



Chinese Personnel Recruiting

Practical China business support since 2003



Hiring the right people is key to business success in China

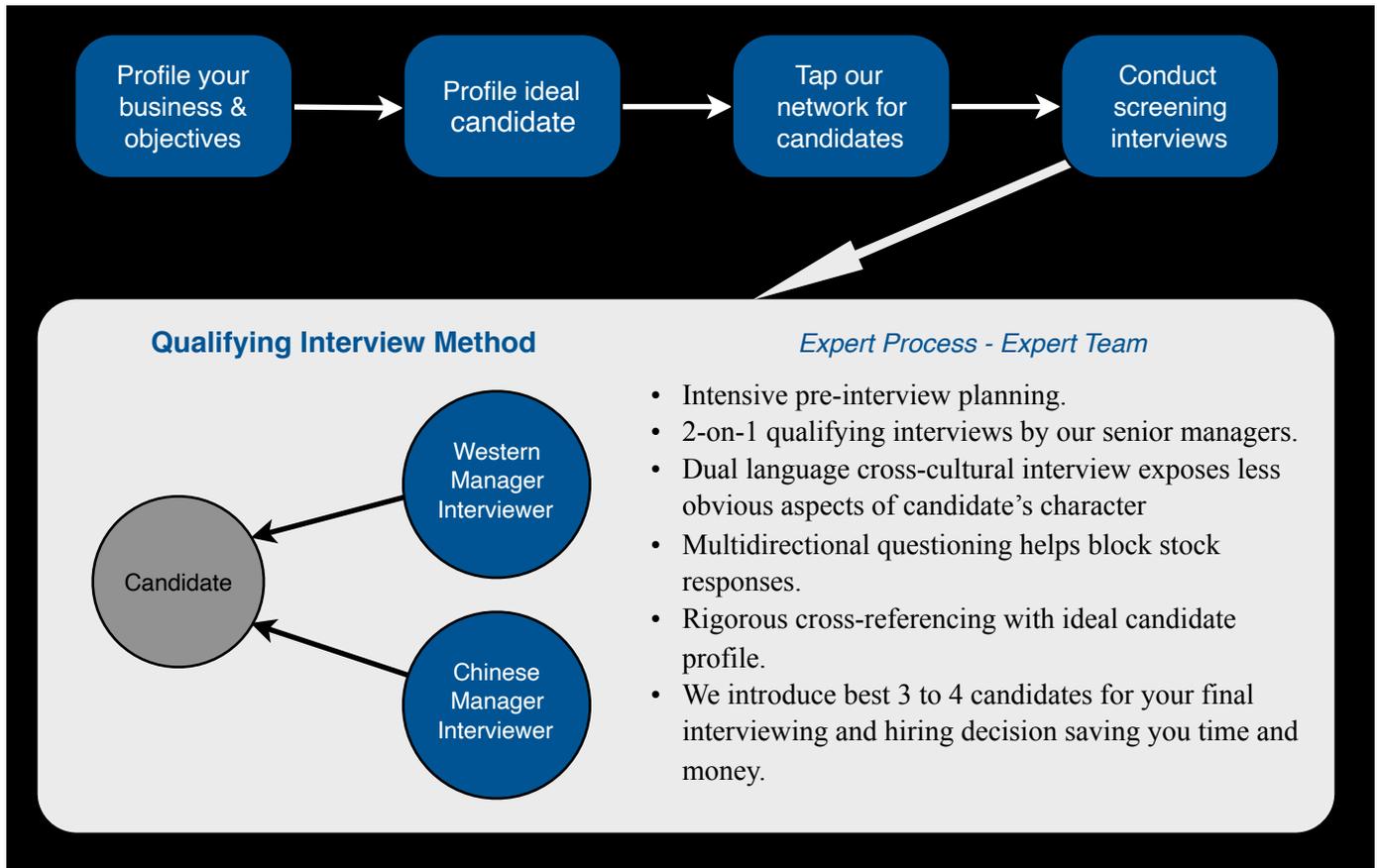
Recruiting the *right* people for your team in China is essential to success. Yet western companies continue to make poor Chinese personnel decisions only to suffer the consequences later. Why? Because most fail to realize that China is different, and even the best of corporate hiring practices are often irrelevant here.

Our core business - managing sales efforts for western companies selling to China - requires we make top-notch personnel decisions. It has only been through our hard-won experience that we have learned to find and validate the best person for a given job. Our intensive methodology has been proven effective by the ongoing success of the people we helped clients to hire.

Rely on us for your personnel search needs now, and save the high cost of bad hiring decisions later. See reverse to learn more about how we can help your company find the right people for its team in China.

Our Recruiting Process

Our intensive recruiting process and extensive China business experience combine to help us deliver the results you need. We first profile your business, objectives and ideal candidate. Next, we tap our networks and information resources to find suitable candidates. We then screen and pre-qualify candidates using our special 2-on-1 dual-language interview methodology and by employing our time-nurtured “gut feel” which is so important to sizing up people in China. Finally, we introduce only the best candidates for your final interviewing and hiring decision, saving you time and money. Our fees are success based and results guaranteed.



Top 5 Mistakes When Hiring Chinese Personnel

- Do not understand a thing about China, yet fail to enlist the support of experts who do ... a big no-no!
- Focus too much on technical and experience, and not enough on China-specific sales character attributes
- Unrealistic expectations do not align with on-the-ground reality of China
- Lock onto first candidate that speaks excellent English — for sure the dumbest mistake
- Ask boilerplate interview questions and accept candidate's responses at face value
- Do not involve trusted Chinese staff in the interviewing and hiring decision processes

For more information on how we can help you hire good people, call our US line at +1 714-656-3488, visit our website or email us at inquire@ChinaSageConsultants.com.

