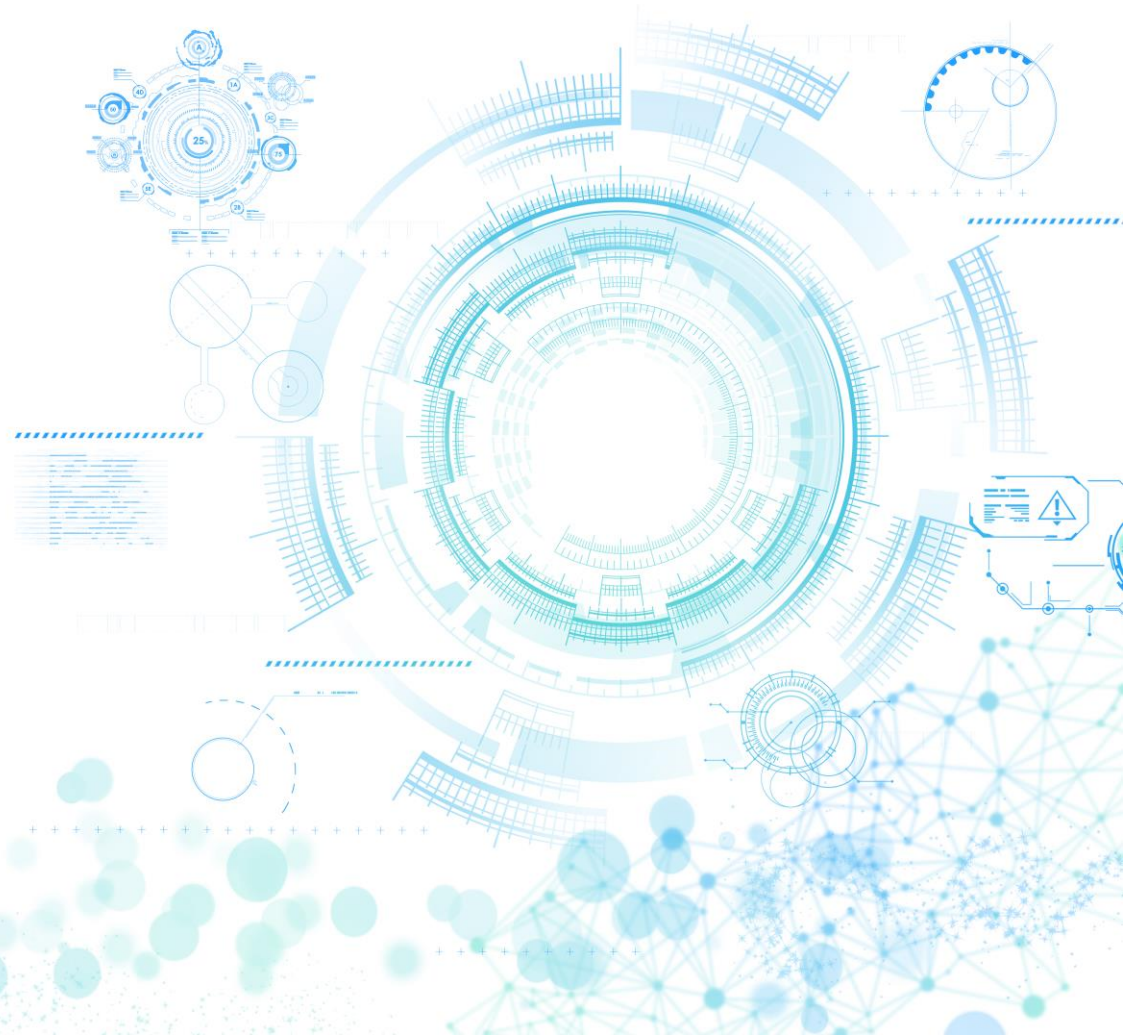
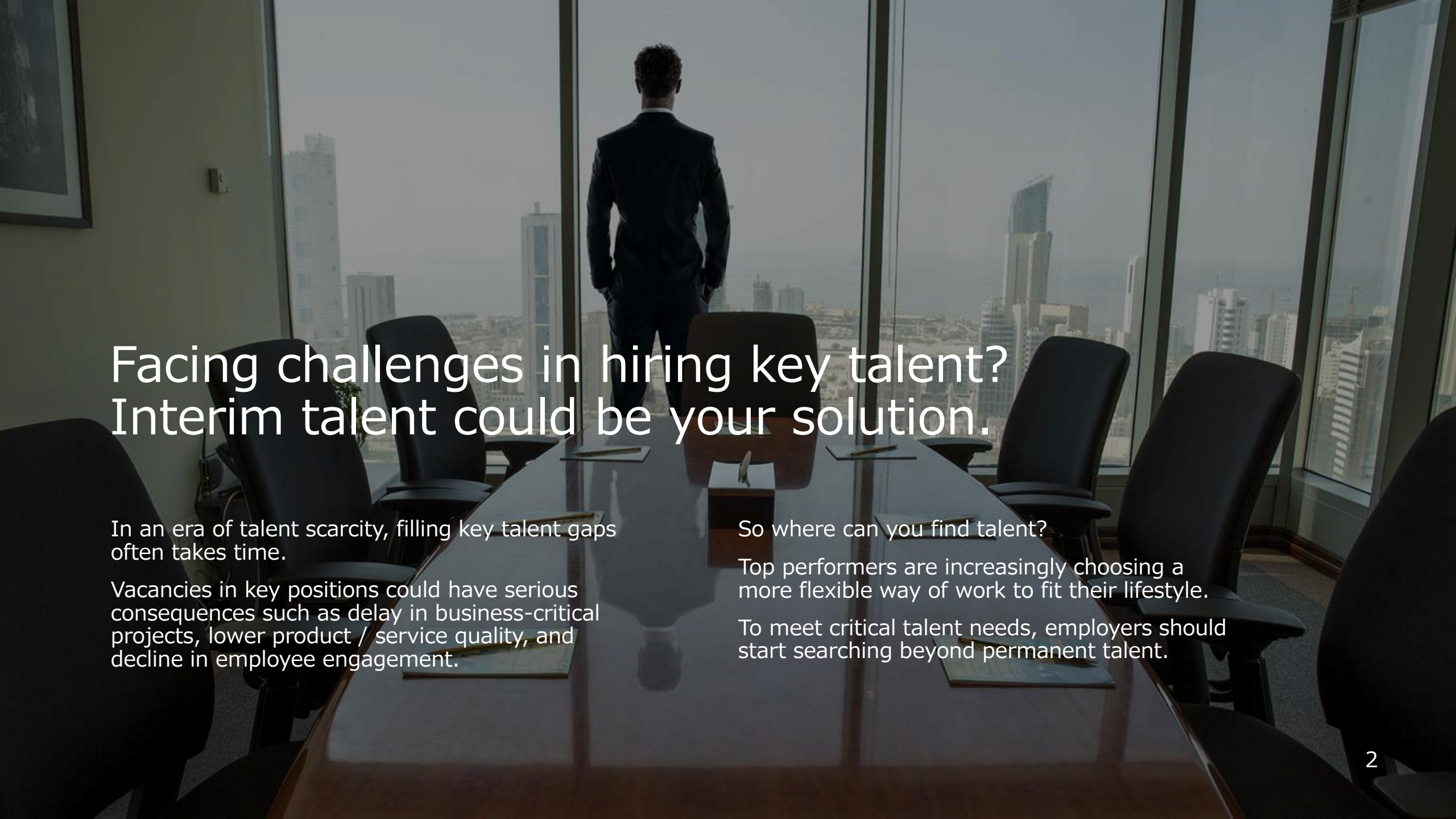


# Introduction: Interim Talent Solutions





# Facing challenges in hiring key talent? Interim talent could be your solution.

In an era of talent scarcity, filling key talent gaps often takes time.

Vacancies in key positions could have serious consequences such as delay in business-critical projects, lower product / service quality, and decline in employee engagement.

So where can you find talent?

Top performers are increasingly choosing a more flexible way of work to fit their lifestyle.

To meet critical talent needs, employers should start searching beyond permanent talent.

# About Clareza Partners

*Making immediate impact  
with interim talent.*

We are specialized in providing interim talent for global organizations in Japan.

We help clients fill key talent needs quicker, with more flexibility and cost efficiency compared to traditional recruitment.



# What makes hiring in Japan so challenging?



**2.2%**

of workers are capable of using English for business



**54%**

of workers never changed jobs in their career



**3 out of 4**

workers who changed jobs are below age 35



**30%-40%**

of annual pay is typically charged for recruitment success fee

# Interim Talent Solutions

**We provide professional Interim Talent based on an outsourcing contract.  
Our clients can utilize experienced talent without increasing fixed costs.**

# Interim Talent Solutions

## Key features

# 1

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### Exceptional Talent

- With proven record as a manager / professional at global organizations in Japan
- Fluent in English and Japanese

# 2

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### Flexible & Simple

- Flexibility in engagement period and utilization (e.g. 3 days a week, etc.)
- Charged on an hourly basis
- No one-time hiring fees, no overhead costs such as social security payments, employee benefits, and bonus

# 3

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### Interim to Permanent

- Interim talent can become a permanent employee if mutually agreed
- No fees are required for this transition

# Interim Talent Solutions

## Key Differences from Permanent Staff

	<b>Permanent Staff</b>	<b>Interim Talent</b>
<b>Contract</b>	Employment Contract	Service Contract
<b>Working Hours</b>	Full-time	Full-time / Part-time
<b>Paid Leaves</b>	10+ days	None
<b>Start Date</b>	3+ months later	1 week later
<b>Initial Cost</b>	Recruitment Agency Fee	None
<b>On-going Cost</b>	Base Pay, Allowances, Bonus, Benefits, Social Security Costs etc.	Hourly Fee
<b>Termination</b>	Employee consent is required, often leads to large severance pay and lengthy negotiation	30 days prior notice

# Use Cases

## Examples of how companies leverage interim talent

### Business turn-around

A company requires structural change in their local business, involving change in local leadership, however struggling to find a candidate to get on board and lead this change. Hiring an interim local country manager would be an option that is worth considering.

### Interim-to-permanent hire

A company is looking for a new leader for their local business, and wants to ensure that the candidate is a good fit before hiring as a permanent staff. An interim leader can be engaged with an option to transition to permanent staff if mutually agreed.

### Project-based assignment

A senior manager is required to run an important project hands-on, but this project ends in 6 months and there is no internal resource who can take on such role. Hiring an interim project leader would be a good choice.

### Part-time engagement

A local finance leader is in need but the business size is not sufficiently large to justify a full-time CFO. An interim finance leader could be engaged to work part-time during normal times (and more frequently during busy seasons such as fiscal year-end).



# Our Interim Talent – "Partners"

# 45

Number of Partners as of  
March 2024

## Backgrounds

- Country Manager, GM
- Board Member
- Sales – Head of Business, Sales Director
- Marketing – Japan Head, Manager
- HR – CHRO, HR Head, HRBP, L&D
- Finance – CFO, FP&A, Treasury
- Public Relations – Japan Head, Manager
- Quality Assurance
- Internal Audit
- Supply Chain Management
- Project Manager
- Specialist in Japan Market Entry etc.



## Next steps

1. Share Job Description of the interim position
2. Provide Partner's resume
3. Introductory meeting with interim talent
4. Sign contract
5. Start assignment

A modern office interior with blue walls and white desks. The room features several pendant lights hanging from the ceiling. In the foreground, there is a glass-topped desk with a potted plant. In the background, a computer monitor displays the "Clareza Partners" logo. Large windows with blinds are visible on the right side of the room.

# Thank you

**Clareza Partners G.K.**

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