



# ScoutPartners Company Profile

Executive Search Firm | Career Experts Group



SCOUTPARTNERS  
스카우트파트너스



+ 80

Consultants



+ 1000

Projects/Year



+ 90%

Success Rate

# Who We Are

## Overview

Criteria for Hospitals? Doctors and Operations

Criteria for Law Firms? Lawyers and Litigaion

And How About Search Firms?

**Headhunters** and **Personnel Recommendation**

As a Career Specialist Group, **Scoutpartners** will **enhance your recruitment** to another level

<b>Name</b>	Scoutpartners Co.
<b>Establishment</b>	2011년
<b>CEO</b>	Seong Won, Jung
<b>No. of Employees</b>	90
<b>Location</b>	5, Teheran-ro 44-gil, Gangnam-gu, Seoul, Republic of Korea ,Dae-A Building 5,6 <sup>th</sup> Floor
<b>Homepage</b>	<a href="https://www.scoutpartners.co.kr/">https://www.scoutpartners.co.kr/</a>

# Core Value

“People’s innate values”, **Scoutpartners** aim to develop career cultures in which everyone can be happy

## Our Promise

Scoutpartners comply with the code of professional practice of AESC(Association of Executive Search and Leadership Consultants)



Find and recommend the fittest  
and qualified talents



Recommend the fittest candidates  
as quickly as possible



Respect any confidential information  
by clients and candidates



Strive to serve as trusted,  
objective advisors

# Service



Executive Search



Reference Check



HR Consulting



HR Solution



Recruit Agency

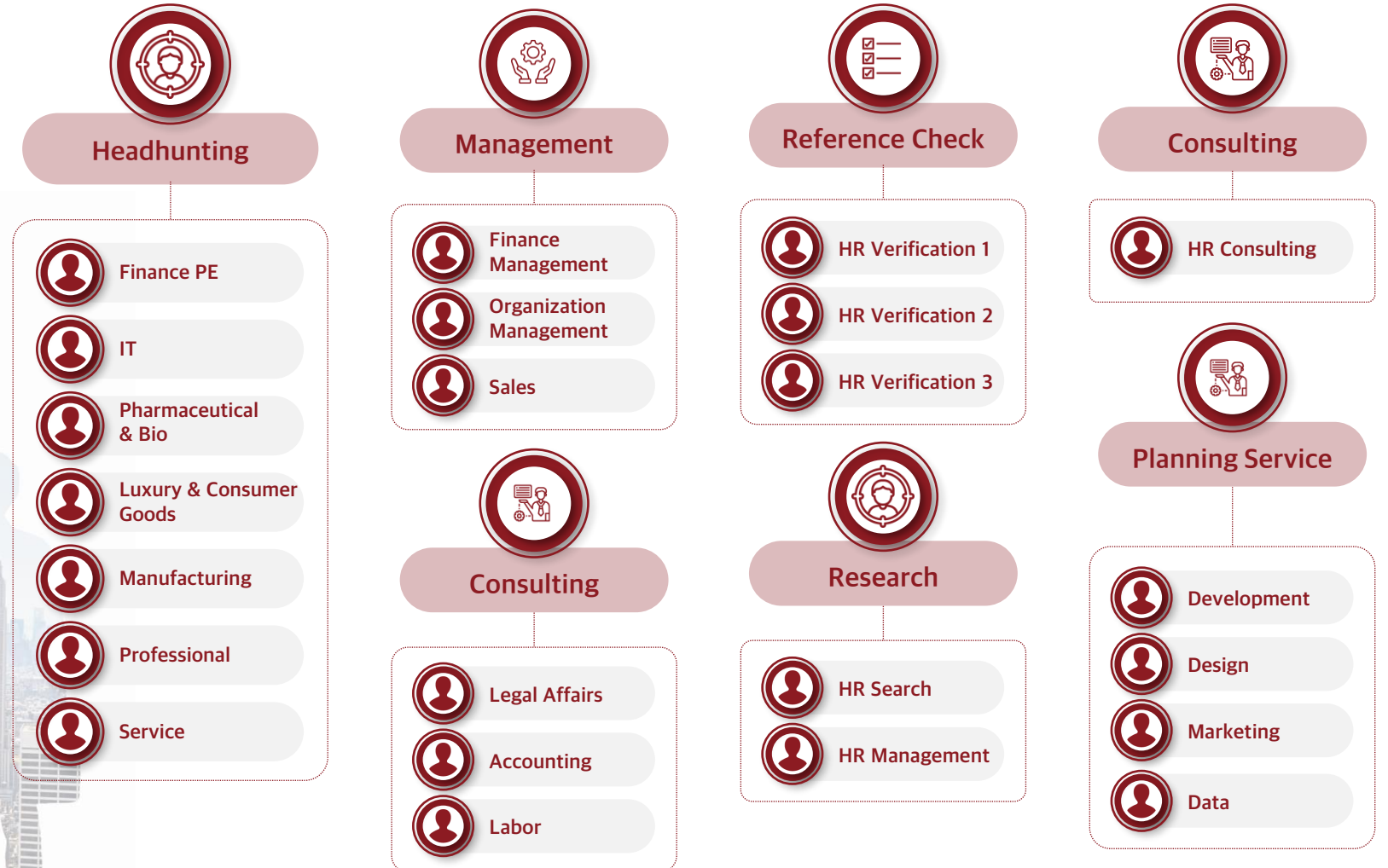




# Organization

## Career Experts Group

With experts in every related areas, Scoutpartners operate with various collaborative processes and experiences to fit the delicate needs of clients



# Our Consultants

01

Over 5 years  
Average Headhunting  
Experience

02

Bachelor, Master, and  
Doctors of Leading  
Universities

03

Core Department  
Career in Major &  
Foreign Corporation

04

Collaboration History  
with Major Firms  
& High Success Rate

05

Global Search &  
Communication Skills  
For Foreign Candidates

06

C-Level, R&D  
Specialized  
Headhunters

# Our Consultants

## Introducing Career Expert Consultants of Scoutpartners



**Choi, IL-Young**

President

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Hanyang University, BA  
Specialized area are Strategy, Business  
Development, Sales & Marketing in  
Energy, Management Consulting, IT,  
Electronics.  
Seasoned experience in the positions of  
CSO, CDO, CMO, Manager, PL



**Shim, Jaekon**

Advisor

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Seoul National University, B.S. in Civil  
Engineering, Washington State University,  
MBA  
Mckinsey & Company-COO, Fluor Daniel,  
Daelim Construction



**Charles Choi**

Executive Advisor

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Yonsei University, MBA, Myung Ji  
University, Ph.D.  
In International Business Dept. HR  
Manager in DHL Korea,  
Director in Emery  
Worldwide Korea (Merged by UPS),  
Country Manager in National  
Aircargo/Airline (USA) Korea



**Kim, Do-Sung**

Vice President/Partner

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Yonsei University, B.A. in Astronomy.  
Samsung Group Secretariat, Samsung  
Life Insurance Co., Lotte  
Department Store, AIA Korea  
Specialized Area: Automotive  
industry/Retail/Insurance

# Our Consultants

## Introducing Career Expert Consultants of Scoutpartners



**Seok, Jinwoo**

Vice President / Partner

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Yonsei University, BE. In Ceramic Engineering  
Stevens Institute of Technology, MSE. In Material Science and Engineering / IBM Korea, Banking Industry Division



**AC Lee**

Vice President / Industrial

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Hanyang University B.A. in Mechanical Engineering  
Crown Equipment Representative Director, Ingersoll-Rand Country Manager, Daewoo Corporation.  
Specialized area: Consultant, Automotive, Shipbuilding, Industrial Equipment, Medical Device, Sales & Marketing Professionals



**Gracia Song**

Vice President / Medical & pharmaceuticals & Bio

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Specialized Area: C-Level/Marketing/BD/ Medical devices/Medicalengineer/Clinical Researcher/Healthcare/National Health Insurance, HospitalExpert/Medical etc./Sales



**Anferny Kim**

Vice President / Financial market(Specialized consultant in finance)

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Korea Univ, B.A. in Economics  
Sindonga-Group Strategy Planning, Adecco-Templar-LHH Korea HR Consultant, Samsung Engineering Co., Ltd.(SECL) HR Manager  
Specialized Area: Executive / Financial industry( Real Estate / Asset management / Securities / Investment / PE / VC



# Core Competence

Why?  
Scoutpartners?



# Process

## Professional Headhunting Service Process

Provides Strategic Service For the Win-Win of Clients and Candidates

Average 2 Week, Minimum 1 Week Required

Follow-up  
Recommendation

### STEP 1



#### Consultant Matching | Contract

- Category Based Consultant Match
- Term Agreement and Contract

### STEP 2



#### Client Request | Review

- Client & Request Analysis
- Strategy Meeting For Candidate Selection

### STEP 3



#### Candidate Selection

- Candidate Listing Through Database & External Channels
- Recommendation after Defect & Problem Check
- Follow-up Recommendation if Rejected

### STEP 4



#### Candidate Confirmation | Mediation

- Recruitment support if Candidate has been Confirmed
- Negotiating Conditions for Recruitment
- Candidate Monitoring & Management until Warrant Period

# Best Practices

## Feel the Pleasure of Recruitment with Scoutpartners

From Major Firms to Startups,  
Any corporation can have  
Successful recruitments with Scoutpartners



### Major Firms

#### Major Finance Firm A

C-Level Position  
Data / Service Planning  
Position

**Successful  
Asset Management  
Service opening**

**Product  
Launching &  
Sales Growth  
Through  
Management**

#### Luxury Brand B

MD Position  
Retail Trainer  
Position



### Foreign



### Startups

#### Bio Startup C

C-Level Position  
Multiple Core  
Positions

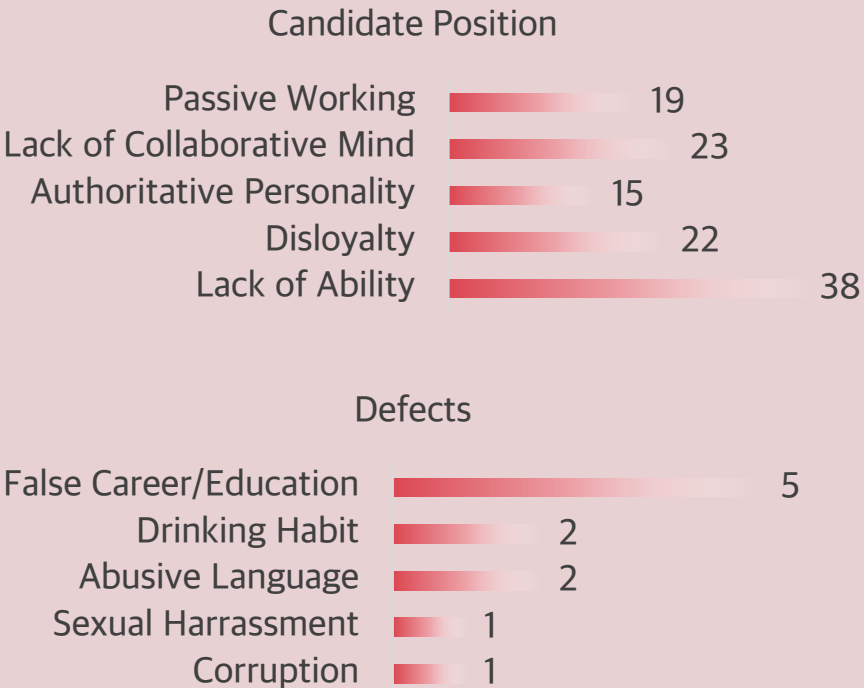
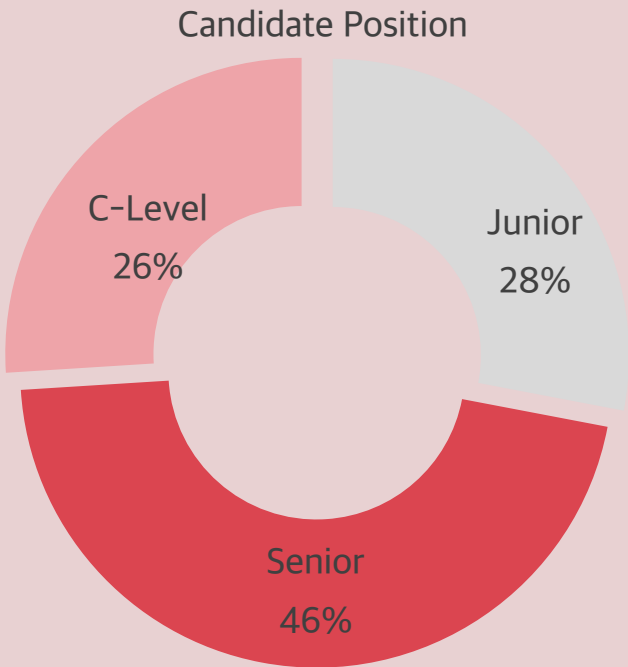
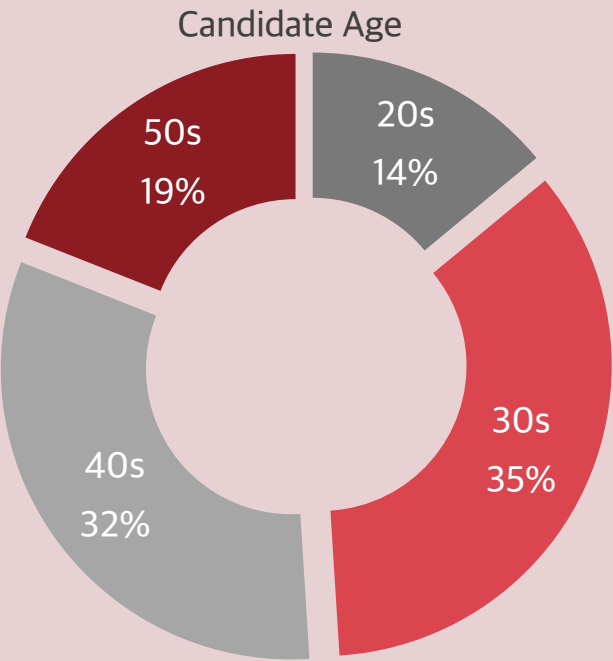
**Actively Growing  
with Recommended  
Personnel**

# Reference Check

Preventing 1 Unqualified Personnel is more important than Recruiting 10 Qualified Personnel  
Acknowledging its importance, Major Firms team up with Scoutpartners for Reference Check

Reference Check for 200 Candidates show

**\*4% of all candidates have vital defects for disqualification**





# Process

## Verified Reference Check Service Process

Professional Consultants  
Check every parts of the candidates  
In the clients eyes

\* Every process is taken out with  
transparent and legal procedures

Average 5 days, Minimum 3 Days Required

### STEP 1



#### Service Request | Contract

- Category Based Consultant Match
- Term Agreement and Contract

### STEP 2



#### Candidate/JD Analysis | Referee Selection

- Candidate/JD Analysis
- Strategy Meeting For Adequate Referee Selection
- Referee Final Selection

### STEP 3



#### Link with Referee | Report

- Active Candidate Analysis through Meeting With Referee
- Cross Check for any Defects and Problems
- Report Based on Facts
- Internal QA on Report

### STEP 4



#### Report Submission | Feedback

- Final Report Submission
- Feedback & Follow-up Search



# Best Practices

## Reputation Inquiries Decide the Future of the Firm Scoutpartners will thoroughly help you out

From Major Firms to Startups,  
Any corporation can have  
Successful recruitments with Scoutpartners



### Major Firms

#### Top Firm S

Executive Level Position  
Appointed/Unappointed  
Reputation

**Staff Abuse and  
Harassment  
Check & Notice**

**False &  
Overstated Career  
Check & Notice**

#### Luxury Brand B

Team Leader Position  
Appointed/Unappointed  
Reputation & Background



**Foreign**



**Asset  
Management**

#### Management Firm M

Senior Position  
Recruit Appointed  
Reputation Check

**Negligence &  
Disobedience  
Check & Notice**

# HPI & KAD

## Mandatory Processes Personality & Aptitude Test

Provides Personality & Aptitude test  
At Reasonable Expense & Convenient Process

### HPI(Human Personality Inventory)

#### HPI(Human Personality Inventory)

Is a test provided to firms  
designed to check internal personality and character objectively



#### Unlimited Usage

Unlimited Usage For  
Premium Users



#### Comfortability

Usable Without  
Joining



#### Security

Uses Only  
Name & Email



#### Comprehensive

Personality, Position,  
Aptitude Assessment  
In One Test



#### Data Processing

Rank of Candidates  
Provided



#### Verified Program

300 Firms &  
70 Public Enterprises

### KAD(The Korea Society Aptitude Development)

#### KAD(The Korea Society Aptitude Development)

Is a test designed fit for Korean by Korea Society Development for  
objective assessment of personal aptitude

# Press Room

You can check on the stories of highly professional consultants and the recent news of Scoutpartners



Homepage

<https://www.scoutpartners.co.kr>



LinkedIn

<https://www.linkedin.com/company/searchfirm>



Blog

<https://blog.naver.com/scoutpartners1>

서울경제 | 2023.01.31. | 네이버뉴스

**스카우트파트너스, 최일영 사장 취임 "국내 넘어 글로벌 서치펌..."**

커리어 전문가 그룹 스카우트파트너스는 지난 27일 최일영 사장의 취임 소식을 알렸다. 신임 최 사장은 영등포고-한양대 출신으로 10여년 가까이 헤드헌팅 업계에...



서울경제 | 2023.02.14. | 네이버뉴스

**'위기 속 기회' 노리는 PE, 자금 및 인재 확보 총력**

커리어 전문가 그룹 스카우트파트너스에서 PETA(Private Equity Talent Acquisition) Head로써 팀을 이끌고 있는 유리나 상무는 "이미 한국은 매력적인 PE 시장으로 ...



아주경제 | 2023.01.10.

**[신년좌담] 2023 반도체 산업 전망, 헤드헌터에게 묻다**

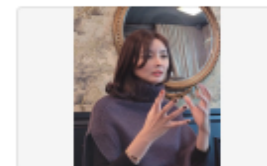
com (왼쪽부터) 신주한 상무, 백영민 상무, 안이종 상무, 김경미 상무 [사진=스카우트파트너스] 새해 시작부터 반도체에 대한 관심이 뜨겁다. 시작은 지난 연말 진행...



데일리팝 | 2022.11.18.

**스카우트파트너스 오현정 상무 "명품 업계 이끌 '밀라논나' 같은 ...**

면접부터 이직까지 럭셔리 업계의 커리어패스는 저희가 설계해 드립니다" 현재 국내 서치펌 중 하나인 스카우트파트너스의 명품 소비재&리테일팀에서 근무중인 ...



서울경제 | 2023.01.16. | 네이버뉴스

**레퍼런스체크 후보자 지적사항 1위는 "실무능력 부족"**

레퍼런스체크(평판조회)를 통해 직장 동료들에게 가장 많이 지적된 사항은 "실무능력 부족"인 것으로 분석됐다. 반면 강점을 묻는 질문에 "직무분야에 대한 높은 전...



# Partners

Major Firms around the world are cooperating with **Scoutpartners** right now



# Partners

We value out partners with care, and will take **best effort** in **growing with them**

BAIN  
& COMPANY

McKinsey  
& Company

BCG

KEARNEY

EY

BAT

Deloitte.

KPMG

pwc

reckitt

INTUITIVE

IBM

Mercer

ASML

ThermoFisher  
SCIENTIFIC

ZEISS

GREENPEACE

PENTAX  
MEDICAL

DHL

Mercedes-Benz

PALL

UNI  
QLO

novo nordisk

China Construction Bank



# Partners

Scoutpartners operate **PETA**(Private Equity Talent Acquisition) task force  
and are **intrusted by our partners**

ACE Equity Partners

AFFINITYEQUITY  
PARTNERS

AFFIRMA  
CAPITAL

ANCHOR  
Anchor Equity Partners (Asia) Ltd.

IMM  
The Innovation Momentum

Hahn &  
Company

BainCapital

CVC  
CAPITAL PARTNERS

EMP | BELSTAR®

GLENWOOD  
PRIVATE EQUITY

Keystone  
Private Equity

ORCHESTRA  
PRIVATE EQUITY

KKR

JKL Partners

KEISTONE PARTNERS

Premier Partners

ktb Private Equity

TPG

SKYLAKE  
Leading Technology Investments

STIC  
YOUR PARTNER FOR SUCCESS  
VENTURES

UNISON CAPITAL

연합자산관리주식회사  
UAMCO

VIG PARTNERS

MBK  
PARTNERS

# Partners

Scoutpartners operate task force well known in the luxury good industry  
and are **intrusted by our partners**



BALENCIAGA

ChristianDior

swatch<sup>®</sup>



Salvatore Ferragamo

L'ORÉAL



GIVENCHY

LOEWE



RALPH LAUREN

BVLGARI

RICHEMONT

Chloé

RIMOWA

BOTTEGA VENETA

# Thank you

 Scoutpartners

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 [www.scoutpartners.co.kr](http://www.scoutpartners.co.kr)