



INTERIM SOLUTIONS



2024 SERVICE CATALOG

TABLE OF CONTENTS

- 3 About HRCap
- 4 When to Invest in Interim Solutions?
- 5 Who Are Our Interim Executives?
- 6 Why Choose Interim Over Permanent Hire?
- 7 How Do We Execute Our Interim Solutions?
- 9 What are Our Clients Saying?

ABOUT HRCAP

HRCap is a Top 10 Executive Search & HR Consulting Firm and the largest Global Asian American Search Firm in the world. Established in 2000, we strategically partner with over 1500 VIP client organizations ranging across Fortune 500s, global medium-sized businesses, PE firms, venture capitals, and tech start-ups in various industries and operate globally with a focus in North America, Europe, and APAC regions.

We are a Total HR Solutions Provider offering customized workforce strategies, executive search, technical recruiting, succession planning, HR training & development workshops, and executive coaching for effective globalization and localization. We pride ourselves in being trusted HR advisors, strategic business partners, and cultural ambassadors to our clients, candidates, and community.



HRCAP P5-S20
RECRUITING MODEL

- Our recruiters respond to the unique needs of both job seekers and employers looking to fill critical positions
- We screen for adaptability and fit to only recommend candidates who can thrive at our client companies both culturally and professionally
- Our multilingual and multicultural HR professionals are sensitive to the dynamic needs of a global workforce, unique clientele base, and evolving industry trends



WHEN TO INVEST IN INTERIM SOLUTIONS?

HRCap Interim Solutions offer strategic placement of interim leaders with proven subject and industry expertise. The recruitment of Interim Executives necessitates a specialized approach, often relying on the expertise of an Interim Executive recruitment agency. Our clients seek our Interim Solutions for market entries, projects, and leadership vacancies.



**Temporary Vacancy
Due to Leave of Absence**



**Immediate Hire While
Finding Perm Leadership**



**New Initiative &
Project Implementations**



**Entry into New Markets &
Launch of New Products**



Rapid Growth in Organization



Seasonal Spikes in Business



**Objective Point of View
with Subject Expertise**



**Evaluation & Revamp of
Underperforming Teams**



**Execution of Organization's
Merger, Acquisition, or IPO**



**Trial Before Committing to
Long-Term Employment**



WHO ARE OUR INTERIM EXECUTIVES?

Our Interim Executives are subject experts and success-driven leaders that thrive in unique and challenging situations. They are carefully screened for domain expertise, industry leadership, functional skills, cultural fluency, business acumen, learning agility, and level of self-awareness. Only 3% of leaders pass our screening process to be admitted into our **Interim ELITE Network**.

Our Interim ELITE Executives play a vital role in businesses, and their varied contributions have included: maintaining business stability for stakeholders, reinforcing positive momentum during times of transition, or altering the course of a department or organizational strategy. As such, they are integral in partnering with stakeholders to lay the foundation for the future of the position, and even repurpose the leadership role for the permanent executive.

Leaving a critical leadership position vacant for several months or even a few weeks is often deemed impractical, as it places a significant burden on existing leaders who may be required to temporarily assume additional responsibilities. Interim Executive placements can range in duration: Month-to-Month, 3-Months, 6-Months, 9-Months, 1-Year, or Project Duration. Having our Interim ELITE Executive in place allocates time toward the hiring of a new Permanent Executive, but often times our Interim ELITE Executives far exceed client expectations and are requested to formally transition into permanent leadership roles within the organization.



C-Suites

Board Advisory

IT

Human Resources

Strategy

Marketing

Sales & BD

Supply Chain

Accounting & Finance

Legal & Compliance


Project Management



WHY CHOOSE INTERIM OVER PERMANENT HIRE?

Establishing a solid foundation for a company hinges on the strategic implementation of permanent staffing of subject experts and key leaders. However, under unique situations, employing the services of our Interim ELITE Executives can prove to be a far more advantageous, cost-effective way to manage headcount and lead strategic business projects. Businesses that may not need certain skills permanently, or require a specific problem solved with an objective perspective, benefit from engaging our Interim ELITE Executives.

The mission of our Interim ELITE Executives is to partner with client stakeholders to address immediate business concerns and navigate change with greater clarity and direction. As such, clients find our Interim Solutions effective during rapid business growth, transitional stages, unforeseen leadership vacancies, new market entries, and seasonal spikes in businesses.



Immediate Availability and Quick Onboarding



Specialized Expertise with Objective Perspective



Cost-Effective Solutions with Flexibility and Productivity



Strategic Initiatives and Project Implementations



Risk Mitigation and Crisis Management



Interim Assignment to Permanent Employment



HOW DO WE EXECUTE OUR INTERIM SOLUTIONS?

We have a proven method that involves a holistic approach tailored to meet our clients' dynamic needs by recommending the best-fit Interim ELITE Executive.

We initiate the process with a strategic foundation, conducting in-depth client and project reviews to inform a targeted solution. Through meticulous screening, selection, interviews, and alignment, we ensure a seamless integration of talent. With consistent communication and dedicated support, we make sure to stay aligned with clients at every stage to not only meet but surpass our client expectations.

01 STRATEGY



02 SCREENING



CLIENT REVIEW

Company structure, strategy, vision, leadership, culture, skills

PROJECT REVIEW

Discuss and align on key deliverables and outcomes

POOL ASSESSMENT

Identify Criteria and Select Best-Fit Candidates

SCREENING

Vetting of fit, expertise, experiences, and leadership

ASSESSMENT

360 Reference, Cultural Fluency & Leadership Assessments

ALIGNMENT

Understanding of Candidate Expectations, NDAs as required



03

RECOMMENDATION & INTERVIEWS

PRESENTATION

3-4 Shortlisted Candidates
(Anonymous) for Client Review

RECOMMENDATION

2-3 Interested & Qualified Candidates
(Full CV) for Client Review

INTERVIEWS

Arrange Client Interviews
(Multi-stage, Various modes)



04

PLACEMENT



NEGOTIATION

Discuss Assignment Term (JD, Salary, Duration, Location, Title)

CONTRACT MANAGEMENT

Contract between HRCap, Client, & Interim Executive Candidates

05

ALIGNMENT & FOLLOW UP

ONBOARDING SUPPORT

Assist Candidate Engagement & Documentation Support

CHECK IN

Sync Day 1 & Provide Ongoing Communications and Follow up

REGULAR REVIEWS

Alignment to Ensure Fit and Delivery of Key Objectives

ASSIGNMENT REVIEW

Client & Candidate Meeting at Completion of Assignment

WRAP-UP DISCUSSION

Determine Close, Extension, or Transition to Permanent Hire



SURVEY

WHAT ARE OUR CLIENTS SAYING?

“

Our six-month partnership with our PR Interim Executive has been transformative. Their expertise, coupled with a proactive and results-driven approach, has had a profound impact on our brand positioning. Their ability to navigate the Online Gaming landscape has resulted in meaningful coverage that aligns perfectly with our objectives. We're thrilled with the outcomes and highly recommend their services."

- Managing Director, Video Gaming Industry

“

The Fintech Solution Business Development Interim Leader we've engaged with for the past six months has been instrumental in driving our business forward. Their expertise in the fintech landscape, paired with a proactive and results-oriented approach, has resulted in significant business growth. Their market insights and innovative strategies have exceeded our expectations. We highly recommend their services to any organization seeking impactful business development."

- Head of Business Development, IT Industry

“

The Healthcare Digital Transformation Interim Executive has been an invaluable asset to our team over the six month engagement. Their expertise in healthcare digital transformation has brought a fresh perspective to our organization, and their commitment to optimizing our processes have contributed to positive outcomes. We are confident in their ability to continue driving positive change, and we eagerly look forward to the next phase of our digital transformation journey."

- Head of Digital Transformation Business, Semiconductor Industry



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