainland China. He has managed teams and handled large range of senior level appointments.

To contact Chris

Tel: (852) 2152 3868 E-mail: cas@mscgrp.com

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Nicola Li
Senior Partner

Nicola achieved an honors degree in applied economics in the UK and commenced her career in Community Relations in London.

Upon her return to Hong Kong, Nicola joined the apparel industry supervising the operations of regional garment factories until she became the General Manager of a fast growing garment business for several years.

Her natural skills in relationship management led to a career in executive search where she became skilled in research, partnering with senior consultants in identifying and screening top executives for placements in Europe, USA & Asia. Her work has mainly been in Apparel, Footwear, FMCG, IT and retail. Through a successful career to date Nicola has accrued an in depth knowledge of these industries, along with a thorough understanding and insight of the Mainland China market having lived there herself for a number of years.

She is an experienced consultant, well versed in all aspects of the executive search process.

To contact Nicola

Tel: (852) 2152 3868 Mobile: (852) 9180 0411 E-mail: nicolali@mscgrp.com

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George Go
Senior Consultant

Educated in HK, George has a wealth of professional experience in sales, marketing and operations in Greater China in the FMCG business.

Over 15 years with United Biscuits he held leadership roles in marketing and sales and made a major contribution to the development of the Greater China business in branded snack foods from start up to market leadership in HK and China. This eventually led to the acquisition of the manufacturing and distribution operation by Nabisco and subsequent integration with Kraft Foods.

He then provided consultancy in China development strategy to clients in Footwear and Health & Nutritional products before becoming General Manager of Lee Kum Kee and then Senior VP in China with Li & Fung leading the distribution of Food Healthcare Beauty and Cosmetic products in China.

His hands on experience in developing sales and distribution channels in major first to third tier cities in China over 10 years based in Shanghai has given him a solid background in supply chain & logistics management.

He speaks fluent Mandarin and Cantonese and has numerous contacts developed over years of leading large teams in Greater China.

To contact George

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Linda Fang
Senior Consultant

Linda was educated in USA and has a degree in marketing and economics achieved in tandem with work experience at Northeastern University in Boston.

She has many years of experience in Executive Search in HK starting with the recruitment of engineers designers and architects for leading engineering and architectural firms in HK. She then moved into the apparel industry where she made many successful placements before becoming head of the HK sourcing office for a US clothing retailer.

Linda is fluent in Mandarin and Cantonese and is well versed in the research screening and interview process which is critical to successful placements in Executive Search. Her focus is on the IT, Apparel and FMCG sectors.

To contact Linda

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