



Ask the Expert

Topic: Offshore Recruitment

Questions for Richard Mills

Answers to these questions provided by:

Richard Mills, Chairman

Chalré Associates (Asia Head Office)

Richard Mills CFA

Chairman, Chalré Associates



Richard Mills heads the company's Asia Head Office. He is an active player in the booming mining sector in the Asia Pacific region. Richard is a regular columnist for AsiaMiner magazine – the largest mining publication in Asia. In addition, he has been a senior contributor to various international publications such as: NorthernMiner, MiningNews (Australia), Canadian Mining Journal and others. Richard provided the Keynote Address for this year's Executive Compensation & Benefits 2007. Held in Singapore, it is an annual 2-day event for regional HR leaders active throughout the Asia region. Other presenters included regional leaders from Mercer, Gallup, HayGroup and Thomson Corporation and others.



Ask the Expert

Answers Provided by: Richard Mills

Question 1:

Why do you think Offshore Recruitment is a concept worth considering for Canadian employers?

“Employers in countries including Canada are faced with record low unemployment rates in fast growing sectors such as natural resources and engineering. As a result, certain high-demand roles are going unfilled because the local supply of candidates is inadequate. Offshore recruitment opens an alternative new source of candidates to companies rather than just recruiting from the same local pool as everyone else in North America.”

Question 2:

What is special about Asia as a source for experienced management candidates?

“Asia contains roughly half the world’s population and it hosts a disproportionate share of natural resource development activities. Therefore, companies can access an extremely deep base of experienced candidates to top-up their local supply.”

Question 3:

What types of experienced candidates does Asia have to offer employers in Canada?

“Many of the most experienced are western expatriates who originate from countries such as Britain, France, United States and even Canada. Such people often have 15+ years of experience managing large projects for multinational companies.

Another group is local or non-expatriate candidates. The majority of these people have 5 to 10 years multinational work experience.”

Question 4:

Why would experienced managers from Asia want to relocate to Canada?

“Canadians are often surprised to learn how well they are thought of by people in the rest of the world. The country is considered a premier destination in the world today by educated immigrants. Such people have great desire to gain Canadian opportunities and life-style for themselves and their families.

This is also true of senior expatriate managers working in Asia. Such people often work under transient circumstances in less comfortable environments. As a result, many desire to work in stable positions in a country that are said to be more ‘civilized’.”



Ask the Expert

Answers Provided by: Richard Mills

Question 5:

Do they have skills that are relevant to the natural resource sectors in Canada?

"Asia is one of the fastest growing regions of the world and it is no exaggeration to say that a disproportionate amount of the world's activity in engineering and natural resource development is there. As a result, this highly populated region contains a large diversity of specialized skills that are relevant to Canadian companies. Mining, construction and oil & gas are examples of these."

Question 6:

What makes you and your firm different from all the others who say they recruit senior candidates from overseas?

"First of all, our firm has offices within Asia and employs people who are well known and connected in natural resource and related sectors. As an example, our Chairman, Richard Mills, is a regular keynote speaker at related conferences throughout the region. He also has a regular column in AsiaMiner magazine, the largest industry publication in Asia."

Question 7:

What are the advantages of Retained Executive Search over traditional recruiting services of an employment agency?

"Retained search is often used when positions are either senior in nature or difficult-to-fill. Direct sourcing techniques employed by retained search enables you to attract candidates who are happy and successful in their careers and who never send their resumes to job advertisements."

Contingency Staffing (staffing agencies) employs what is called passive recruiting methods to source candidates. Examples include: job advertisements, career fairs and resume databases. Such sources are generally a good choice for filling junior level positions but are clearly not adequate when a position is senior in nature and or difficult to fill."

Question 8:

What are the disadvantages of Retained Executive Search?

"Retained search entails contacting candidates directly from an entire industry or region. As such, it is time consuming and requires experienced professionals to undertake it. Therefore, the service requires an up-front payment called a retainer."



Ask the Expert

Answers Provided by: Richard Mills

Question 9:

Why don't I go through my HR Department to fill my positions?

"Our organization work side-by-side your in-house HR staff. Chalré Associates is focused on those professional and senior management positions which are considered difficult-to-fill or senior in nature. In many instances, local candidates cannot be found in adequate supply and senior HR has decided it must have access to candidates from a larger candidate pool."

For more information, please contact:

André Lacaille

**Vice President, ProAction HR, (Montreal office)
Managing Partner, Chalré Associates (Montreal Office)**

André Lacaille He has 20 years of senior management experience and has worked at the highest levels within such organizations as SNC Lavalin, Johnson & Johnson, Rolls-Royce Canada and Noranda Mines.

email: alacaille@proactionhr.com

mobile: +1 514 636 8338

