

## About GESS

GESS International is a Tokyo-based, high-technology executive search firm with more than 15 years of international experience and a proven ability to deliver quality candidates for top-level management and technical positions in the Asia-Pacific market.

- [Click here to meet our executive team.](#)

Our Active Search recruitment methodology finds the best candidates - whether the people you need are on the market or not.

Our cost-effective commitment fee structure means our clients only pay for results.

We believe there is a better model than the traditional retainer vs. contingency dilemma most hiring managers face.

We look forward to telling you about this approach and what it can do for your recruiting in Japan and Asia Pacific - the world's most difficult recruiting markets.

GESS builds your success

Active Search. To find your perfect candidate, we look beyond our database. We are an Active Search company dedicated to live market sourcing - we find and recruit the people you need. We know the best quality candidates are not always on the market, so we seek them out and present your opportunity. After all, you are paying for an active search, not a database search.

A Proven Track Record. Past success is the best indicator of future performance. Most of our clients are repeat customers. Tight quality control and screening ensures you only interview qualified candidates. Our interview rate is 1 interview for every 1.8 resume submissions, proving that we take the time to screen out unqualified candidates - so you don't have to.

Global Experience. For more than 15 years, GESS International has successfully recruited candidates in the Silicon Valleys of the world. Our clients are Global Technology, Bioscience and Nanotechnology companies seeking to expand their operations and recruit managers and technical expertise for the demanding markets of Japan & Greater China.

Cost-effective Results. GESS International combines the best of traditional retainer-based and contingency-based search services with our unique, proven Commitment Fee search. You receive dedicated service and guaranteed results and are never charged for incomplete searches.

Professional Training for all our Recruiters The recruiting industry demands high levels of soft skills. GESS International ensures that every consultant is mentored for 1 year from entry into the company. In addition, every consultant is teamed with a senior recruiter with specific industry experience to ensure absolute quality control.

Not Contingency, Not Retained: GESS gives you the best of both

The GESS Advantage is our Active Search process, which combines our up-to-date industry knowledge, personal contacts and, most importantly, our ability to source new candidate all of the time by directly contacting them - not relying upon advertisements or job boards:

- Contingency companies that promote themselves on the strength of their database or use of job boards miss a crucial factor: the best candidates are usually not on the market and therefore not in their database. To secure the elite human resources you need, you need an executive search company like GESS International, which actively contacts, screens, and motivates candidates to accept your offer.

- When you rely on a company's database of job seekers, you limit your choice of potential candidates to those already on the market and available to everyone. We offer maximum advantage for your business by seeking out the best candidates who may become available once they hear your opportunity.

GESS International is a registered company in Japan, government-audited, and licensed as a executive and human resources search company. Each of our industry groups is led by an experienced GESS Partner who works with a team of Consultants. Our Consultants are trained as industry specialists, each focusing exclusively on specialized sectors in the market. We believe that an industry specific approach gives us an in-depth understanding of the changing market trends, technologies and human capital within each industry.

Because we understand your industry, we deliver superior, fully-vetted candidates to help you succeed.

GESS Creates Added Value with your Executive Recruitment

- Project Outsourcing: GESS International can also help your company with project outsourcing and human resources research and development as well as assistance in contracting with critical distributors in the Japanese market. With more than 15 years' experience and contacts inside the high tech industries in Asia-Pacific, our C-Level management contacts can be of added value above and beyond finding candidates.

- Distributor Development: We help you locate qualified service or product providers and share our contacts inside the industry to build distributorships. We are particularly well-known in the semiconductor market device, manufacturing and test and measurement and consumer electronics and industrial technology.

- Professional Services Recruiting: In addition to our key technological verticals we help your company enhance or establish ongoing internal processes by recruiting senior managers in Finance, HR and IT Infrastructure inside our major tech clients.

- Market Entry: With over 40 years of combined experience in entering the Asian markets we have worked with and seen the challenges first hand. We can help in setting up your first office, recommending outsourcing services, and putting our clients in contact with the proven clients and distributors inside the market -- easing market entry and quicker revenue streams.

### The GESS Advantage

GESS International listens to our clients. From our first day of operation, we have consistently modified internal processes to honestly meet the expectations of our clients while ensuring our future financial success as a company. We offer only the best executive recruitment practices and have eliminated tactics such as the retainers for unsuccessful searches that our clients do not like. Our best reference is our proven track record. When you meet with us, we will give you a verifiable, printed report of our most recent placements. For a preview of the placements we have made, [click here](#).

Your people are your most important resource. The success of your business rests on recruiting the right people.

Build your success on GESS. [Click here](#) to contact us about your requirements for executive recruiting, project outsourcing, or human resources research and development.