



BIENE

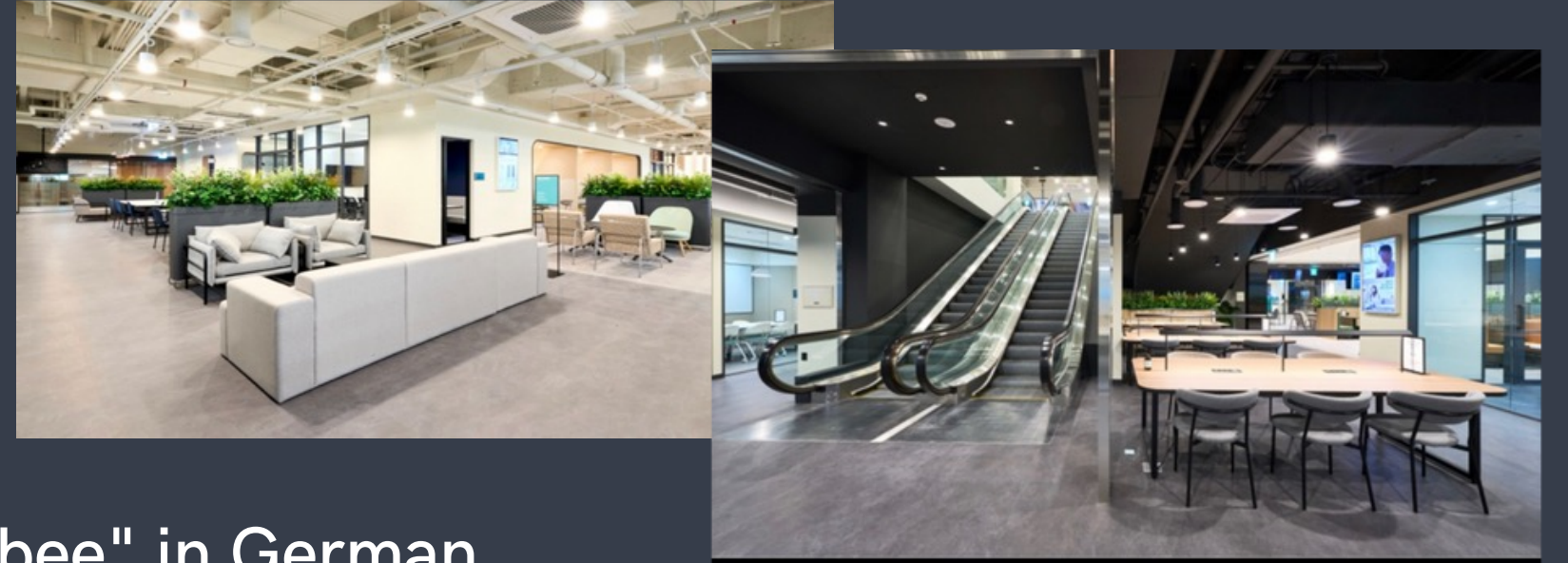
Company Profile

By Juliene Kim

20+ Years of
Connnecting Talent Across Asia

Expert Recruitment Services for companies
expanding in Asia

Why BIENE



Founder/CEO
Juliene Kim

"BIENE" means "bee" in German.

To build the perfect hexagonal hive, bees divide their roles into production, security, education, etc., just like we do, and they communicate where to gather nectar in a flight pattern. Bees have much in common with humans but are also essential to human sustainability.

In August 2023, I founded BIENE to help individuals and businesses become more sustainable. We will strive to become essential to your company and individual's career growth.

Juliene Kim: With her educational experiences in Korea, Japan, the United Kingdom, Norway, and Vietnam, she gained her recruitment expertise while working at major job portals in Korea and Japan (SaraminHR, En Group). Her responsibilities expanded to cover Korea, Japan, SEA, and the United States at HQ and Asia region offices. In her recent role as Director of Talent for Asia, she has hands-on experience in various industries (semiconductors, telecommunications, IT, consumer/retail), and provides support to companies looking to expand into Asia. .

HISTORY



What BIENE Offer



Hiring in Asia (Cross border)

We save you time and money by delivering a diversity of talent. You can hire talent from Korea, Japan, and other Asia (India, Vietnam) for your business success.

Globalization is not that far. You can reach out easily by hiring talent from abroad without borders.



Professional Search

With 20+ Experience in search, support your hiring in excellence, from mid to executive level.

1. Building In-depth job description and specification,
2. Market analysis and talent-mapping,
3. Matching by modifying the orbit,
4. Supporting Negotiation of salary and conditions.



Benefits Program

Learning and Development of employees is one of HR's mission but Dealing with stress and mental health is much more complicated.

To pursue job safety to retain your talent, we offer the best program for stress management through pilates, yoga, meditation, personal image/branding, color analysis, and speech.

Focus on your work, Save your cost and time!

"RIGHT HIRING BRINGS YOU MORE BENEFITS THAN EVER"

Recruiting is time-consuming job. Even though you have recruiters in your organizations, then you would feel the same because candidate pool is limited under your company name.

Our solution make your hiring savvy:

Time:

- Selecting sourcing channels/job postings at boards
- Reviewing and Screening CVs/Writing notifications
- Arranging and Checking the attendance at the interview
- Negotiating the salary and timeline

Cost:

- Unnessasry sourcing channels for job ads
- Keeping track of talent before onboarding and first 3 months
- Reference/Retention/Replacement

1day

Market & Job Analysis

Job itself can be difined with a general terms, but differ from companies and individuals. This can make the differences of the results

Adapted Strategy

Utilizing DB and networks and Optimization of sourcing channels for keeping confidentiality. It really matters

3days

3x

Targeted candidates

We screened at least 3x candidates before sharing the resume. Checking details and current status in detail.

Shortlisted

Only those who passed our standards can be shared to clients within 1 week. We check their professional background but also their attitude.

1week

100%

Guaranteed work

We care not only for the cost and money per hiring but also the brand value awareness.

We're the ONE for your business!

Track Record **summary**



84%

Successful Record

84% of our recommended candidates are invited to the 1st interview. This is more than double compared to other firms.



91%

Global Reach (Asia)

Based on the hands-on experiences, we can cover your reach to Korea, Japan, SEA, India, and Vietnam, from fresh graduates to executives. Success Ratio was 91%.



67%

Client Composition

67% of our clients are multinational companies worldwide. If you are new to Asia, it's okay because we are here!



95%

Repeat Order/ Recommendation

The repeat order rate is 95% based on trust. We accept no matter what, if you run a small entity. We value your culture and potential.

FUNCTIONAL EXPERTIES

IT/TECH/TEL

Engineers(SW/HW/QA/AI/DS), Sales, PL/PM, Technical Writer, Marketing, HR, Finance, Admin

CONSUMER/ RETAIL

Sales & Marketing, Key-holder, Inventory, HR, SCM, Finance (Taxation), on-off trade, etc.

CHEMICAL /R&D

Engineers(Research/Field/Service /HW/SW/DB), HR, Admin, Finance, Safety, Compliance, etc.

BOARD/PRO FESSIONAL

CEO, CFO, CTO, CMO, CIO, CSO, in-house lawyer, Auditor, and other professionals.

**Proven track records
available upon requests**

Track Records (Partial)

Cross-border Position	Industry	Company
Semiconductor wafer Japanese Engineer	Manufacturing	KR Conglomerates
Materials Engineer	Manufacturing	KR Listed
Expats(Local recruitment-Japan/SEA)	Trades	KR Conglomerates
Plant Head/ manager/director	Manufacturing	MNC Asia & US
CFO (Japan/USA)	Manufacturing	MNC JP & US
Head of Sales/BD, Engineers, R&D(Chemical)	Various	Various
Head of Sales (SEA/China/Japan)	Consumer/Retail	MNC Asia
HRBP / COE / TR	Consumer/Retail	MNC in KR
Technical Sales Executives(India)	IT/Manufacture	MNC India
IT/Tech Engineers (Vietnam/India/Japan/SEA)	IT/SW/R&D	MNC(Local)

Position	Industry	Company
MD for Korea	Various	MNC
in-house lawyer, Investment, M&A, Business	Aerospace/Aviation /Consulting	KR Conglomerate & MNC
Communication/HR/GA/CSR etc.	Manuf/Retail/FMCG	KR Conglomerate & MNC
Engineer (R&D Process, CS, SW, DS) etc.	Manuf/Semicond	KR/MNC
Sales, Business Development, Presales etc.	Various	KR/MNC
Trading/SCM/Customs etc.	Manuf/IT/Auto	MNC
Marketing Intelligence/Digital/Performance	Consumer/Auto/Retail	MNC
Finance/Tax/Audit/Actuary/Statistics	Insurance/Consulting/ Manufacturing	MNC
IT(SW/HW/ML/DS/UI/UX/Graphic Engineers	IT/Game/Pharma	KR/MNC
Blind Reference Check Services	Various	KR/MNC

Terms & Conditions

Standard Contingency Service Fee rate (KR)

OTE 120Mil KRW or above	30%
OTE 70Mil~below 120Mil KRW	25%
OTE below 70Mil KRW	20%
Minimum Fee	8Mil KRW

Note.

OTE: On target earning (Base salary + compensation + allowances, etc.)

We charges Minimum fee if the amount is below 7Mil KRW with the fee rate.

Cross-border Recruitment require additional charges.

Retained service fee is differed from this, Please contact to Juliene Kim

We guarantee 3months Period for Replacement



인재 채용을 원하는

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**THANK
YOU**

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