



# Recruitment Support Introduction

## 人才招募服务简介



- Dedicated Recruitment Session 专场招聘
- Candidate Assessment 候选人评估
- Intern & Fresh Graduate Outplacement 实习及应届生招聘

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# Service Introduction – Principle

## 服务简介 – 基本原则

The next challenge in China will be linked to the ability of the company to optimize their organization and efficiency in their Human Resources management, this is our strong belief and convictions. This has to start with recruitment.

Recruiting not only skills, recruiting in priority PERSONS: personalities and characteristic matching with the company and the job requirement.

在中国的企业面临的下一个挑战与公司能否优化组织，提高人力资源管理的效率相关，我们对此坚信不疑。解决这个问题要从招聘开始做起。我们所关注的不仅仅是技能，更重要的是“人”：个性和特质要符合公司以及岗位的要求。

Therefore we develop a recruitment support program in order to help the company to achieve more accurate and efficient result immediately and at the same time help them to improve their current practice and performance for the future.

于是我们开发了一个招聘支持体系，来帮助企业更快更准确完成招聘，同时帮助他们改进现有的做法和未来的招聘。

Our principle is to provide a situation where the candidate will be able to reveal his ability to operate the job on both aspect: technical and behavioral (attitudes). This allow to GO BEYOND THE RESUME and the PERFECT ANSWER interview situation we face in China.

We use our Operational Training Center or we set up on our customer site the adapted environment to create simulation and interaction between candidate and recruiters.

我们的做法是，提供一个环境，让候选人可以同时展示其技能和态度。这种方式使我们不必局限在中国常常遇到的简历加完美答案的传统套路。我们使用 AKA 自己的实作培训中心，或者在客户处设置情景让候选人和面试官可以进行模拟及互动。

# Dedicated Recruitment Session 专场招聘

*You spent 3 months to post advertisement, collect resume, interview and finally decide the candidates to hire, and after 1 week, 3 weeks or 2 months that they don't match for the company and the job, that **what they do vary with what they said.***

*您花了 3 个月的时间发布招聘启事，收集简历，安排面试，终于确定了人选，但是一周、三周或 2 个月后就发现他们并不适合这个公司或者职位，他们做的和之前说的有出入。*

AKA offer you 我们可以帮您:

1. Review with your hiring manager and your HR manager the job description and the company culture, AKA Outspring™ team will issue a report introducing:  
向招聘直线经理及人力资源经理了解职位描述及公司文化，由此出具一份报告：
  - 1.1 The key characteristics of the targeted candidates, 目标候选人的特质
  - 1.2 Interview guideline, beyond the already know questions and answers game, 面试指南（不是简单的问答）
  - 1.3 An ad. designed for attracting profile with the required characteristics. 针对所需特质设计的招聘启事
2. After your validation, AKA Outspring™ team will preselect and invite between 7 to 12 candidates to attend your dedicated session  
与您确认后，我们会初选并邀请 7-12 名候选人参加您的专场招聘
3. On the day of the session, we operate the session together, you observe, interact with the candidates when we provide you with support and suggestions.  
专场招聘当天，我们会提供相应的支持和建议，邀请您和我们一起观察并与候选人互动
4. At the end of the ½ day, you decide who you want to recruit.  
半天的专场招聘后，由您决定要录用谁

**Duration: 1-2 hours meeting + ½ day session**

**1-2 个小时的会面+半天的专场面试环节**

**Leadtime: 3 weeks between requests confirmed to session**

**从需求确认到专场招聘 3 周时间**

**Fee: 6,000RMB for one session, whatever the**

**Number of candidates you recruit at the end.**

**6000 元一场，无论最终录用多少人**



**You see your candidates in action, not acting**  
**你可以看到候选人的真实表现而不是在表演**

# Candidate Assessment 候选人评估

*You have a tank of resume that you cannot use, because you don't have enough time to read and sort them efficiently.*

*You have a 1<sup>st</sup> interview rejection rate too high and you waste a lot of your time interviewing candidates that does not match at all the job and the company.*

*You have seen some candidates and the interview result satisfy you, you experience told you it is not enough.*

您有一堆的简历没有用，因为您没有充足的时间去阅读和有效的筛选。

首轮面试通过率很低，您浪费了很多时间面试完全不符合该职位或公司的应聘者。

你见了几个候选人，面试结果还算满意，但你的经验告诉你这还不够。

AKA offer you 我们可以帮您：

1. Send us your resume and candidates, AKA Outspring™ team will assess them following our principle and pre-validated scenario based on job description.  
把简历发给我们，AKA 根据职位帮您设计情景对他们进行评估
2. We will contact and invite them to attend our assessment session  
我们会联系并邀请他们参加我们的面试环节
3. You received a detailed report on their demonstrated competency and attitudes, plus our suggestion on their potentiality to match or not your request.  
您将收到一份详细报告，包含他们展现出来的能力和态度，以及他们的潜力能否满足您的需要
4. You decide who to see on interview or who to recruit based on real facts.  
基于真实的情况，您决定接下来面试谁或录用谁。

**Duration: 1-2 hours meeting + ½ day session**

1-2 个小时的会面+半天的面试

**Leadtime: 3 days between requests confirmed to report issued (candidates available)**

从需求确认到报告 3 天时间(候选人有空)

**Fee: 1,500RMB per candidate to assess**

每位候选人评估费用 1,500 元

**\* If added to dedicated recruitment session, no extra cost.**

如果将候选人加入专场招聘中费用不变



Revealed competency and behavior

展示能力和态度

# Intern & Fresh Graduate Outplacement

## 实习及应届生招聘

*To attract talented fresh graduates, you need to prepare and attend campus fair. There will be huge number of applicants to filter. You need to follow-up their internship program, and they need a lot of coaching.*

为了吸引优秀的应届毕业生您需要花时间准备并参加校园宣讲会。投递简历数量大，需要时间整理筛选。实习期间需要专人跟进，并且他们需要很多辅导。

AKA offer you 我们可以帮您:

1. AKA has connections with many universities in China all year round, we can supply you qualified intern or fresh graduate any time you need them  
AKA 与全国各大高校常年保持联系，随时为您输送所需的应届毕业生或实习生
2. All applicants are maintained in database, interviewed by professional HR, and went through exclusive behavior and practical test  
我们有专人收集简历并录入数据库，所有应聘者均由专业 HR 面试，并采用独特的行为模式及动手能力测试
3. After confirming on board date, AKA will offer one day training focus on practical skills and mindset needed in customer's company.  
在确认入职日后，AKA 会为学生提供一天的培训课程，主要关注客户公司所需的实用技能和思维模式。
4. We help you to make a successful intern program and feedback regularly intern performance  
我们帮助您量身定做实习计划并定期跟踪反馈实习效果

**Duration: 0.5-1 hour's phone**

半个小时到一个小时的电话会谈

**Leadtime: 3-14 days between requests confirmed to candidate proposed**

需求确认到推荐学生 3-14 天时间

**Fee: 1,500RMB for internship; 4,000RMB after 3 parties agreement signed**

实习生推荐成功每人 1,500 元，签订三方协议后再收取 4,000 元作为服务费用



AKA Outspring™ Procurement training and operations.  
We support your team and your activity on the field.

*HAPPY NEW YEAR 2015*  
*XIN NIAN KWAI LE !*

*All the team wish you the best for the new year to come,  
may you grow and develop your potential as well as your activity.*

Procurement training : [www.akaoutspring.com](http://www.akaoutspring.com)  
Procurement operations : [www.akasourcing.com](http://www.akasourcing.com)

**AKA OUTSPRING™**

深圳奥普泰克管理咨询有限公司

HR Service: [www.akaoutspring.com](http://www.akaoutspring.com)

Sourcing: [www.akasourcing.com](http://www.akasourcing.com)

☎: (86 755) 26 85 77 67

☎: (86) 135 9018 9806

✉: [CONTACT@AKAOUTSPRING.COM](mailto:CONTACT@AKAOUTSPRING.COM)

📍: SHOP 1-27, WANKE JINGYU HUAFU, JINGLONG ROAD, MINZHI STREET, LONGHUA DISTRICT, SHENZHEN

深圳市龙华新区民治街道万科金域华府一期 1-27 铺