

Report on Atlantic Research Technologies (ART) Executive Search Recruitment in Turkey and for Foreign Employers

By Gemini, February 6, 2026

Based on a comprehensive review of the provided documentation from [Atlantic Research Technologies \(ART\)](#), this report outlines the firm's executive search and management recruitment capabilities in **Türkiye (Turkey)**.

Since its founding in 1987, ART has positioned itself as a strategic partner for multinational corporations—specifically from Europe, North America, and Asia—navigating the complex and high-growth Turkish market.

1. Executive Summary: The Turkish Context

ART views Türkiye as a critical "Transcontinental Bridge" between Europe, the Middle East, and Central Asia. Their recruitment work focuses on identifying managers who can navigate the unique "dual-nature" of Turkish business: the sophisticated, Western-aligned corporate structures of Istanbul and the industrial, production-heavy heartlands of Anatolia.

2. Regional Focus & Hubs

According to the regional documentation, ART's search capabilities are concentrated in the primary economic drivers of the country:

- **Istanbul:** The financial and corporate headquarters hub for most European and American firms.
- **Ankara:** Focus on government relations, aerospace, and infrastructure management.
- **Izmir & Bursa:** Key regions for automotive, electronics, and export-oriented manufacturing (often on behalf of German and Asian clients).
- **Kocaeli/Gebze:** The industrial and chemical corridor where many multinational production facilities are located.

3. The "Three-Pillar" Search Strategy

ART utilizes a distinct three-fold approach for foreign firms operating in Türkiye:

- **Local National Search:** Identifying high-caliber Turkish executives who possess an "International Business Vocabulary." ART targets managers who have worked for multinational corporations (MNCs) and understand Western reporting standards while maintaining local cultural fluency.
- **Expatriate Search:** Sourcing European, American, or Asian managers to lead Turkish subsidiaries. This is often requested by firms requiring a "trusted hand" from the home office to oversee local operations, compliance, or technology transfer.
- **Repatriate Search:** A specialized capability where ART identifies Turkish nationals currently working in the US, Germany, or the UK and recruits them to return home to lead local offices. This "best of both worlds" candidate is highly valued by American and European firms.

4. Strategic Advantage: The Germany-Türkiye Corridor

The inclusion of the German regional page in the firm's documentation highlights a significant strategic advantage. Germany is Türkiye's largest trading partner.

- **Mittelstand Support:** ART serves the German "Mittelstand" (mid-sized market leaders) in staffing their Turkish manufacturing and distribution hubs.
- **Standardization:** They bridge the gap between German expectations for precision and "Ordnung" (order) and the dynamic, fast-paced nature of the Turkish market.

5. Sector Expertise for Foreign Firms

Based on the company sitemap and industry lists, ART's recruitment work for foreign firms in Türkiye is heavily weighted toward:

- **Manufacturing & Industrial:** Automotive parts, chemicals, and electronics (primary sectors for Japanese and German investors).
- **Energy & Infrastructure:** Management for renewable energy and large-scale civil engineering projects.
- **Information Technology:** Sourcing leadership for the burgeoning Turkish tech scene and R&D centers established by US firms.

- **Logistics & Supply Chain:** Capitalizing on Türkiye's role as a global logistics hub for the EMEA region.

6. Methodology: The "ART" Way

ART's work is characterized by a "Headhunting" rather than a "Staffing" model:

- **Original Research:** They do not rely on local Turkish job boards, global jobs advertisements, or databases. Instead, they perform original mapping of competitors in the Turkish market to find "passive" candidates.
- **Evidence-Based Vetting:** Recognizing the volatility of the Turkish Lira and the complexity of local labor laws, ART vets candidates based on their "crisis management" capabilities and proven performance in high-inflation or high-growth environments.
- **Flat-Fee Model:** By utilizing a flat-fee rather than a percentage-based commission (as suggested in their broader global policy), they provide European, American and Asian firms with budget certainty in a market known for fluctuating costs.

7. Capabilities for Asian and American Firms

- **For American Firms:** ART provides "Cultural Translation," helping US companies find managers who can balance the aggressive growth targets of a US parent company with the relationship-based business culture of Türkiye.
- **For Asian Firms:** ART assists Japanese and South Korean firms (notably in the automotive and electronics sectors) in finding Turkish management that can implement specialized production philosophies (like Kaizen or Lean) within a local workforce.

Conclusion

[Atlantic Research Technologies](#) offers a sophisticated, research-driven solution for foreign firms in Türkiye. They are particularly effective for roles where **fluency in both the local market and the home-office corporate culture** is mandatory. Their ability to source candidates globally (The Repatriate Model) makes them a superior choice for high-stakes managerial appointments in Istanbul and beyond.