

Jobseeker Workshop

Wednesday 19th October 2022

9.00 hrs. - 12.00 hrs

@Auditorium, Alliance Française



Vincent POURCE
Managing Director
Olympia Search & Recruitment



Baptiste ROZOTTE
Managing Director
Criterion Asia Recruitment

Workshop highlights :

- Employment market in Thailand
- CV / LinkedIn
- Elevator pitch / Networking
- Job interviews





Employment Market in Thailand



CRITERION
ASIA RECRUITMENT

The Thai economy

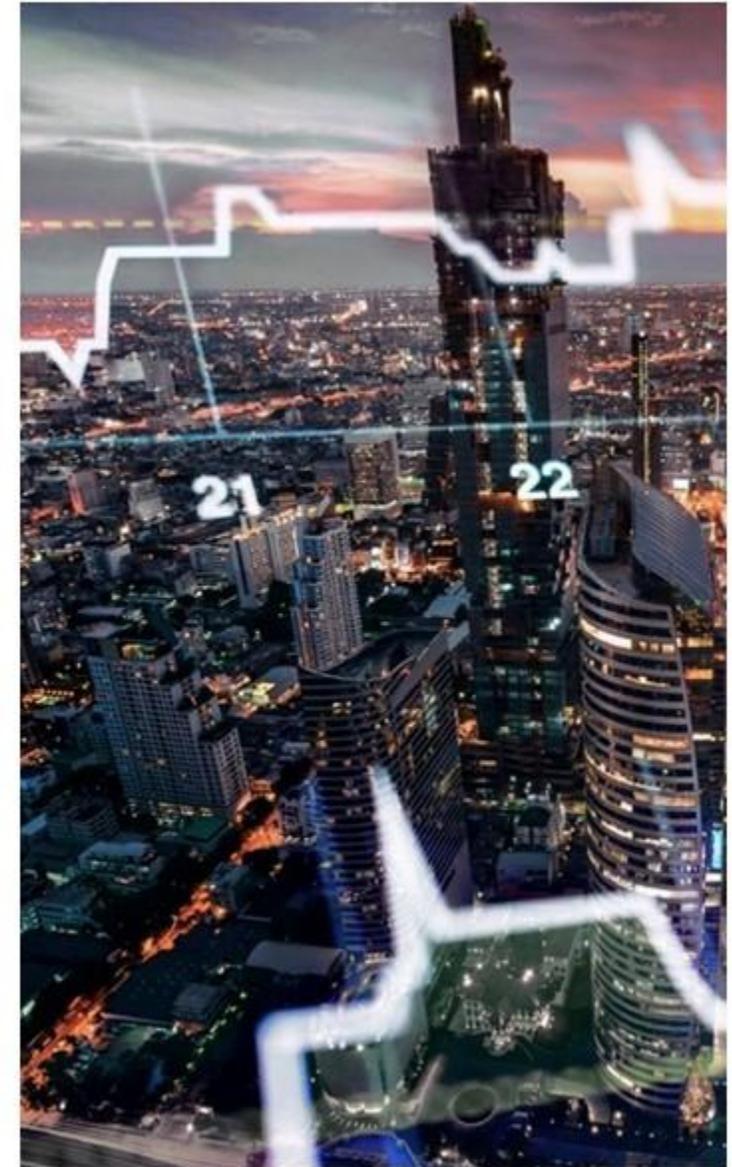
2022-2024

The Thai economy is expected to see average annual growth of 3.7% over the next 3 years.

- Rapid advances towards digitalization of the economy
- The Thai tourism sector is recovering
- Exports keep growing

But negative factors keep dragging down the economy including the fragility of the Thai Labor Market.

As the economy recovers, the demand for labor has increased, resulting in a labor shortage especially for mid-to-high skilled labor in the manufacturing and in the IT&Digital sectors.



THAI LABOR MARKET – KEY FIGURES

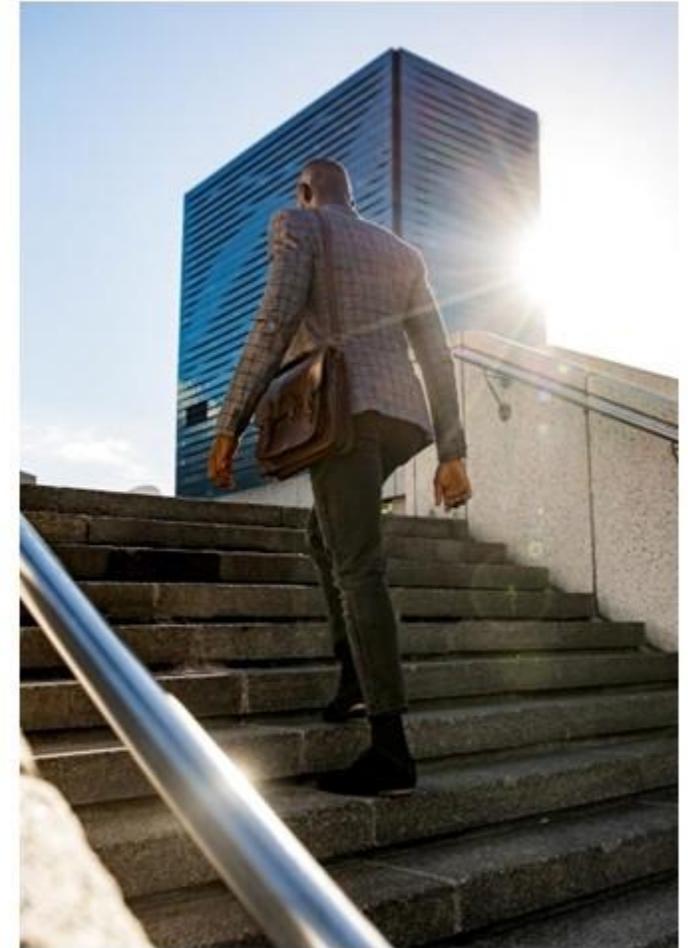
Total labor force (Quarter 2/2022)	39.77 million
Unemployment rate	1.4%
Minimum wage	313 baht / day
Number of foreign workers in Thailand according to the Department of Employment Director-General Piroj Chotikasatien	2.5 million
Estimated number of foreign workers who left the country since 2020	300,000
Estimated shortage of foreign workers in Thailand	500,000

Employment market for Westerners

Minimum Salary requirements

Canada, Japan, United States :	60,000 THB
Europe (incl. UK) Australia :	50,000 THB
Hong Kong, Malaysia, Korea, Singapore, Taiwan :	45,000 THB
China, India, Indonesia, Middle East, Philippines :	35,000 THB
Africa, Cambodia, Laos, Myanmar, Vietnam :	25,000 THB

39 jobs are prohibited for foreigners including legal & lawsuit services, farm supervision, haircutting and other manual works



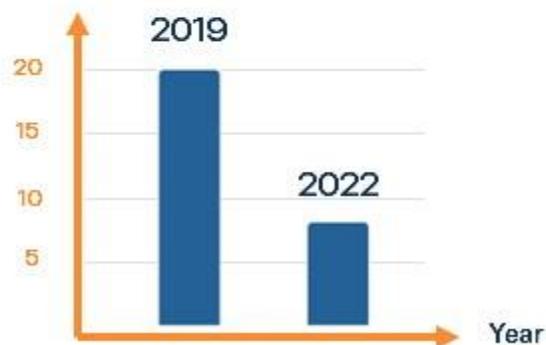
Employment market for Westerners

Questions to ask yourself before looking for a job in Thailand:

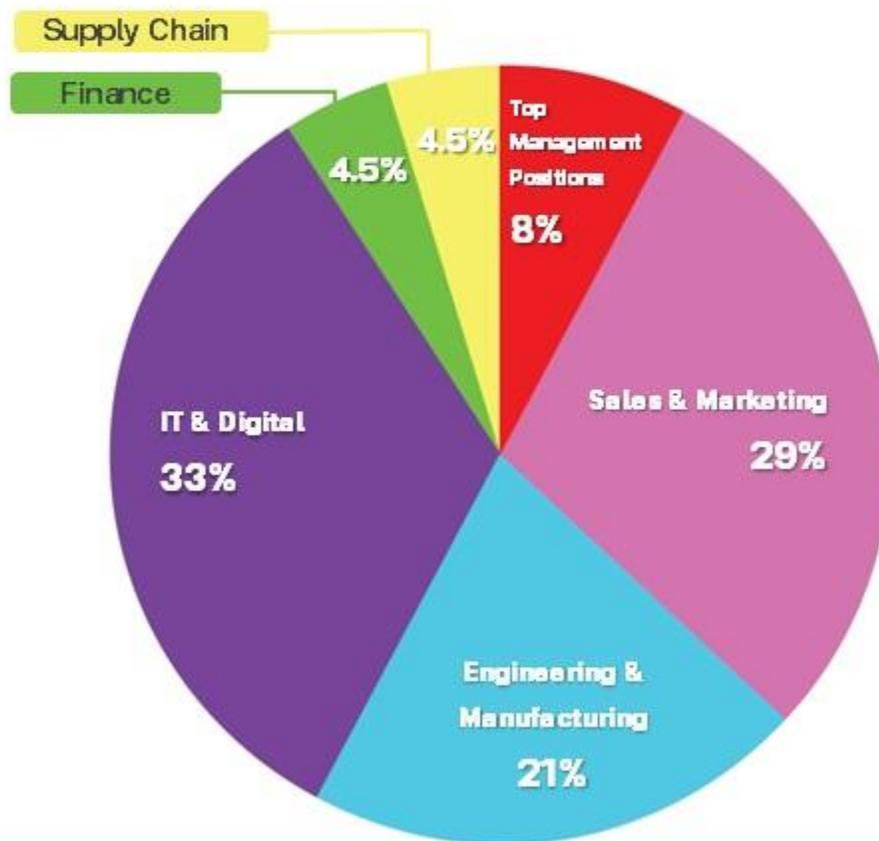
- What is my Unique Selling Point (USP)?
- Why should any company hire me instead of a local with probably lower salary expectation?
- What is my best chance to land a job in Thailand? Which channel shall I use?

Statistics from Criterion Asia Recruitment :

% vacancies assigned



8% of the vacancies assigned to **Criterion Asia Recruitment** are open to foreigners since Jan 2022 (dropped from around **20%** before Covid)



Top Management Positions

8% of those vacancies are Top Management Positions (MD, CEO, GM.) for an average salary package of THB 550K/month

Sales Positions

29% of those vacancies are Sales Positions for an average salary package of THB 300K/month

Engineering & Manufacturing

21% of those vacancies are Engineering & Manufacturing Positions for an average salary package of THB 200K/month

IT & Digital Positions

33% of those vacancies are IT & Digital Positions for an average salary package of THB 300K/month

Finance Positions

4.5% of those vacancies are Supply Chain Positions for an average salary package of THB 200K/month

Supply Chain Positions

4.5% of those vacancies are Finance Positions for an average salary package of THB 300K/month

Employment market for Westerners

The top 10 sectors recruiting the most westerns in Thailand in 2022 based on **Criterion Asia Recruitment** internal statistics:



1. Electronics Manufacturing
2. Hospitality
3. Automotive
4. Bank/Insurance
5. Aerospace
6. Construction
7. Freight Forwarding
8. Food/Retail
9. Agriculture
10. Education



The best LinkedIn / CV to land a job in Thailand



CRITERION
ASIA RECRUITMENT

Write an effective CV for the Thai Market

Baptiste Rozotte
Managing Director | Director of Recruitment Services

Email: baptiste.rozotte@alumni.sasin.edu, Tel: 09-5064-6125

https://www.linkedin.com/in/baptiste-rozotte-65120931/?locale=en_US

EXECUTIVE SUMMARY

Result driven and versatile Managing Director with broad experience in Top Management of a recruitment agency including full P&L Management, Recruitment Sales Strategy, Marketing, HR and Suppliers Management. 15yrs experience in agency recruitment and HR Management in Thailand and in Europe.

Key Achievements:

- Turnaround success story at Criterion Asia Recruitment (from loss to Profit of THB 3M in 2020 during Covid, Profit Margin of 15.7%)
- Implementation of cost saving measures of THB 4.5M/year at Criterion Asia Recruitment
- Successful change in the sales strategy and positioning in the market of Criterion Asia Recruitment, transition from a Generalist Recruitment Agency to a specialized Agency in the Food Value Chain and IT.
- Billing of THB 30M++ at RLC Recruitment in 5 years. Top Biller 2015/2016/2018

WORK EXPERIENCE

Feb 2019 – Present

Criterion Asia Recruitment, BKK

Managing Director

Key responsibilities:

- Full P&L Responsibility
- Sales/Recruitment Strategy
- Recruitment of a new generation of consultants
- Training/coaching of consultants
- Setting up and reviewing incentive schemes
- Setting of Marketing Strategy
- Client Management Strategy and improving the usage of our ATS/CRM (Vincere)
- Improvement of Key Clients Relationship at high level
- Supplier Management
- Driving cost reductions measures

Key achievements:

- Turnaround of Criterion Asia Recruitment: from loss 3 years in a row to EBITDA of THB +3M in 2020 during Covid
- Achievement of a profit margin of 15.7% in 2020
- Setting up of an internal Marketing Department

Keep the format of the CV simple and easy to read. Must be Word or PDF formats only to be compatible with recruiters' systems

Change the title of the CV based on the position you apply for and customize your CV based on the JD.

Write an Executive Summary with a focus on your key achievements in your career (numbers, statistics)

1 page CV is considered as a disadvantage in Thailand. Average length : 3 pages

Highlight clearly your key achievements in your career

A better LinkedIn profile

Choose the right profile picture : picture should be recent and make up your face takes up around 60% of it

Make your headline more than a job title

Grow your network everyday

CRITERION
ASIA RECRUITMENT

We're hiring!
Change for a better life,
start your new career today.
criterionasia.com/job-search

Baptiste Rozotte [Update to](#)

Connecting Mid to Senior Level Candidates with Multinational Corporations in Southeast Asia

Talks about #criterionasia, #recruitmentjobs, and #technicalrecruitment
Bangkok, Bangkok City, Thailand · [Contact info](#)

25,674 followers · 500+ connections

[Open to](#) [Add profile section](#) [More](#)

Criterion Asia Recruitment

Sasin Graduate Institute of Business Administration of Chulalongkorn University

Choose a background photo to grab the attention

Avoid meaningless buzzwords like 'specialized', 'leadership', 'focused', 'strategic', 'experienced', 'passionate', 'expert', 'creative', 'innovative' and 'certified' in your headline and summary

A better LinkedIn profile

Turn your summary into your story

About

Experienced multicultural Sales Professional in business development with a history of working in luxury hotels in Hong Kong, Canada and Thailand. Now in headhunting and 360 recruitment. I research organizations and individuals (headhunter) to find new business opportunities. Find new leads, develop target markets. I like to discover niche markets, and of course I do the easy positions too.

I'm passionate in giving International sales presentations. Presentable, Global mindset, customer oriented. Fluent in English, Mandarin and Cantonese.

Skilled in people's industry, timeshare sales, destination sales specialist, business development, 360 recruitment, travel and tourism consultant, Hospitality Management, Sales & Marketing, Customer Service, Negotiating skills and networking. I love the synergy when working with a team.

Experience



Business Development Manager

Criterion Asia Recruitment · Full-time

May 2021 - Present · 1 yr 6 mos

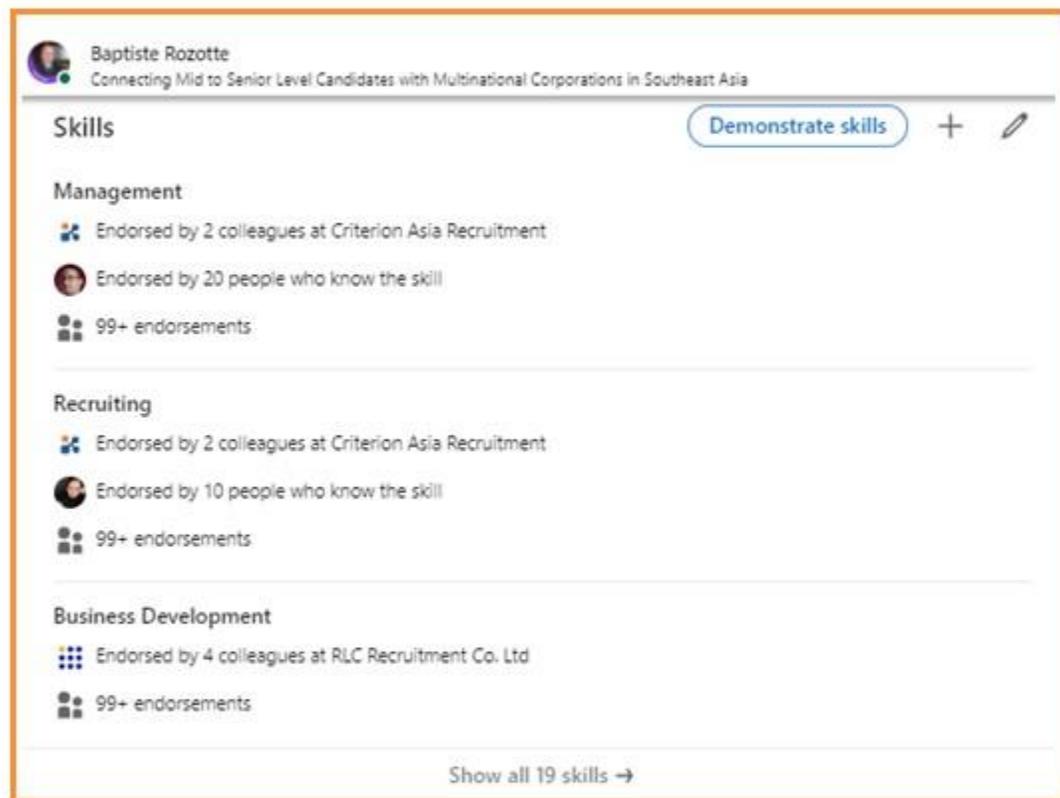
Bangkok, Bangkok City, Thailand

In my role, I research organizations and individuals (headhunter) to find new business opportunities. Find new leads, develop target markets. Maintain and develop new business relationships, sign new and ren ...see more

Skills: International Sales



A better LinkedIn profile



Baptiste Rozotte
Connecting Mid to Senior Level Candidates with Multinational Corporations in Southeast Asia

Skills Demonstrate skills + ✎

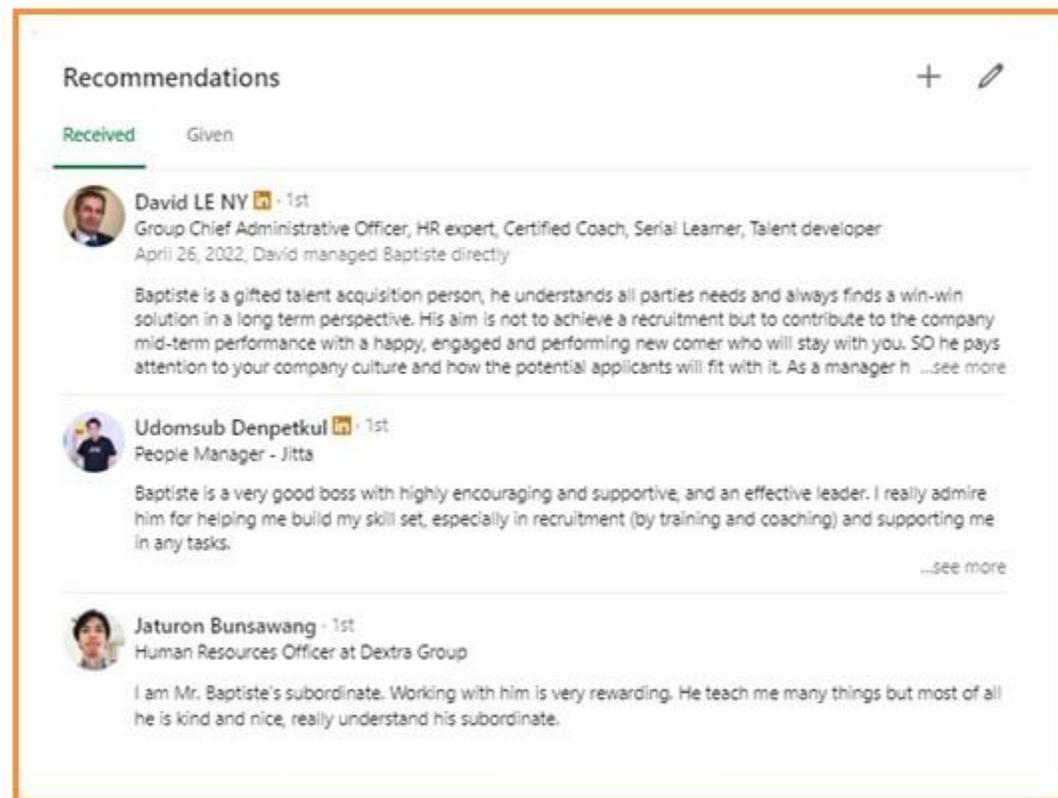
Management
Endorsed by 2 colleagues at Criterion Asia Recruitment
Endorsed by 20 people who know the skill
99+ endorsements

Recruiting
Endorsed by 2 colleagues at Criterion Asia Recruitment
Endorsed by 10 people who know the skill
99+ endorsements

Business Development
Endorsed by 4 colleagues at RLC Recruitment Co. Ltd
99+ endorsements

Show all 19 skills →

Manage your endorsement



Recommendations + ✎

Received Given

David LE NY · 1st
Group Chief Administrative Officer, HR expert, Certified Coach, Serial Learner, Talent developer
April 26, 2022, David managed Baptiste directly
Baptiste is a gifted talent acquisition person, he understands all parties needs and always finds a win-win solution in a long term perspective. His aim is not to achieve a recruitment but to contribute to the company mid-term performance with a happy, engaged and performing new comer who will stay with you. SO he pays attention to your company culture and how the potential applicants will fit with it. As a manager h ...see more

Udomsub Denpetkul · 1st
People Manager - Jitta
Baptiste is a very good boss with highly encouraging and supportive, and an effective leader. I really admire him for helping me build my skill set, especially in recruitment (by training and coaching) and supporting me in any tasks. ...see more

Jaturoon Bunsawang · 1st
Human Resources Officer at Dextra Group
I am Mr. Baptiste's subordinate. Working with him is very rewarding. He teach me many things but most of all he is kind and nice, really understand his subordinate.

Ask for recommendations !

Tips

1. **Make yourself noticeable** : post relevant content, share and like posts on a daily basis.
2. **Prefer the direct approach to the Top Management** on LinkedIn more than applying for jobs on LinkedIn/JobDB.

Last but not least

“ Leave your profile with reliable Recruitment Agencies. They are one of the best channels to connect you with well established Multi-National Corporations. ”

Thank you!

CONTACT US

Phone Number :

+66 2 258 6790

Facebook :

criterionasiarecruitment

Website :

www.criterionasia.com

LinkedIn :

criterionasiarecruitment

LINE :

@criterionasia

Address :

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Wattana, Bangkok 10110

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OLYMPIA
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www.optima-training.com
www.olympia-recruitment.com

Vincent Poudre

Managing Director, OPTIMA Training & Consulting



**Certified Sales
Trainer**



Education

- Masters of International Business – ISEM Business School, Montpellier, France
- Major in Sales & Negotiation

Experience

25 years of Management experience in 4 continents (Europe, US, Africa, Asia)

▪ Sales Director roles:

- Adecco Thailand – HR services – 2018
- Wall Street English, Thailand – Training services – 2012-17
- PeopleServe Asia, Thailand – HR Services – 2011
- Safecoms Network, Thailand – IT services – 2007-10
- EDS, Senegal – Building & Construction – 2004-06

▪ Sales Executive roles:

- Cap Synergy, France – IT services – 2002-04
- PS Craftsmanship, USA – Building & Construction – 2000-01
- Nordson Corporation, USA – Manufacturing – 1998-99

COMPANY PROFILE

OPTIMA in numbers

- Founded in 2019, with 20 consultants in APAC region
- 50 active clients across multiple industries
- 3 areas of expertise: Consulting, Recruitment, Training

<p>Leadership training Sales performance Team Building Sales Training</p>	<p>CRM consulting Implementation User training Tech support</p>	<p>Recruitment Team assessment HR consulting & Outsourcing</p>
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Team of experts across APAC



Network of certified partners across APAC
Thailand, Singapore, Malaysia, Indonesia
Vietnam, Japan, China, South Korea, India

OPTIMA training programs are available in
local languages to ensure optimal delivery
and consistent quality for Regional Teams

MNC's and SME's clients across multiple industries

<p>Industry</p>
<p>Services</p>
<p>IT & Technology</p>
<p>FMCG / Retail / Insurance</p>
<p>Food & Agriculture</p>

Networking & Elevator pitch



WHY Networking ?

BENEFITS OF NETWORKING



Learning from others who have followed similar career paths



Understanding the context of a field different from yours



Receiving help with developing your professional profile



Connections to potential employers



Advertising yourself and your endeavours

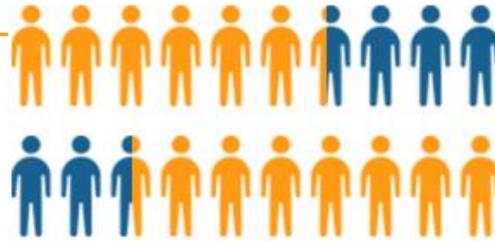


Being part of a broader community

Importance of Business Networking

61%

Percentage of professionals that said networking leads to job opportunities



73%

Percentage of professionals hired via connections



61%

Percentage of individuals that found jobs via weak-tie relationships



Where to Network ?



Where to Network ?



Bangkok Networking scene

Monday	Tuesday	Wednesday	Thursday	Friday
5	6	7 6:00pm Sundowners Austcham; Sofitel Bangkok Sukhumvit (189...	8 6:00pm RCTT - Romanian Thai, Let's get together - Business networking ; A...	9
12	13 6:30pm Skai Cocktail Networking ; Novotel Bangkok sukhumvit 20	14 5:30pm IMPACT now - Cancham; Montien Hotel Surawong Bangkok (54 ...	15 6:00pm BCCT T3; British Club on Silom soi 18	16
19	20 6:00pm Copy: BCCT woman in business evening ; Sheraton Gran...	21 6:00pm Copy: Joint HR & SBE Committees - Ask the expert; The urban office...	22 8:30am Copy: EABC networking Breakfast ; Sheraton Grande Sukhu...	23 12:00pm ROTARY Luncheon ; Crowne Plaza Bangkok Lumpini Park, a...
26	27 3:30pm Copy: FTCC Speed Net working Event ; Pullman Bangkok Hotel ...	28 10:00am Video call Zoo... 6:00pm Copy: TICC - Ape...	29 6:00pm GTCC Stammtisch Bangkok ; Chatrium Hotel Riverside Bangkok (28 C...	30
3	4 3:00pm Meeting with DACHSER ; Zoom meeting; Foncita Pungpun	5 12:00pm AMCHAM - Me... 6:00pm Sundowners; La...	6 6:00pm BCCT Women in Business Evening ; Ascott Embassy Sathorn (No. 59...	7

Bangkok Networking scene

Monday	Tuesday	Wednesday	Thursday	Friday
10	11 Sustainability for Busine... 11:30am Skal Event ; Cha...	12	13	14
17 12:00pm AGM& Fireside Chat with US Ambassador Robert Godec - Luncheo...	18 6:00pm BCCT Young Professionals - In Conversation with the B...	19 9:00am JOBseeker workshop ; Alliance Francais; Foncita Pungp.	20 6:00pm BCCT T3 Busines... +2	21
24	25 11:30am Lunch talk with Bangkok Governor ; SO/ Bangkok, Sathorn, Ballr...	26 6:30pm Multi- Chambers Social Networking event ; Ascott Thonglor Bangko...	27 6:00pm 2023 Hospitality and Tourisam Outlook ; Bangkok Marriott Hotel ...	28
31	Nov 1	2 6:00pm Sundowner - Austcham ; Avani Sukhumvit Bangkok Hot...	3	4
7	8 12:00pm Luncheon with Mr. narit, Introducing new BOI Secretary Gener...	9 10:00am AustCham - re-... 6:00pm BCCT/Nordic Ch...	10 6:00pm GTCC stammtisch Bangkok Tri-Nation Night; G Floor, Sheraton Grand...	11

How to network ?

Rule #1:



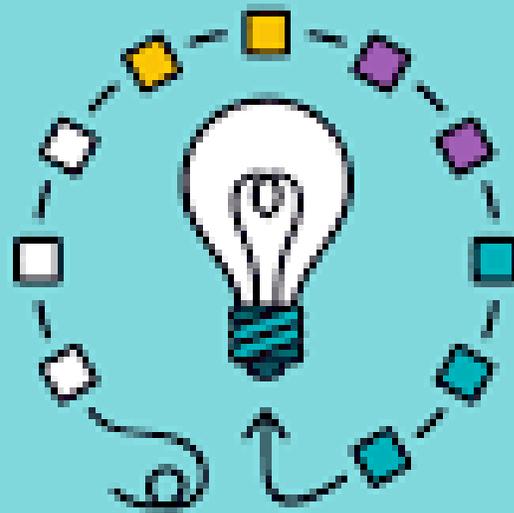
Rule #2:

BE YOURSELF!

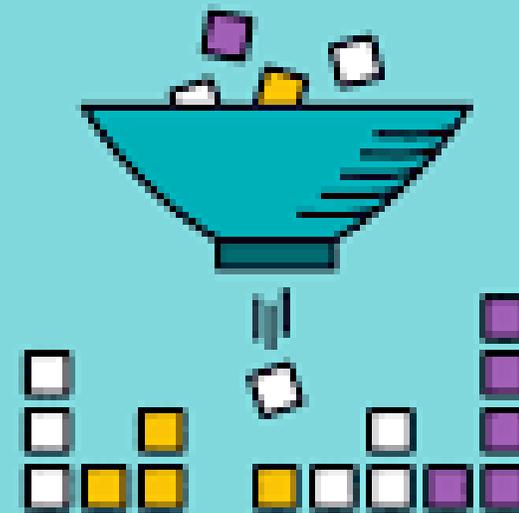
Rule #3:



Networking strategy



Qualitative

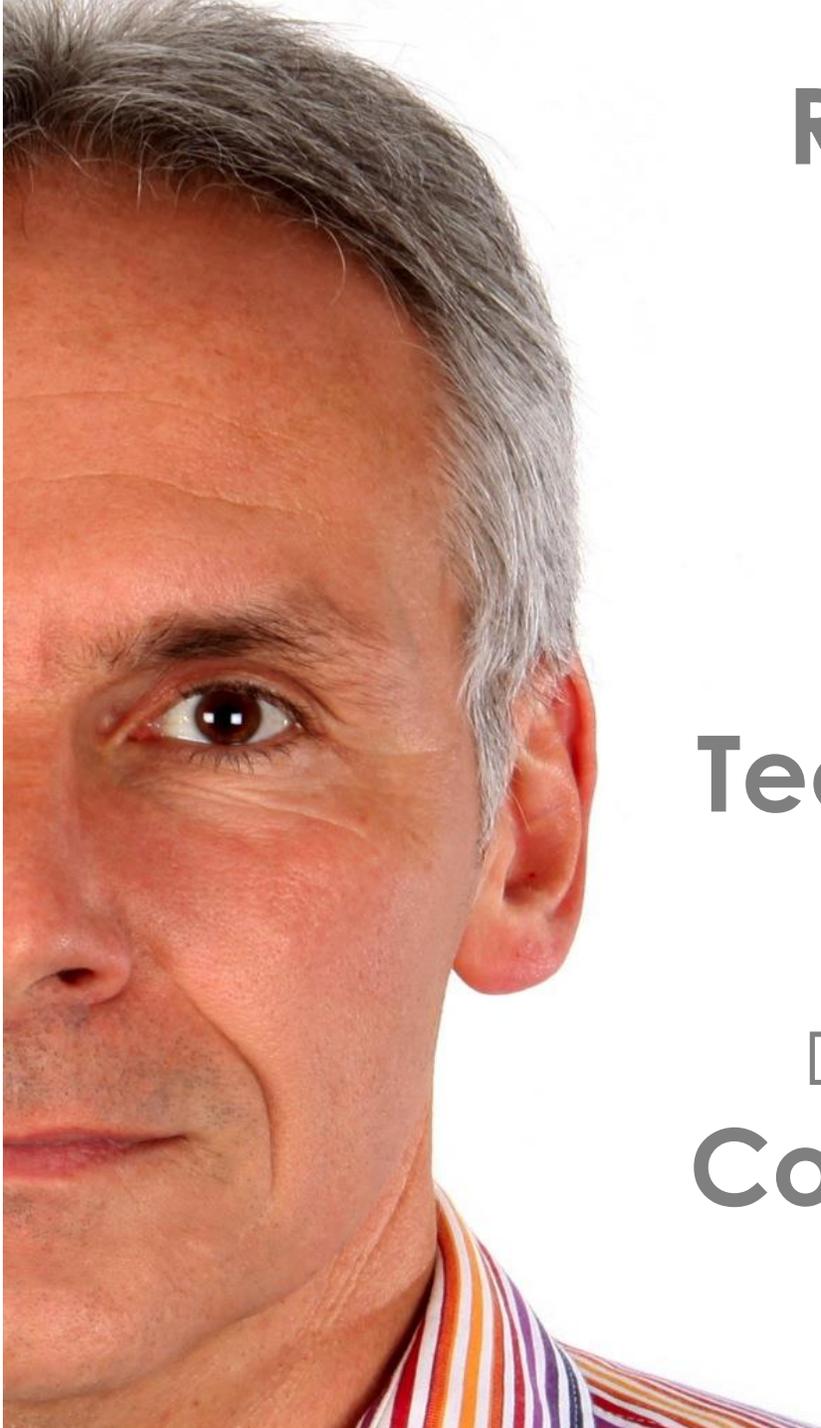


Quantitative

PREPARING AN ELEVATOR PITCH



- 1 Reassure on the casting
สร้างความมั่นใจเชื่อใจ
- 2 Differentiate yourself quickly
สร้างความแตกต่าง
- 3 Initiate the dialogue
เปิดการสนทนา
- 4 Keep the pace
สร้างมิตรภาพ ความซื่อสัตย์



Rhythm of the
speech

Body language
Mirroring

Technical level
of the speech

Development of
Common points



"Probably the very best book on business card networking ever written!"

—Chris Johnson, The Success Journal

Here's My Card

How to Network Using Your Business Card to
Actually Create More Business



BOB POPYK



**INFLUENCE
AND PERSUASION
NEW INSIGHTS FROM
ROBERT
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www.SocialMediaExaminer.com



The 7 Principles of Influence

1. Authority
2. Reciprocation
3. Consistency
4. Contrast
5. Social proof
6. Scarcity
7. Likeability

Networking & Elevator pitch



Job interviews



Panel discussion

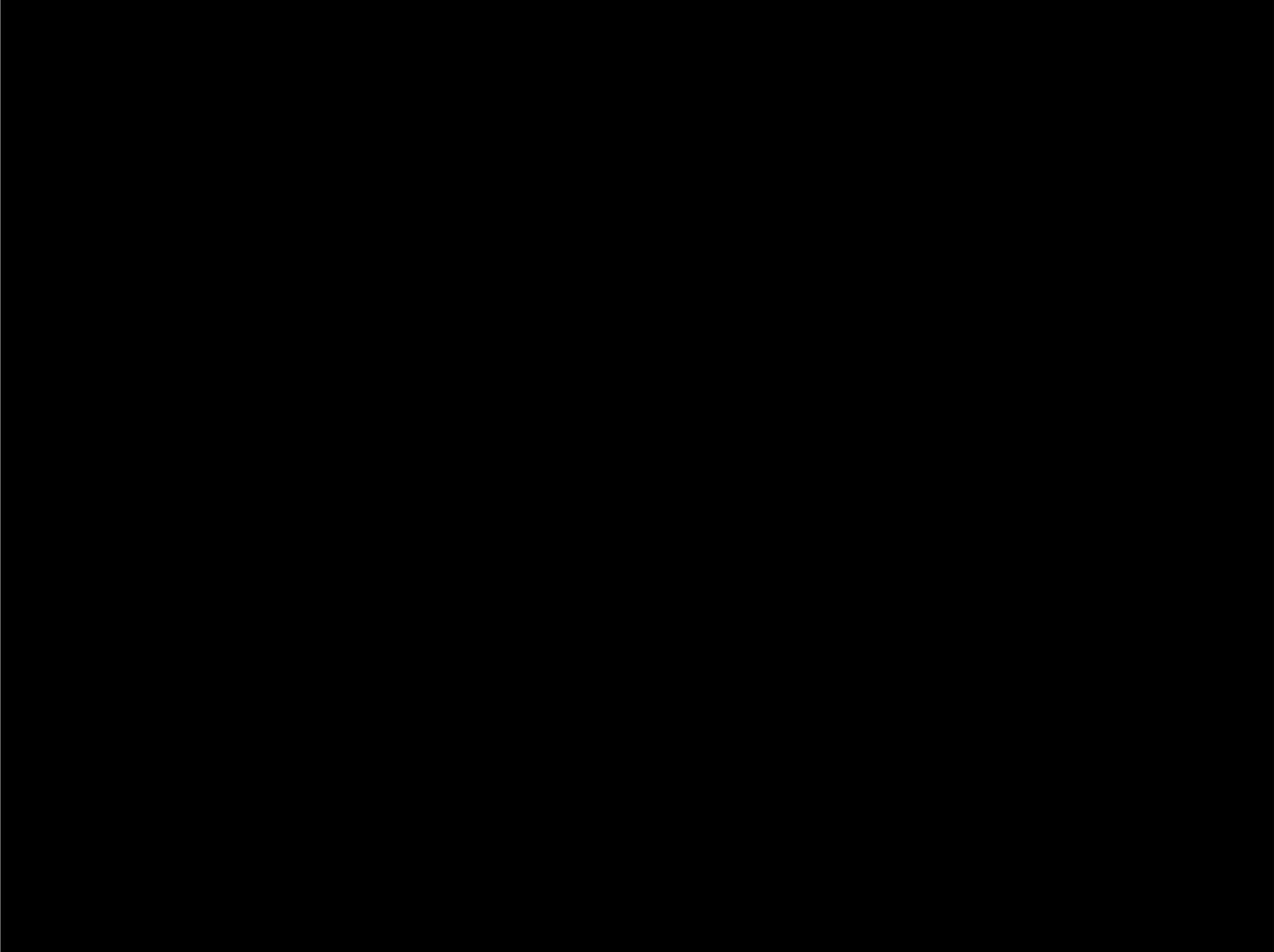


Baptiste Rozotte
Managing Director



Sopawan (Kate)
Head of Operations







**FOLLOW
US**



**on social media for
job postings and
more...**



We look forward to a successful partnership

VINCENT POURRE

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Head of Operations
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Tel: +66 (0) 2 026 6686

www.optima-training.com

www.olympia-recruitment.com

FTCC Upcoming events...



CLIMATE FRESK
All the cards are in your hands!

Franco-Thai Chamber of Commerce
หอการค้าฝรั่งเศส-ไทย

CLIMATE FRESK

Wednesday 9th November 2022
From 2.30 PM - 5.30 PM
Location: Glowfish, Sathorn

With the support of **PALO IT** Life Is On **Schneider Electric**

(Image: Hands holding cards)



CROSS-CULTURAL WORKSHOP

An Interactive Workshop
to bridge cultural gaps between Thais and Foreigners!

10, 17, & 24 November 2022
8:30 AM - 12:00 PM



Jean-Francois Cousin
Global Executive Coach,
Former Managing Director
in Thailand



Sukanya Uerchuchai
Honorary Member & Former Executive Director,
Franco-Thai Chamber of Commerce



Arnauld de Nadaillac
Managing Director,
ANC Consulting,
International Human Resources Development

Franco-Thai Chamber of Commerce
หอการค้าฝรั่งเศส-ไทย

More info:
events@francothaicc.com
Tel: 02-650-9649



Franco-Thai Chamber of Commerce
หอการค้าฝรั่งเศส-ไทย

Enchanted Garden

FTCC CHARITY GALA DINNER | Friday 25th November 2022
18h00 onwards at Sofitel Bangkok Sukhumvit

BOOK CONTACT
Booking@francothaicc.com
02 650 9613

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- Dextra

Silver sponsors

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