



# Diversity & Inclusion Spotlight Package

”In Japan, women hold 8% of manager jobs, far from 2020 goal of 30% ”- Nikkei Asia





# Spotlight Package

For clients who wish to start actioning their D&I policies through talent acquisition. The Spotlight Package is a focused, prolonged service providing a market map, exclusive recruitment services and ongoing consultation and support to strengthen targeted recruitment goals.

- 🌀 In-depth consultation to understand current situation and business needs
- 🌀 Market Map detailing female leaders throughout targeted areas and functions
- 🌀 All candidates are met, screened and in our network
- 🌀 Ongoing pipelining for all areas with potential headcount
- 🌀 Active interview arrangement for approved headcount
- 🌀 Periodical reviews and updates with all internal stakeholders
- 🌀 Process management and recruitment support
- 🌀 Exclusive access to targeted candidates



# Timelines and Structure

## 1. Exclusivity

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- ☀ All candidates within the Spotlight Package are exclusive and no other opportunities will be presented to targeted candidates

## 3. Support

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- ☀ Monthly meetings with all identified internal stakeholders both local and global
- ☀ Internal hiring support and training for hiring managers
- ☀ Assist in offer negotiation and provide resignation training to candidates
- ☀ Constant adaptation as business needs evolve

## 2. Start

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- ☀ Understand the business needs in relation to hiring to support D&I goals
- ☀ Identify industry and sector trends
- ☀ Provide a market map based upon the stated goals

## 4. Ongoing

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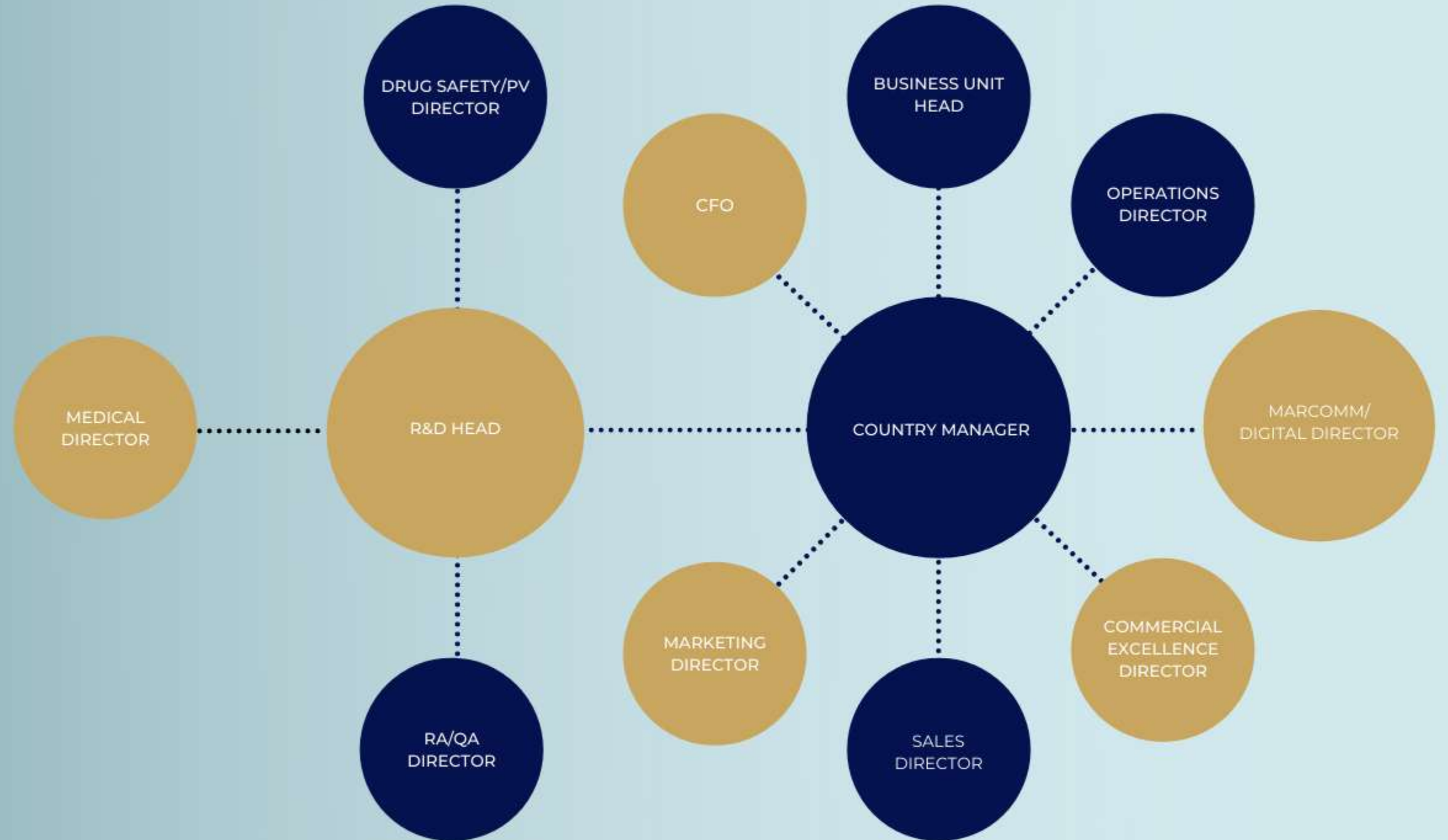
- ☀ Proactively contact the selected candidates for active roles and manage recruitment process
- ☀ Pipeline and arrange casual conversations requested for potential roles
- ☀ Support on-boarding for all candidates as standard

## Fee Structure

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- ☀ Commencement fee
- ☀ First placed candidate's fee waived
- ☀ Any additional placements as contingent

# Female Leaders in Our Network





## Case Study

An American biopharmaceutical client was searching for a new Head of Pharmacovigilance and Safety. Previously, there had never been a female leader in this position and they were unable to identify strong female candidates in their pipeline.

To solve this issue, the Titan team tapped into their international network and supported a candidate from overseas to transition back to Japan and into this role.

## Case Study

With a big incentive to push for more diversity from the global executives, this medical device client was focusing on Japan, as their executive team was 100% male.

Needing a replacement for their R&D Head, the client decided to invest in diversity hiring. In just 6 weeks, the final candidate was selected from 3 finalists (2 of which were women) who matched their search criteria.





If you are looking to hire in Japan, need more information to understand the Japanese market or have any questions about Titan Consulting please contact us



## Sophia Plessier

Sophia has 4+ years of recruitment experience in San Francisco where she partnered with top healthcare companies in order to improve their headcount especially with their diversity hiring needs.

She is the Founder of Women in Healthcare - Japan, networking group and podcast where women can come together to empower other women in the industry.

## Contact Us

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