

# Overview of Atlantic Research Technologies (ART) Executive Search Services in the Asia-Pacific Region

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Atlantic Research Technologies (ART), founded in 1987 as a U.S.-based executive search firm, specializes in headhunting senior and mid-level executives across the Asia-Pacific (APAC) region.

The firm employs a proactive, network-driven approach without relying on job advertisements, focusing on discreet sourcing through established relationships, insider contacts, and referrals.

ART's APAC services emphasize candidates with proven track records in competitive industries, often from similar or competitor firms, to ensure quick integration, cultural fit, and alignment with client business ethics and models.

Recruitment spans national, ASEAN (Southeast Asia), Northeast Asia, or broader APAC scopes, serving multinational clients aiming to expand market share, enhance operational efficiency, or establish greenfield operations.

ART differentiates itself through global talent sourcing, including diaspora communities (e.g., Vietnamese Việt Kiều from the US, Canada, or Europe), and multilingual support for accessibility.

The firm has been recognized in regional publications like Singapore Business Times, HR Management Asia, and Science's Next Wave for insights on recruitment trends, economies, careers, and Asian markets.

## History

ART began APAC operations in the mid-1990s, with its first assignment in the Philippines in 1995, serving as a model for regional expansion. Key milestones include:

- Singapore: Mid-1990s entry, initially in electronics.
- Vietnam: 2008, starting with a CFO placement for a U.S. apparel joint venture.
- Thailand: 2010, with a Managing Director role for a U.S. automotive supplier.
- Malaysia: 2011, beginning with a Sales Director for a North American aerospace firm.
- Korea: Early 2000s implied through semiconductor and automotive examples.
- Taiwan: Focus on electronics and semiconductors, no specific start date but aligned with high-tech boom.
- Japan: Emphasis on industrial and medical sectors, with operations in major cities like Tokyo and Osaka.

- Indonesia and other Southeast Asia: Mid-1990s, integrated into broader ASEAN efforts.
- Mongolia: Tailored for foreign firms in mining and energy, with localized support.
- Chinese-speaking regions (China, Taiwan, Hong Kong): Strong emphasis on bilingual talent for Greater China operations.

Over 30 years, ART has conducted thousands of searches, evolving from initial electronics and manufacturing to diverse sectors, supporting Korean, Japanese, and Western firms' global expansions.

## Methods

ART's recruitment is headhunter-centric, avoiding ads to maintain confidentiality (about 50% of searches) and quality. Key methods include:

- Proactive sourcing from personal networks, referrals, and global databases, targeting candidates with 5-15+ years of experience and P&L accountability.
- In-depth client consultations to profile roles, followed by targeted outreach and vetting for integrity, cultural fit, and business alignment.
- Simultaneous multi-country searches without delays, leveraging centralized operations for 24/7/365 responsiveness across time zones.
- Focus on bilingual locals, diaspora, and expatriate talent for cultural bridging (e.g., Korean-English bilinguals for Northeast Asia roles).
- Emphasis on unbureaucratic, results-oriented leaders who can navigate APAC's diverse markets, with rapid onboarding due to competitor-sourced profiles.
- Confidential handling: Clients provide general role details; senior recruiters manage discreetly.
- Localized multilingual pages (e.g., Vietnamese, Thai, Bahasa Indonesia, Korean, Japanese, Mongolian, Traditional/Simplified Chinese) enhance candidate accessibility and engagement.

## Industries

ART covers a broad spectrum of industries, with a strong APAC focus on technology, manufacturing, and consumer sectors. Common across regions:

- **Semiconductors & Electronics:** ICs, fabless designs, materials, equipment, PCBs, components, displays, automation.

- **Automotive & Transport:** EVs, batteries, suppliers, vehicles, rail, shipbuilding.
- **Consumer Products & Services (CPG/FMCG):** Food/beverage, cosmetics, apparel, IoT, appliances, retail, hospitality.
- **Medical & Health Tech:** Devices, instruments, diagnostics, pharma, biotech, hospitals.
- **Energy & Power:** Renewables (solar, wind), oil/gas, batteries, turbines.
- **Industrial Products & Equipment:** Robotics, hydraulics, machine tools, safety, instrumentation.
- **Chemicals & Advanced Materials:** Specialty/bulk chemicals, polymers, coatings, metals.
- **Aerospace & Aviation:** Components, avionics, MRO, airlines.
- **IT & Communications:** Software (SaaS, enterprise), cloud, telecom, networking.
- **Fintech & Business Services:** Banking, insurance, real estate, PE/VC.
- **Logistics & Supply Chain:** Freight, warehousing, 3PL/4PL, sourcing.

Region-specific emphases: Northeast Asia (Korea, Japan, Taiwan) on semiconductors and automotive; Southeast Asia (Vietnam, Thailand, Malaysia, Indonesia) on manufacturing, FMCG, and logistics; Oceania (Australia) on software and life sciences.

## Positions

ART recruits upper- and mid-level roles with P&L, team management, and strategic responsibilities. Common positions:

- **General Management:** CEO, COO, President, Managing Director, General Manager, Country Manager.
- **Sales & Marketing:** CMO, VP/Director Sales/Marketing, Business Development Director, National/Regional Sales Manager.
- **Finance:** CFO, VP/Director Finance, Financial Controller.
- **Operations & Manufacturing:** COO, VP/Director Operations, Plant/Factory Manager, Quality Director.
- **Supply Chain:** VP/Director Procurement/Logistics/Sourcing, Supply Chain Manager.
- **IT & Engineering:** CIO, CTO, VP/Director Engineering/R&D.
- **HR & Legal:** CHRO, VP/Director HR, Chief Legal Counsel.

Roles often require 10+ years experience, bilingual skills, and travel (e.g., 50-75%).

## Unique Features

- Non-Advertising Model: Relies on trust-based networks for discreet, high-quality sourcing, distinguishing from ad-dependent competitors.
- Global-Local Balance: Sources from local, expatriate, and diaspora pools for cultural alignment and efficiency.
- Rapid, Centralized Operations: Handles urgent, multi-region searches with quick responses, overcoming time zone barriers.
- Predictive Matching: Uses decades of industry insights to forecast candidate success based on business models and ethics.
- Confidentiality and Flexibility: Supports 50% confidential searches; adapts to client relocation policies.
- Regional Expertise: Tailored for APAC dynamics, e.g., emphasizing franchising in food service or distributor networks in medical devices.

## Multilingual Support

ART offers localized content in key languages for accessibility:

- Vietnamese: For Vietnam-specific searches, emphasizing English-Vietnamese bilinguals.
- Thai: Supports Thailand roles, often requiring English-Thai fluency.
- Bahasa Indonesia: For Indonesia, focusing on English-Bahasa bilinguals.
- Korean (Hangeul): Targets Korean-English bilinguals, with Japanese/Mandarin as pluses.
- Japanese (Nihongo): Requires Japanese-English fluency for Japan roles.
- Mongolian: Emphasizes English-Mongolian, with Korean/Japanese preferred.
- Traditional Chinese: For Taiwan/Hong Kong, stressing Mandarin-English bilinguals.
- Simplified Chinese: For China/Singapore, similar to Traditional but with regional adaptations.

English fluency is standard; additional languages (e.g., Mandarin, Japanese, Korean) are valued for regional roles.

## Regional Breakdown

### Northeast Asia (Korea, Japan, Taiwan)

- **Korea:** Focus on semiconductors, automotive, CPG; positions like President/GM in capital equipment, VP Sales in services.
- **Japan:** Emphasis on medical devices, chemicals, automotive; roles like GM in industrial components, Sales Director in sensors.
- **Taiwan:** Strong in electronics, semiconductors; positions like CTO in consumer electronics, GM in hydraulics.

### Southeast Asia (Singapore, Vietnam, Thailand, Malaysia, Indonesia, Philippines)

- **Singapore:** Hub for APAC; industries like fintech, aerospace; roles like ASEAN Regional Leader in food service.
- **Vietnam:** Manufacturing-heavy (apparel, electronics); positions like GM in furniture, Sales Director in FMCG.
- **Thailand:** Automotive, animal nutrition; roles like MD in medical disposables, Asia Director in nutrition.
- **Malaysia:** Food packaging, franchised services; positions like CEO in food service, GM in packaging.
- **Indonesia:** Hospitality, CPG; roles like VP Sales in luxury resorts, GM in solutions.
- **Philippines:** Electronics, logistics; implied through early APAC entry.

### Other APAC (Australia, Mongolia, Greater China)

- **Australia:** Software, life sciences; positions like CEO in ERP, Commercial Manager in diagnostics.
- **Mongolia:** Mining, energy; roles like MD, Sales Director.
- **Greater China:** Bilingual focus; positions like CEO in hospitals, GM in electronics.

### Examples from Past Searches

- **Korea:** President/GM - Semiconductor Equipment (Seoul; sales growth with Samsung/Hynix); CEO - Hospital Sector (operations oversight).
- **Japan:** GM - Medical Devices (Tokyo; sales strategies); Country President - Industrial Components (P&L leadership).

- **Taiwan:** CEO - Bulk Chemicals (polymer manufacturing); GM - Semiconductors (operations supervision).
- **Singapore:** ASEAN Regional Leader - Food Service (franchising, P&L); Asia Sales Director - Medical Devices (distribution management).
- **Vietnam:** GM - Medical Equipment (Ho Chi Minh; startup distribution); MD - Hydraulics (sales focus).
- **Thailand:** MD - Medical Disposables (Bangkok; production scale); Asia Director - Animal Nutrition (operational expertise).
- **Malaysia:** CEO - Franchised Food Service (Kuala Lumpur; 300+ employees); GM - Food Packaging (technical management).
- **Indonesia:** VP Sales - Luxury Hospitality (Jakarta; team recruitment); GM - CPG Solutions (sales strategies).
- **Australia:** CEO - Software (Melbourne; sales development); Commercial Manager - Life Sciences (operations for ANZ/Pacific).

#### Comparative Table: Key Industries and Positions by Sub-Region

Sub-Region	Key Industries	Common Positions	Unique Emphasis
Northeast Asia	Semiconductors, Automotive, Electronics	CEO, GM, VP Sales, CFO	Bilingual (Korean/Japanese-English), tech innovation
Southeast Asia	Manufacturing, FMCG, Logistics	MD, Sales Director, Supply Chain Director	Startup/expansion, ASEAN regional scopes
Greater China	Consumer Electronics, Medical	COO, Finance Director, HR Manager	Mandarin-English bilinguals, Greater China operations
Oceania/ Mongolia	Software, Energy/Mining	CEO, Commercial Manager	Global expansions, diaspora sourcing

This review highlights ART's robust, tailored approach to APAC executive search, leveraging deep regional insights for effective placements.