

Corporate profile

Veritas Executive Search was established in February 1st , 1988 , with a mission to provide a true consulting based executive search and placement service for foreign companies in Tokyo . We offer a highly personalized and confidential service by taking time to truly understand our clients business, and their bilingual staffing needs and specifications.

We represent and partner with the major players on the leading edge of our industries of specialization, ranging from start-ups and pre-IPO's to mature and Fortune 500 companies.

Veritas Executive Search's recognition is based on a foundation of integrity, business ethics, and professionalism. Our commitment to its clients consists of providing superior professional services with unique pride and creativity.



**Yoshiaki Sahoda,
President and CEO**

Our service

Veritas Executive Search is a results oriented executive search firm that delivers long term **staffing solutions** by combining the benefits of contingency and retainer-based search paradigms.

We can also provide **startup business consulting** for any phase of your endeavor in Japan as well as your entry into the Japanese market.

- Entry into the market
- Advertising, marketing and sales
- Finding distributors
- Finding a local partner
- Daily communications
- Finding a location/land best suited for your factory
- Local staffing
- Finding residence for your employees
- Accessing business possibility of your products and services

Contingency Based Consulting

Contingency based (or Success based) consulting operates on the same basic principles as Retainer based consulting, but involves a different level of commitment from the client and from Veritas. In a contingency search, the client chooses not to use Veritas exclusively, and as such, there is no up-front fee paid to Veritas. Our fee is completely dependent on the efficacy of our search, and there is no commitment on your part to hire, or even meet, any candidate we introduce.

Due to the success based nature of the search, candidates introduced in a contingency search may be introduced to other clients as well. This approach is often used to augment an existing Human Resources department, without committing to a single outside agency.

Retainer Based Consulting

Dedicated Search & Selection for Mission Critical and Time Constrained Positions

We have found that a record of success in filling assignments outside of Japan is no guarantee that your chosen firm can properly represent you and repeat that success in Japan. Understanding the environment and issues surrounding Japanese business allows us to help you take advantage of the resources and opportunities of the unique and exciting market.

Many of our clients admitted to feeling frustrated after being pressured into accepting retainers with larger firms with good HQ connections, only to be disappointed by inadequate local search results. Veritas has a 17 year track record of success in Japan bringing energy, drive, and commitment to retainer searches. Our Consultants are high achievers with the confidence, experience, and cultural sensitivity to produce excellent retainer results.

The Veritas Approach to Contingency Based Consulting	Some of the Many Advantages of a Retainer with Veritas:
<p>1) Veritas puts client satisfaction first in every search. Unlike employment agencies that send off masses of resumes to every HR department they deal with, our research and selectiveness ensures that you only get the most talented, suitable, and interested candidates available.</p> <p>2) Our young, dynamic, and internationally experienced consultants and research staff make connections with the hottest, most qualified candidates. Rather than relying exclusively on our network of contacts, we are extremely pro-active in finding new sources of candidates.</p> <p>3) The confidential relationships we have built with our candidates ensure that they have the information necessary to make a positive career decision. We don't simply locate key personnel; we educate and motivate on your behalf, to be sure that they understand and can be a part of your corporate identity.</p>	<p>1) A team approach to retainers wherein each retainer is assigned to a small consulting and research team under the direct supervision of a Senior Consultant who is available at all times to answer client queries.</p> <p>2) Detailed reports at regular intervals explaining the search process, candidate feedback and useful market and competitor information.</p> <p>3) Exclusivity regarding candidate introductions until the client rejects any potential candidate from the search process.</p> <p>4) An ongoing commitment to work with the client to fill further retainers at more junior levels.</p> <p>5) Consultation on areas outside the hiring of new candidates where required.</p>

For clients

Our thorough confidential and strategically driven approach distinguishes us from our competitors.

The recruiting process involves working with clients in long-term partnerships. Veritas Executive Search ensures that the client will benefit from confidentiality, a commitment to finding the right employee, expert knowledge of the industry and the ability to secure the best candidates within the client's timelines.

Our Practices

Developing the Specifications

Our consultants develop a thorough understanding of the position and client organization by meeting with the hiring executive, board or search committee and, as appropriate, other members of the senior management team. That understanding, which includes a set of position specifications, is then confirmed in writing.

Targeting Candidates

Using the position specifications as a guide, our consultants create a list of organizations where qualified candidates are likely to be found. Then, we assemble an extensive list of potential candidates utilizing personal networks, a state-of-the-art database, as well as published and on-line resources.

Narrowing the Focus

We approach potential candidates with our client's unique opportunity. Once the dialogue is established, we evaluate the candidate's accomplishments and style through a series of in-depth telephone interviews. We validate our judgment of the potential candidate-client match with a proprietary testing instrument.

Assessing the Match

When a good match seems likely, we meet face-to-face with the candidate to corroborate our initial assessment. We spend considerable time becoming familiar with each candidate's personal and career needs to determine if the opportunity is the right fit for both parties. We then conduct preliminary reference checking to ensure that there are no "surprises." A search is deemed to be successful only when "a win" is created for both the client and the candidate.

Introducing the Candidates

Before meeting the finalists, our client receives detailed candidate profiles. These include a chronological resume summarizing accomplishments, compensation information, and a thorough comparison of each candidate's strengths and weaknesses against the specifications established for the position.

Conducting References

Prior to our client extending an offer, we complete final reference checking by talking in depth with references who have first-hand knowledge of the final candidate's professional accomplishments and management style.

Negotiating the Offer

Clients frequently ask us to draft the offer letter and/or serve as intermediary during potentially sensitive negotiations. We assist in structuring and negotiating the offer, as well as designing incentive or deferred compensation plans. Our consultants' experience in these matters, as well as our understanding of each party's objectives and expectations, reduces the possibility of unexpected issues arising at the last minute...or, perhaps even worse, six months into the relationship.

Maintaining Contact

Our consultants stay in touch with the hiring executive and/or board, as well as the successful candidate, to ensure a smooth transition and the continued satisfaction of both parties.

Getting Results

There are several important points in the hiring process which require candidate's involvement.

1. Review research and source materials with the consultant on a periodic basis. You are a partner in the process.
2. Appoint one staff person to have responsibility for the entire search from beginning to end. Lack of continuity equals lack of accountability.
3. Set a timetable and closure strategy for the search at the beginning of the engagement. An open ended search is a search without an end.
4. Recognize that when you have special requirements for your candidate, e.g. a person of color, a woman, etc., you limit the prospect pool significantly. The candidates who meet your special requirements and who are willing to talk with you are even fewer in number.
5. Give the consultant direct and detailed feedback on each candidate following your interviews. Second hand reports do not allow for dialogue.
6. Listen to feedback from the prospects who decline to pursue your position or from candidates who withdraw. If there are issues about your organization, the position, management style, etc., be prepared to address them in a positive way.
7. Try to avoid interviewing candidates singly over a long period of time. This makes it more difficult to make a meaningful comparison, and it has a tendency to prolong the search indefinitely.
8. When time and diligent search efforts fail to identify the ideal candidate, consider being flexible on your requirements. What characteristics are essential to do the job? Which tasks could be delegated, if necessary, to an able subordinate?
9. Appoint an internal candidate champion for a good candidate. The longer a search goes on, the more unlikely it is that any candidate will be acceptable to everyone.
10. Use references throughout the search process to address issues or points of concern about a candidate. First impressions are not always totally accurate.
11. Act decisively and with dispatch when you have a good candidate. A top performer is a rapidly wasting asset. Either he/she will have other offers if you delay or he/she will lose interest if the selection drags on.
12. Talk to the search consultant often and allow him/her to consult with you, especially before you decide to make an offer.

Contact us

Naturally you will wish to employ our services selectively. Before finally deciding which executive search service to utilize, we recommend that you contact us to better assess our service and our consulting staff. We firmly believe we can meet your standards, and trust we can earn the right to do business with you at the appropriate time.

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