

Overview of Atlantic Research Technologies (ART) in Korea

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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 management talent globally, with a targeted presence in South Korea.

The firm operates without relying on job advertisements, instead using a proactive, network-driven headhunting model to source candidates discreetly and efficiently.

In Korea, ART focuses on placing bilingual Korean nationals, expatriates, and diaspora professionals in roles that enhance market share, operational efficiency, and international expansion for multinational clients. Recruitment emphasizes candidates with proven track records in competitive industries, often drawn from competitors or similar firms to ensure quick integration and low-risk placements.

Searches span national (Korea-focused), Northeast Asia regional, or broader Asia-Pacific scopes, with a strong emphasis on Seoul and other key industrial hubs like Busan, Daejeon, and Ulsan.

ART's Korean recruitment strategy aligns with the country's economic strengths in high-tech manufacturing, automotive, and consumer goods, serving a mix of established multinationals and fast-growing firms.

The firm's approach is rooted in decades of global experience, enabling recruiters to predict candidate success based on industry trends, cultural fit, and business ethics.

Unlike ad-based recruiters, ART leverages insider networks and trust-based referrals, conducting searches 365 days a year to accommodate time zones and urgent needs. Approximately 50% of assignments are confidential, with clients providing general role details for discreet sourcing.

For Korean companies, ART also supports global expansions by recruiting executives for international units in regions like North America, Europe, Asia-Pacific, Latin America, the Middle East, and Africa.

History

ART began as a specialized headhunting firm in 1987, expanding into Asia-Pacific markets over time. The firm's activities reflect deep-rooted expertise, with recruitment patterns indicating operations aligned with Korea's post-1990s economic boom in semiconductors, automotive, and electronics. Past searches, such as those in

semiconductor capital equipment and automotive parts, suggest established involvement in Korea's high-growth sectors since at least the early 2000s.

The Korean-language support page underscores a commitment to local accessibility, facilitating recruitment for both inbound (foreign firms in Korea) and outbound (Korean firms abroad) needs.

Industries

ART's recruitment in Korea spans a broad spectrum of industries, with a particular emphasis on technology-driven and manufacturing sectors that leverage Korea's innovation ecosystem. Key areas include:

- **Semiconductors & Electronics:** Encompassing ICs, fabless designs, materials, packaging, process/assembly/test equipment, foundries, PCBs, passive/RF components, fiber optics, sensors, displays, and related automation (e.g., robotics, motion control). Searches often target firms like Samsung and Hynix suppliers.
- **Automotive & Transport:** Vehicle manufacturing, EV batteries/charging, autonomous tech, Tier 1/2 suppliers, off-road/agricultural/construction equipment, rail, shipbuilding, and marine craft. Focus on networks with Hyundai and Kia.
- **Consumer Products & Services (CPG/FMCG):** Food/beverage, cosmetics (K-beauty), apparel/textiles, health aids, IoT, consumer electronics (phones, appliances), retail, hospitality, QSR, and luxury goods. Includes nutraceuticals, vitamins, and wellness products.
- **Medical & Health Tech:** Devices (surgical, implants, diagnostics), life sciences instrumentation, pharma (CROs, biotech), hospital services, and wellness.
- **Energy & Power:** Renewables (solar, wind, hydro, geothermal), batteries, turbines, oil/gas, mining, and power generation equipment.
- **Industrial Products & Equipment:** Instrumentation, machine tools, hydraulics, safety systems

- **Chemicals & Metals:** Resins, polymers, coatings, metals alloys, and construction materials.
- **IT & Communications:** Enterprise/SaaS software, cloud, e-commerce, telecom (wireless, networking), and embedded systems.
- **Aerospace & Aviation:** Aircraft components, avionics, MRO, airlines, and ground services.
- **FinTech & Business Services:** Investment banking, insurance, real estate, and B2B financial services.
- **Logistics & Supply Chain:** Freight (air/marine/ground), warehousing, 3PL/4PL, sourcing, and ERP solutions.

This diversity highlights ART's versatility, with a strategic focus on Korea's export-oriented economy, particularly in semiconductors (a flagship industry) and automotive.

Positions

ART targets upper- and mid-level executive roles, emphasizing leadership with P&L accountability, team management, and strategic oversight. Common positions include:

- **General Management:** CEO, COO, President, Managing Director, General Manager, Country Manager, Chief Representative.
- **Sales & Marketing:** CRO, CGO, CMO, VP Sales/Marketing, Sales Director/Manager, Business Development Director, National Sales Manager.
- **Finance:** CFO, VP Finance, Finance Director/Controller, M&A specialists.
- **Supply Chain & Operations:** Chief Supply Chain/Procurement Officer, VP/Director Procurement/Sourcing/Logistics, COO, Plant/Operations Manager.
- **Engineering & R&D:** CTO, VP Engineering/R&D, Engineering Director/Manager.
- **IT & Security:** CIO, CISO, VP IT/Data Center, Network Security Director.

● **HR & Legal:** CHRO, VP HR, HR Director/Manager, Chief Legal Officer.

Roles often require 10-15+ years of experience, with a blend of strategic and operational skills, and are tailored for sole contributors or large-team supervisors.

Methods

ART's headhunting method is proactive and discreet, avoiding ads to maintain confidentiality and quality.

- Recruiters, with over 10 years of experience, use global networks to source candidates familiar with client business models, ethics, and industries—often from competitors for minimal onboarding risk.
- Processes include in-depth client consultations for role profiling, targeted outreach, and thorough vetting for integrity and fit.
- Searches are efficient, with centralized operations ensuring rapid responses across time zones.

The firm differentiates by focusing on unbureaucratic, results-oriented leaders who can navigate Korea's competitive landscape.

Multilingual Support

Multilingualism is a core requirement, with most roles demanding Korean-English bilingual fluency for seamless local-global communication. Additional languages like Japanese, Mandarin, or German are valued for regional roles (e.g., Northeast Asia VP Sales). This supports cross-cultural teams and expansions, including sourcing from Korean diaspora in the US, Canada, Australia, or Europe. The Korean-language page enhances accessibility for local candidates and clients.

Examples from Past Searches

ART provides samples of past searches (not current postings) to illustrate capabilities, predominantly in Seoul with some regional scope:

- **Semiconductor Capital Equipment:** Korea President/General Manager (Seoul; P&L, sales growth with Samsung/Hynix); Asia VP Sales (sales strategy, technical expertise in MOCVD/MBE).
- **Automotive:** Korea General Manager (Seoul; entrepreneurial leadership, Hyundai/Kia networks); VP Sales North Asia (automotive parts, bilingual Korean-Japanese).
- **CPG/FMCG:** Korea Commercial Director (health foods/vitamins; retail channels, P&L); Korea Country Manager (QSR; franchising, operations oversight).
- **Healthcare:** CEO (hospital sector; operations, P&L); Korea General Manager (pharma instrumentation; MNC experience).
- **IT/Software:** Korea CIO (conglomerate; Korean-English-Mandarin fluency); Korea Country Manager (embedded software; Samsung/LG contacts).
- **Finance/Supply Chain:** Asia VP Finance (semiconductor; financial oversight); Asia Supply Chain Director (apparel; logistics management).

Patterns show 70%+ sales-focused roles requiring 10+ years experience, bilingual skills, and industry networks, with emphasis on growth in competitive markets.

Unique Insights

ART's strength lies in balancing global MNC needs with Korean cultural nuances, sourcing versatile executives for high-stakes roles. Challenges include a limited pool of bilingual talent, addressed through extensive networks. The firm positions itself as a key partner in Korea's dynamic economy, excelling in tech and consumer sectors.

Key Aspect	Details
Industries	Semiconductors (strong focus), Automotive, CPG/FMCG, Healthcare, IT, Energy
Positions	Sales Directors (most common), General Managers, CEOs, VPs (Finance/Supply Chain)
Methods	Discreet headhunting, network-driven, confidential searches
Multilingual	Korean-English required; Japanese/Mandarin plus for regional roles