

Work with investor to hire talent for their post-investment companies

HRVP

This is a Unicorn company in the medical device industry, located in Pearl River Delta. The founder has not set up an HRVP position, but he continues to acquire new companies both domestically and overseas.

Most of the time, the founder acts as HR VP to chair organization change meetings, oversee talent succession planning, and manage executive vacant position hiring, etc.

In his view, the HR VP should be from the healthcare industry. The ideal candidate should be familiar with the industry's business structure, have overseas working experience, speak fluent English, and be capable of managing a large HR team to underpin the company's HR fundamentals.

Possess entrepreneurial spirit and exhibit flexibility and diplomatic skills.

Taplow Solution

Solution A targets candidates who have both MNC and local companies' HR working experience in the healthcare industry.

Solution B focuses on sourcing HR Heads from sizable local companies with overseas working experience.

Outcome

Finally, we found a candidate through Solution B. This was a high-volume sourcing effort. We have screened over 400 candidate profiles and interviewed more than 20 candidates.

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