
searchplus



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SearchPlus is an executive search firm that cares. It's a place where passion, innovation and nurture goes together with better performances. Our industry expertise are Internet, High Tech and Direct Investments within. We offer our clients personalized Executive Search, Professional Search, and Cross-Boarder Talent Solutions. We provide both retained and contingency search services.

It’s **MORE THAN SEARCH**, we bring people together. We know the importance of finding talented people with the right expertise and experience needed to strengthen and grow your organization. We understand that it is not just about finding the right candidate for a certain position, it’s also a question of timing, budget and overall cultural fit.



LEADING PROVIDER

Leading provider of senior-level executive search and organisation /HR-cosnulting solutions.

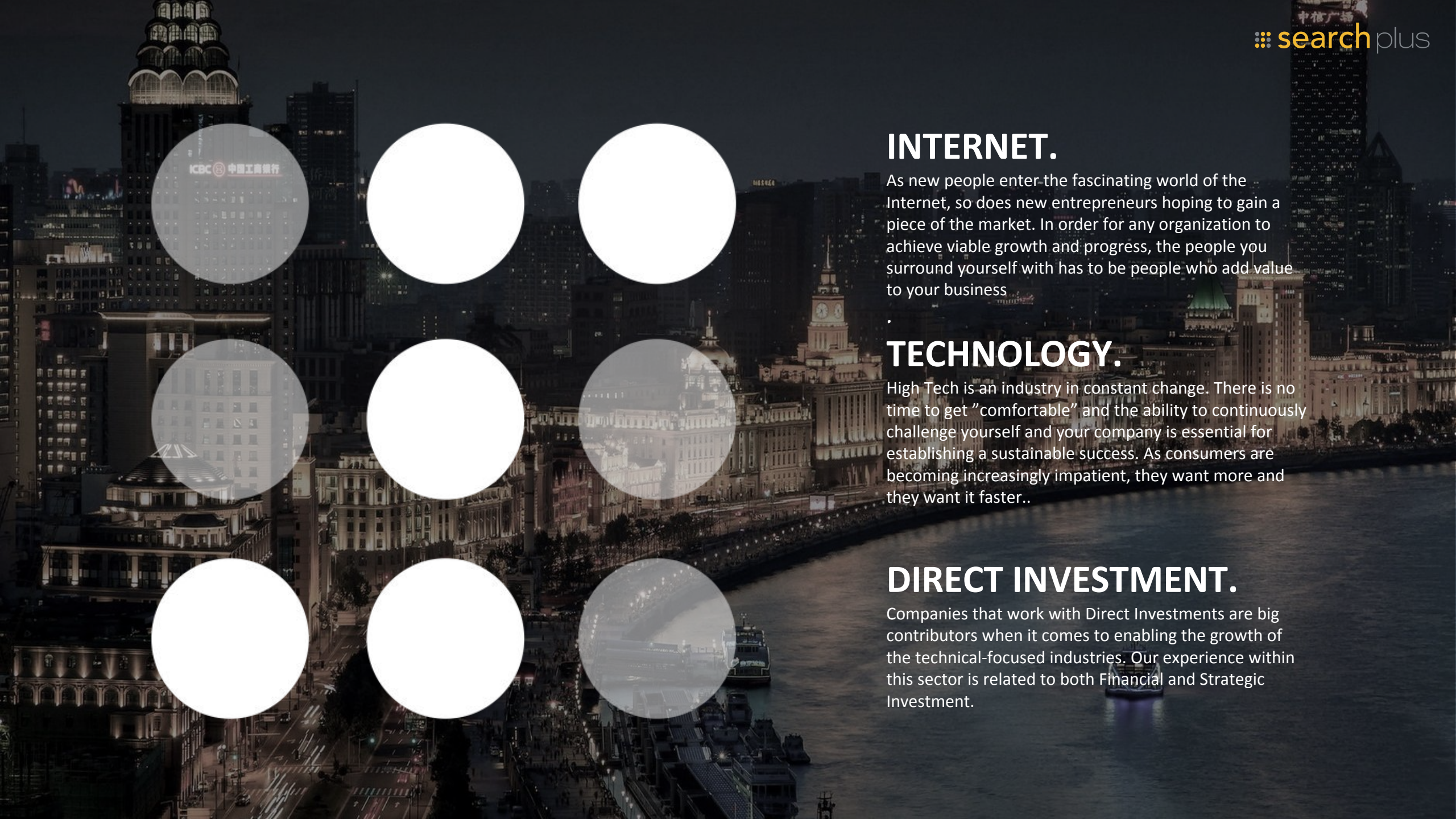
PARTNERSHIP MODEL

We work largely on a partnership model with clients, by serving selected clients in a particular industry segment.

VALUE QUALITY

We value quality and strive to be the best in the market, rather than biggest and broadest.

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INTERNET.

As new people enter the fascinating world of the Internet, so does new entrepreneurs hoping to gain a piece of the market. In order for any organization to achieve viable growth and progress, the people you surround yourself with has to be people who add value to your business

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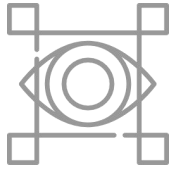
TECHNOLOGY.

High Tech is an industry in constant change. There is no time to get ”comfortable” and the ability to continuously challenge yourself and your company is essential for establishing a sustainable success. As consumers are becoming increasingly impatient, they want more and they want it faster..

DIRECT INVESTMENT.

Companies that work with Direct Investments are big contributors when it comes to enabling the growth of the technical-focused industries. Our experience within this sector is related to both Financial and Strategic Investment.

DIFFERENTIATION ADVANTAGES



Better Positioned

We are able to combine the advantages of a traditional search firm with the advisory style of a consulting firm



One-Stop Solutions

Searchplus can provide you with a full-service, one-stop organizational/HR solution to accommodate your Needs



Relationship Driven

Building strategic partnerships with our clients that are mutually beneficial are of out-most importance for us, which is why we make sure to provide excellent service throughout all of our projects



Industry Know-how

With our extensive knowledge within PE and FS in the Chinese market, we posses the high caliber in-depth know-how that our clients seek



Consultative Approach

We look into clients 'organizational/HR challenges from a business perspective and come up with tailor-made solutions



Integrity

Our proactive and targeted approach is an open, transparent collaboration that results in the optimal match between candidate and client. We always keep all information strictly confidential to protect our clients and candidates.

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THE PROCESS OF HIRING

DEFINE

1. Understand the business

2. Establish the need
- Hire
- Assess
- Coach

3. Define the role

BRIEF

RESEARCH

1. Identify target organisations

2. primary research

3. Informed market comment

4. Identify possible candidates

PRESENTATION OF THE LIST

DELIVER

1. Feedback market & candidate reaction to role & organisation

2. Agree with client which candidate to be progressed

INTERVIEW

COMPLETE

1. Academic, referencing checks & psychometrics or Lead where applicable

2. Negotiations on all aspects

3. On-board, on going coaching, teambuilding

POST APPOINTMENT FOLLOW UP WITH CANDIDATE & CLIENT

3-4 WEEKS

CLIENT CONTROLLED TIMETABLE

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SELECTED CLIENTS

INVESTMENT GROUPS

SEQUOIA

晨兴资本 MORNINGSIDE VENTURE CAPITAL

MATRIX PARTNERS CHINA 经纬中国

WALDEN International

PORTFOLIO COMPANIES

DiDi

依图 YITU

DOUYU

VIPKID

INTERNET

NetEase

Tencent 腾讯

JD.京东.COM

唯品会 vip.com

CONSULTING

Deloitte.

accenture

BCG Digital Ventures

pwc



JERRY ZHU

Jerry Zhu is a Managing Partner for Searchplus, leading the Private Equity, Consulting, and Investment Banking practices, based in Hong Kong. Prior to joining Searchplus, Jerry was the Industrial Practice Leader, Asia Pacific, and Head of China for Whitehead Mann (acquired by Korn/Ferry in 2009) based in Hong Kong. Jerry worked with A.T. Kearney Hong Kong for four years from Associate to Manager, and focused on Industrial/Manufacturing, Private Equity, and Financial Services sectors. Prior to that, Jerry was with Korn/Ferry Shanghai for five years from Researcher to Associate, in the Industrial/Manufacturing, Consumer, and Technology sectors. Jerry has a Bachelor in Material Science from Shanghai University, and an MBA from Ecole Nationale des Ponts et Chaussees, Paris.



NEIL ZHANG

Neil Zhang is a Managing Partner for Searchplus, leading the TMT, Consumer, and Life Sciences practices. Neil is experienced in providing clients with integrated HR solutions consisting of executive search, assessment, operating model & organization design, job competency modeling & incentive programs. In recent years, he has also built proven track records of helping leading companies (mainly Internet unicorn companies) expand their operations to Southeast Asia, India and Korea, from feasibility study, HR due diligence, to CXO placements. Prior to Searchplus, he was one of the two funding Partners of Grow HR, a leading Sino Swedish executive search firm specialized in Consumer and Retails. Neil graduated from Shanghai Normal University and hold s a Master's Degree of economy in Brock University Canada.



FREDERIC WU

Frederic Wu is an experienced executive search professional at Searchplus covering the Greater China and Southeast Asia Region, based in Shanghai. He is specialized in the Private Equity/Venture Capital, Management Consulting, Consumer & Retail and Internet sectors. Prior to joining Searchplus, Frederic was a Senior Talent Specialist at Korn/Ferry International FutureStep Company covering Financial Services, Consumer and Technology sectors, and specialized in Strategy, Finance and Human Resources executive level searches. Before that, Frederic worked as a Consultant at Envision, a spin-off from Deloitte Consulting for two years. Frederic started his career as Talent Specialist with Ningbo Bird Sagem Electronics Company and responsible for recruitment for two years. Frederic holds a Bachelor degree in Social Work from Jilin Architectural and Civil Engineering University.



VINCENT WANG

Vincent Wang is a Principal covering the Greater China Region with Searchplus. He's been with the firm for 8 years and is specialized in Internet, IT and PE/VC sectors. He has successfully helped many unicorn companies, which are invested by leading PE and VC funds, hiring CFOs, CTOs and COOs. He has tremendous knowledge in assisting early and growth stage companies throughout the IPO journey, from talent solution, organization, and operating model perspectives. Prior to joining Atkins & Associates, Vincent worked as an Associate for 2 years with Hans Executive Search, a firm that provides professional marketing research and recruiting solutions to MNCs. Upon graduation Vincent started his career as an Editor at Caixun.com, one of the leading financial media groups in China. Vincent holds a Bachelor degree in Computing Science from Zhongnan University of Economics and Law.



LUKE HAN

Luke Han is an Associate covering the Greater China Region with Searchplus Shanghai Office. He is specialized in the Management Consulting and Investment. Prior to joining Searchplus Luke worked as an Associate Consultant for half a year with Hans Executive Search, a firm that provides professional marketing research and recruiting solutions to MNCs. Upon graduation Luke worked as a Process at Shanghai Research Institute of Microwave Equipment. Luke received his B.S. degree in Weapon systems and Engineering from the Nanjing University of Science and Technology, and has a master degree in Business Administration from Tongji University.



TALIA TONG

Talia Tong is an Associate and a valued member of Searchplus team. She focuses on executive search in the Technology, Digital, Consulting and PE/VC spaces. Talia covers a wide range of functional roles, with a specialization in strengthening her client's finance, operation, marketing, and commercial leadership teams. Also, she helps consulting and PE/VC clients seek for best executive members so that they can achieve great things together. Talia received her bachelor from Dongbei University of Finance and Economics and her master's in Human Resources from The University of Edinburgh in the UK.

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THANK YOU

EXECUTIVE SEARCH.

MARKET MAPPING.

ASSESSMENT.

EXTERNAL BENCHMARKING.

EXECUTIVE COACHING.

SUCCESSION PLANNING.



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