



Global Executive Search & HR Consulting Firm

2023 CATALOGUE

SINCE 2000



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A NOTE FROM THE CEO

As of 2023, we have positioned ourselves as a leading Executive Search Firm, established ourselves as the “unrivaled Asian American Total HR Solutions Provider with global competitiveness,” and exhibited inspiring and empathetic leadership.

We are focused on managing our brand to fulfill our corporate social responsibility and role as an HR magnet. With a magnet-like attraction we have remained committed to our clients, candidates, and communities, and attracted all with synergy, adhesion, coexistence, empathy, trust, and leadership.

With our industry-oriented, best-of-the-best services, the latest digital systems, the best professionals, and high-quality brand awareness, we are consistently creating client value by focusing on client experience and future growth preparations. By leveraging the latest industry technologies, empowering and strengthening our professionals, activating global brand awareness, and providing best-of-the-best services available, our organization and growth ecosystem has proactively defined and competitively led the industry.

As we emerge as an HR Magnet and true champion in the global market, we must embrace the new rules of endless competition with the current “Winner-Takes-All” market and showcase the qualities, capabilities, and competitive edge of an inclusive market leader. With our heightened focus on Client Experience and Digital Transformation, we are committed to guaranteeing the highest client satisfaction and shifting the paradigm for greater innovation. Through digital platform activities and social engagements, we strive to create lifetime value and maintain win-win partnerships with the best possible services optimized to meet company expectations and demands.

Andrew Sungsoo Kim has over 35 years of Human Resources and Organizational Leadership expertise. **He has been named 2022 "NJBIZ ICON" Honoree and has won the Stevie Gold Award for Chief Learning Officer for his legendary HR industry expertise, influential Asian American leadership, and unwavering commitment to New Jersey's larger business community.**

Prior to founding HRCap back in 2000, Andrew served as the Recruiting Director at LG Electronics for over 15 years, specializing in Recruiting, Training, and Organizational Design. He is a seasoned HR industry leader and Search Expert who provides executive coaching to C-Suite networks and seamlessly advises his global clientele base on HR business strategies. He serves as a strategic advisor to the Korean Government, MSIP, NIPA, IITP, FKII, KOTRA, KITA, KEPCO, KOCHAM, and KSEA by providing insights on employment challenges, talent assessment, and labor market trends. He is the founder of KOSEM, a Korea-US Community networking hub for overseas Korean-American employees, and actively serves as a mentor to executives looking to grow their respective careers and organizations. Andrew received his MA in Educational Administration from Seoul National University.



Andrew Sungsoo Kim
Founder, CEO & President

A stylized, handwritten signature in black ink, likely belonging to Andrew Sungsoo Kim.



ABOUT HRCAP

HRCap, Inc. was founded in 2000 with the vision to connect talented candidates to successful organizations to unlock potentials and create greater value. We are now the largest Asian American Executive Search & HR Consulting Firm. We operate globally with focus in North America, Europe and APAC areas.

With our rich history, seasoned capacities, and press-worthy accomplishments, we are a Total HR Solutions Provider, partnering with a robust clientele ranging from medium-sized businesses to Global Fortune 500 companies. We are an indispensable strategic business partner to our clients and candidates across all industries.

“

We have a proven global brand for service excellence in speed and accuracy with emphasis in integrity, intimacy, and professionalism.

”



HRCap P5-S20 Recruiting Model

- Our recruiters dynamically respond to the unique needs of both job seeking professionals and employers looking to fill critical positions
- We screen for adaptability and fit to only recommend candidates who are able to thrive at our clients' organization both culturally and professionally
- Our team is filled with multi-lingual HR professionals sensitive to the dynamic needs of the globally diverse workforce, clientele base, and industry trends

All Industries

Our recruiters and consultants have hands-on functional expertise in the industries we serve. We have built relationships with key subject experts and advisors across the industries.

We also pride ourselves in the extensive pool of readily available qualified candidates with the required expertise, relevant experiences, and essential cultural fit with our clients.



Consumer Packaged Goods



Consumer Electronics



Retail & Apparel



Telecommunications



Hospitality & Leisure



Accounting & Finance



Biopharma



Medical Technology



Healthcare



Technology



Food



Automotive



Logistics



Energy



Transportation



Manufacturing



Nonprofit Education



Government

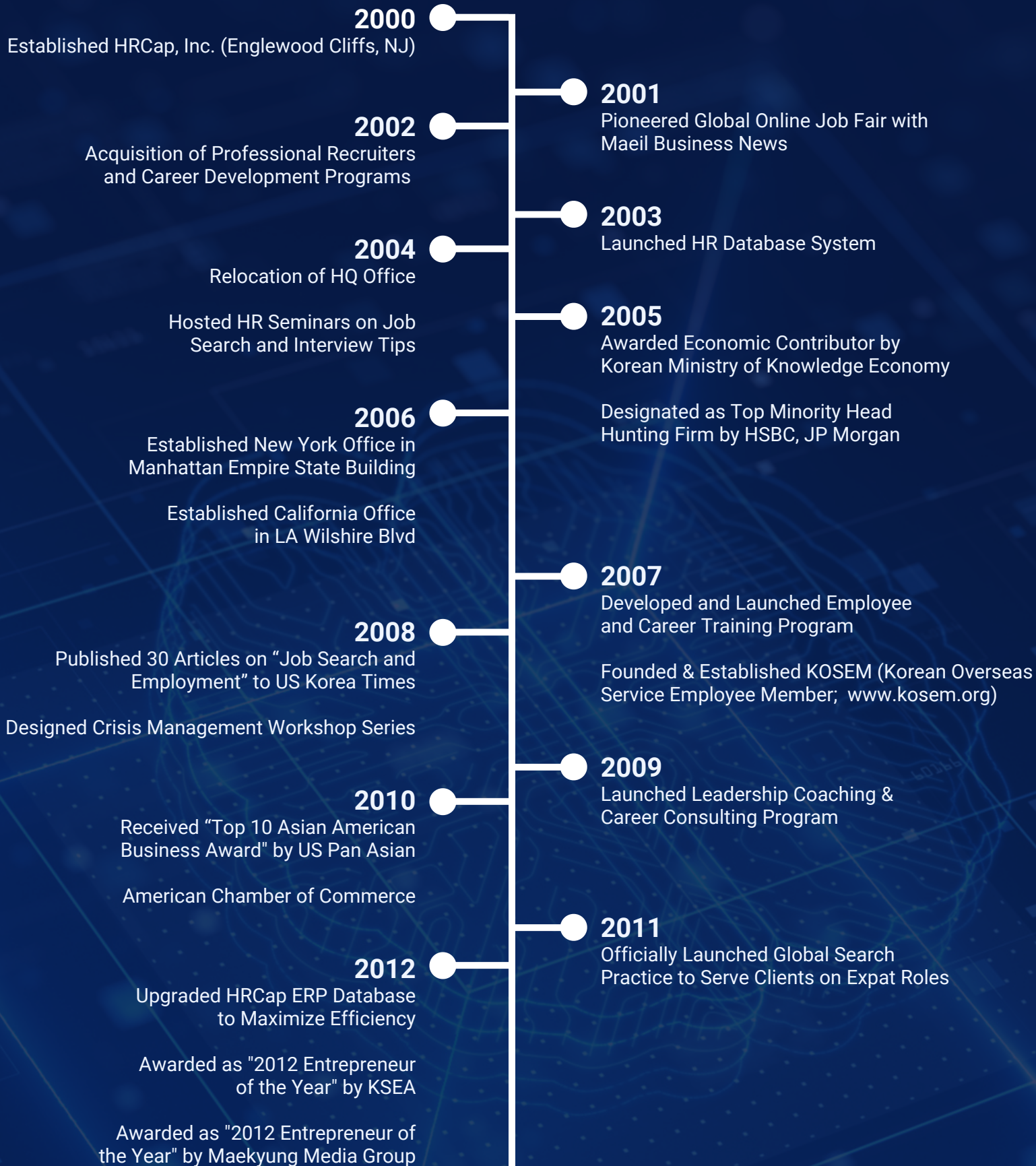


Legal



Professional & IT Services

HISTORY & ACCOLADES



2014

Relaunched renovated Mobile Website through interactive CRM System

2016

Officially launched Customer Relationship Management (CRM) Service

2018

Organized Inaugural Public Session for KSEA US-Korea Conference (UKC 2018) in New York

Co-organized Road to Employment Seminar with the Consulate General of Republic of Korea in New York

Officially Launched Executive Search Practice for Confidential Retained Executive Search & Succession Planning Roles

2020

Relocation of HQ Office (Ridgefield Park, NJ)

Officially Launched Resume Writing & Career Counseling Practice

Kicked off Digital Transformation (DX) Team

Renovated and launched new HRCap Website

Implemented Digital Transformation & Global Rebranding Projects

2022

Named Manage HR Magazine's "Top 10 Executive Search Firm"

CEO Named 2022 "NJBIZ ICON" Honoree for Industry Expertise & Leadership

Receives the Gold Stevie Award for Great Employers

2013

Designated as Exclusive Global Talent Agent by Korean Ministry of Science, ICT and Future Planning (MSIP) & National IT Industry Promotion Agency (NIPA)

Developed Global Talent Recruiting

Process Model (HRCap P5-S20 Model)

2015

Opened HRCap Branch Office in Seoul, South Korea

Designated as Exclusive Global Talent Agent by Institute for Information & Communication Technology Promotion (IITP)

2017

Designated as Exclusive Talent Agent by Korea Electric Power Corporation

2019

Wrote, Published and Released Road to Employment Guidebook in joint partnership with Consulate General of the Republic of Korea in New York

Officially Launched HR Consulting & Leadership Training Practice

2021

Named one of NJBIZ 2021 Best Places to Work in NJ

Rank #17, NJBIZ 2021 Best Places to Work in NJ (Small Business Category)





Recruiting Services

Executive Search Practice

We have been named 2022 Top 10 Executive Search by Manage HR, and specialize in executive search solutions by placing best-fit candidates with a 94% success close rate

Recent Confidential Executive Placements

USA only, past 3 years

CEO & President
Chief Investment Officer
Chief Human Resource Officer
Chief Technology Officer
Chief Digital Officer
Chief Finance Officer
Chief Security Officer
Chief of Staff
Head of Legal & General Counsel
Regional President, EVP
Executive Advisor to CEO
Board Advisor & Corporate Secretary
Succession to CEO, VP of Sales & Marketing
Head of Telehealth, EVP
Head of Brand Marketing, VP
Head of Analytics, Senior Director
Head of Digital Transformation, Director
Luxury Appliances, General Manager

Head of Global Sales, EVP
Head of Product Development, VP
Head of National Sales, VP
Head of Supply Chain, VP
Head of Surgeon Engagement, VP
Machine Learning Lead Scientist
Head of Software Development, VP
Head of HR, Legal, Facilities, VP
Head of Channel Sales, VP
Head of Global IT, VP
Head of B2B Sales, SVP
Head of Customer Support, Associate Director
Head of Business Development, North America
Head of Software Engineering & Management
Head of Strategic Partnerships, Director
Software Solutions Project Director
E-Commerce Strategy & Analytics, Director
Store Management, Senior Director

Recruiting Services

National Search Practice

HRCap is #1 in Bilingual Market Recruiting and has a proven track record for successfully placing Korean-Americans at North America corporate offices



Critical Search Placements for Korean-American Corporations at North America Offices

Consumer Electronics

Brand Marketing Director, QA Manager,
Product Liability Manager, Process
Innovation Manager, Internal Audit Manager,
Managerial Accounting Manager, SCM
Manager, Credit Manager

IT Services

Head of Digital Transformation, Project Manager,
Accounting Manager, Planning Analyst, HR Manager,
Accounting Manager, Operation Manager, Vendor
Manager, Java Developer, E-commerce Analytics
Manager, Software Support Manager

Advertising

Analytics Manager, Financial
Analyst, Project Manager,
Experiential Marketing
Manager, Engagement
Supervisor

Finance & Insurance

Market Researcher, Territorial
Production Underwriter, Adjuster,
Technical Assistant, Underwriter,
Claim Assistant

Automotive

Corporate Culture
Manager, HR Manager,
Field Support Engineer

Securities

Sales Manager, HR Manager,
Sales Assistant, Accountant,
Sales Engineer

Energy

Senior Accounting Manager,
Finance Manager, Toxicology
Strategic Advisor, Regulatory Affair

Trade

Sales Manager, Purchasing
Manager, Accounting Manager,
Corporate Counsel

Bio/Life Science

Finance Manager, Combustion
Mechanic Engineer, Air System
Design Engineer, Project Engineer

Heavy Industry

AR Manager, Chemical Sales,
Steel Sales, Investment
Analyst, Intelligent Analyst

Chemical

Sales Director,
Engineering Manager,
Logistics Manager, HR
Manager, Accountant

Recruiting Services

Global Search Practice

Our Fortune 500 Conglomerate Clients in South Korea rank us among the top leading Global Expatriate & Executive Technical Recruiting Search Firms

Global Expatriate & Technical Placements for Client Headquarter Offices in South Korea

Chief Technology Officer (Mobile)
Chief Finance Officer (Security)
Chief Human Resources Officer
VP of E-Commerce Business
VP of Mobile Security Solution
Director of Mobile Health R&D
Director of B2B Biz Development
Director of SSD Development
Director of Brand Marketing
Director of CPG Marketing
Director of Security
Director of Cloud Platform
Head of Human Resources
Head of Chicago R&D Center
SVP of System Architecture R&D
VP of Market Trend Management
VP of 3D NAND Development
VP of Software Architect
VP of Platform Strategy
Global HRVP
Global Director Mobile Marketing
VP of SW Platform Development (AI Group)

Director of Mobile Strategic Marketing
Director of Product Management
Director of Retail Store Architecture
Director of Cloud Platform R&D
Director of Big Data R&D
SAP BPX Consultant
Lead Development Researcher
Digital Media Marketing Manager
VP of Global Strategic Planning
VP of Korea Strategic Marketing
Director of Global Purchasing
Mobile Strategic Planning Manager
Director Strategic Outsourcing
Principal Telecom Engineer
Principal IT Architects
Venture Investment Officer
Corporate Chief, Captain Pilot
Corporate Counsel
Principal AI Engineer
Social Infrastructure Engineer
Smart Infrastructure Engineer
Cloud IaaS Architect/Developer

amazon

Deloitte.

KPMG

BCG

SAMSUNG

MERCK

LG

coupang

CJ CHEILJEDANG

SK telecom

kakao

HYUNDAI

HSBC

Consulting Services

We are experts at workforce planning, organizational design, and strategic HR transformation. We specialize in confidential executive placements and critical hires strategically aligned to business growth imperatives and organizational change transformations at our SMB and Global Fortune 500 Clients.

Our greatest mission is to partner with our Korean-American clients to help them effectively globalize through cultural transformation strategies and critical placements of subject experts & local executives.

Recent HR Strategy & Transformation Projects

**Policy Documentation,
HR Compliance Review**

**Compensation Strategy
(Market Rate, Internal Equity)**

**Confidential Succession
Planning Design & Placement**

**Crisis Management Strategy
(Warnings, Terminations)**

**Job Design,
R&R Development**

**Job Design,
R&R Development**

**Capability Gap Assessment,
Training Documentation**

**HR Maturity Model,
Organizational Analysis**

**Workforce Strategy,
Pipeline Planning for Top Skills**

**Board Assessment
& Recruitment**

**Organization Assessment
& Corporate Education**

**Full Cycle "In-house"
Recruitment & Management**

**Executive Assessment
& Executive Coaching**

**Cultural Awareness
& Diversity Training**



CLIENT TESTIMONIALS

“ Head of Global HR, Semiconductor client

HRCap has a unique ability to clearly understand the organizational needs and the specific job requirements. The recruiters also thoroughly screen the candidates to put forth not just their strengths but also shortcomings that could be easily addressed to provide for full transparency.

They have provided proactive support at all stages of the hiring process. I was impressed by HRCap's active communication and service-oriented approach.

“ Head of HR, Healthcare client

HRCap provides executive coaching and HR consulting, so they seem to have a very deep understanding of our client organization and business needs. They have a close professional relationship with upper management, hiring managers, and the HR department. Because they have such a strong connection and vested interest in the client business, they are very committed to finding and great at screening for candidates that will fit with the corporate culture and business goals. That's what makes them excel in difficult to fill recruiting cases as well.

“ CEO, Technology client

We have worked closely with HRCap for over 15 years. They are now providing turnkey services in recruiting, org consulting, and leadership coaching. We don't use any other agencies - there is simply no need. We are very pleased with HRCap, and look forward to our continued partnership.

CANDIDATE TESTIMONIALS

“ Randy Warner, President

I want to thank HRCap for all the hard work, dedication, and commitment to me as an individual in my recent placement. HRCap was very engaged in the process and fully understanding of the position I was leaving as well as the opportunity I was trying to obtain. How my process was handled tells me exactly why this company has thrived for 20 years and will continue for another 20.

“ Keith Lennard, EVP & Global Head of Software, Professional Service & IT

Given my experience with HRCap and your relentless pursuit of excellent service, I have no doubts your company will continue to experience great success for both HRCap and your clients.

“ Ross Shannon, Director of SW Operations

HRCap recruited me for my current position and they were the most professional recruiting firm I have worked with. They were responsive, supportive, and trustworthy. I couldn't recommend them enough and look forward to leveraging their outstanding services in the future.

“ YM Cho, Data Scientist

One of the best recruitment process you can possibly experience. Here in the U.S., sometimes services that require human interaction feels very lackadaisical. However, HRCap demonstrated strong professionalism: they are extremely fast, reliable, and caring.

“ Paul Weiner, CFO

Never easy to start up and sustain a successful business. I have limited direct experience working with agencies, but HRCap excels at understanding what the client wants and the candidates needs. Very important to ensure a good match. HRCap was very responsive and highly personable in a way that gives comfort when making a big move. Keep doing what you are doing.

“ Glory Song, EA to CFO

I received a message from HRCap one day about a job opportunity. I had never heard about HRCap before this experience, but it proved nothing short of a Godsend. Thank you for discovering me, thank you for being so available in all channels of communication, thank you for walking with me through the process.

“ Nicole Figuccio, Senior Product Launch Manager

It was an absolute pleasure working with HRCap. From the very start I quickly realized I was working with top notch professionals that were experts in their field, and made me feel trusting in their ability to manage the whole interviewing and hiring process. I can't say enough how great and smooth this experience was, and how grateful I am for their support in getting exactly the opportunity I was looking for.



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