

Our Process

Understanding the Job

We examine not only the job responsibilities but the business structure, company culture and expectations etc. in order to gain a comprehensive understanding of the position. In the event that we feel unable to provide the best service (most often we can do this by looking at the job description), we will inform you straightaway. If you have a centralized recruitment portal, we will inform you which positions we will be working on, so that you can manage your time and resources accordingly.

Profiling

Based on our understanding of the position, we will build a profile of the ideal candidate and compile a list of keywords, which we will share with our dedicated full-time candidate sourcing team.

Initial Search

Our sourcers will search various sources, starting with the ReachExt candidate database. We will also advertise the position on your behalf. At this stage your company name and any other details that may reveal your company remain strictly confidential.

Second Level Review and Shortlisting

The profiles collected by the sourcer will be reviewed by our experienced consultants, who will not just match the skills but read between the lines of the resume to produce a shortlist of the most qualified candidates.

Screening (including language skills)

First, we will conduct an in-depth telephone interview in order to ascertain the skills match for the position. This includes an assessment of the candidate's language skills. We will then arrange a face-to-face interview (or video call) for successful candidates. This in turn will focus more on attitude, aptitude, and soft skills.

Presentation

The most qualified candidate profiles will be presented to you, along with our detailed comments. We work with all candidates to make sure there is an in-depth understanding of what you are looking for in your next hire.

Interview and Offer Support

We will maintain close contact with you and the candidate throughout the process.



"The best way to predict the future is to create it."

ABRAHAM LINCOLN




Extend Your Reach

ReachExt is a leading recruitment and executive search company headquartered in Tokyo, connecting bilingual mid- to senior-level professionals with large multinationals as well as start-ups, for both permanent roles as well as contract and Gyomu-Itaku positions.

ReachExt consultants come from your side of the table. With extensive experience in the areas that we serve, we are well-positioned to understand the technical requirements and business challenges that are unique to your industry.

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Focus Areas

Information Technology (Service Delivery and Business Development)

- **Application**

Program managers, project managers, business analysts
Artificial Intelligence, Machine Learning, RPA experts
Application developers and programmers
ERP consultants, integration specialists
Automated and manual listing experts
Application maintenance and support professionals

- **Infrastructure**

Hardware specialists
Data centers, data storage and retrieval experts
Network systems experts
IT security, cyber security professionals
Legacy interfaces, operating systems, hyper-converged infrastructure (HCI) specialists etc.

- **Product Engineering & Design**

Mechanical designers
Software engineers
VLSI engineers
Security engineers
Hardware designers
Embedded systems, IoT engineers

- **IT Sales & Business Development**

IT sales representatives to managers and directors in all areas listed above

Banking, Finance, Securities and Insurance

Hospitality

Administrative Support

Marketing and Communication

Finance and Accounting

HRBP and Recruitment

BPO

Why ReachExt?

Industry and Business Experience

Unlike many recruiters, ReachExt has extensive experience in the areas that we serve. Our founding and executive team comes with over 50 years of collective experience in areas such as IT (delivery, business, and consulting), industrial sales, and business management, across Japan, Asia, North America, and Europe. It is this background in the “client-side” that allows us to better understand your requirements, assess candidates, and offer a comprehensive consultative service, setting us apart from our competition.

Understanding your Priorities

Every hiring requirement is different. We know that finding the ideal candidate is not only about matching the technical skills, but about finding the person with the right aptitude and personality fit. It is also about aligning the longer-term vision for the role and the candidate's career aspirations. But we also understand that at times, meeting a project deadline is of utmost importance and in such cases, speed is of the essence. Our consultants can navigate these priorities to find the best candidate for you.

Quality over Quantity

We are dedicated to delivering the very best to both our clients and our candidates. For this reason, we always put quality over quantity, and will not give up until you are satisfied with our service.

Flexible Approach

Your needs are at the heart of our service. If your mandate is urgent and you need us to dedicate more resources to fulfill your needs, we will try our best to do so. Our consultative approach means we are not transactional, and will deliver what you need by listening and adapting.

Transparency and Communication

We may succeed in serving your needs, or we may not. We may be able to meet the deadlines, or we may not. Whatever the circumstances, ReachExt will maintain complete transparency and make sure you know what is going on at all times.

**ReachExt is all about
Extending your Reach**