

Overview of Atlantic Research Technologies' Executive Search Services in Singapore & Southeast Asia

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Atlantic Research Technologies (ART) is an American executive search and recruitment firm established in 1987, specializing in headhunting for senior-level management positions across global markets, including a strong presence in Southeast Asia.

Unlike many local or regional competitors that rely on job advertisements, ART employs a targeted headhunting approach, drawing from decades of established networks, insider contacts, and trust-based relationships to source candidates.

This method emphasizes candidates known personally to recruiters or referred through reliable channels, focusing on alignment with client business ethics, models, and industry specifics—often prioritizing individuals with experience at competitor firms for quicker integration and success.

The firm began its Southeast Asia operations in the mid-1990s, with its first Asia-Pacific assignment in the Philippines in 1995, which served as a model for their regional expansion.

Since then, ART has conducted searches in Singapore (starting mid-1990s), Vietnam (2008), Thailand (2010), Malaysia (2011), followed by Indonesia, recruiting for roles with national, ASEAN (Southeast Asian), or broader Asia-Pacific responsibilities.

ART's regional expertise stems from observing successful and failed business models over years of global recruitment, enabling them to predict candidate fit based on industry trends and cultural nuances. They differentiate themselves by conducting multi-country searches simultaneously without delays, sourcing from local talent pools, expatriates, and diaspora communities (e.g., Vietnamese Việt Kiều in the US, Canada, or Europe).

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

Recruitment goals often center on increasing local market share, enhancing foreign unit efficiency, or supporting greenfield operations, with a focus on trustworthy leaders who can engage local stakeholders while delivering results.

Industries covered broadly include semiconductors and electronics, industrial products and equipment, consumer packaged goods (CPG) and fast-moving consumer goods (FMCG), medical and health technology, energy and power generation, chemicals and advanced materials, aerospace and aviation, automotive and transport, IT and communications services, fintech and business services, and logistics and supply chain.

Positions typically recruited are at the executive level, such as CEOs, COOs, Managing Directors, General Managers, Country Managers, Sales Directors/Managers, Finance Directors/Managers, Supply Chain Directors, Manufacturing/Operations Directors, CTOs/CIOs, and HR/Legal roles like CHROs and Chief Legal Counsels.

For regional roles (e.g., ASEAN Sales Director or Asia-Pacific VP), ART prioritizes candidates with deep cross-Asian experience to navigate cultural diversity and optimize teams, customers, and suppliers.

ART supports multilingual recruitment in key markets, offering localized content in Vietnamese, Chinese, Thai, and Bahasa Indonesia to enhance accessibility for candidates and clients.

ART typically includes bilingual candidate recruitment, with English fluency often required, alongside proficiencies in languages such as German, French, Korean, Japanese, Mandarin, or local languages based on education and market needs.

The following sections provide detailed reviews by country, with emphasis on Singapore, Vietnam, Thailand, and Malaysia, followed by broader Southeast Asia insights drawn from past searches.

Singapore

Singapore serves as ART's primary hub for Southeast Asia and Asia-Pacific operations, with recruitment dating back to the mid-1990s, initially in electronics and expanding to dozens of sectors.

The firm recruits for leading companies, focusing on high-tech, industrial, and service industries such as financial services (fintech, investment banking), CPG/FMCG (cosmetics, food), software/IT (enterprise software, SaaS), aerospace/aviation,

logistics/supply chain, semiconductors/electronics, medical/health tech, energy/power, chemicals/materials, automotive/transport, and more.

Key positions include upper management (CEOs, Managing Directors, Country Managers), sales/marketing (CMOs, Sales VPs/Directors), finance (CFOs, Finance Directors), manufacturing/operations (COOs, Plant Managers), supply chain (Procurement VPs), IT (CIOs/CTOs), R&D/engineering (VPs), and HR/legal (VP HR, Chief Legal Counsel).

ART's unique features here include a non-advertising model, global talent sourcing (e.g., Singaporeans alongside worldwide candidates), and emphasis on cultural/business alignment for regional roles spanning ASEAN or Asia-Pacific.

Clients are typically multinational firms seeking to boost efficiency or market share, with searches covering Singapore-level or broader scopes.

Singapore dominates with roles like ASEAN Regional Leader (Food Service, QSR chain; requires franchising knowledge, P&L accountability), Asia General Manager (Petrochemical Services, oil & gas; focuses on profitability and compliance), and Asia Sales Director (Medical Devices, orthopedic implants; manages distribution networks).

These highlight patterns in sales-driven, regional expansion roles requiring 7-15+ years of experience, multilingual skills (e.g., English/Chinese), and technical expertise.

Vietnam

ART entered Vietnam in 2008 with a CFO placement for an American apparel firm's joint venture, expanding heavily in manufacturing sectors like electronics, industrial equipment, and CPG.

Industries served include apparel/textiles (clothing, footwear), consumer electronics (contract manufacturing, mobile devices), CPG/FMCG (cosmetics, food), industrial products (mechanical, hydraulics), logistics/supply chain, semiconductors/electronics, medical/health tech, energy/power, chemicals/materials, aerospace/aviation, automotive/transport, IT/communications, fintech/business services, and HR/legal.

Positions recruited encompass Managing Directors, Sales Directors, General Managers, CEOs, Country Managers, Finance Managers, Sales Managers, Factory Managers, Quality Directors, Supply Chain/Procurement Directors, CHROs, and Lawyers, often with Vietnam, ASEAN, or Asia-Pacific scopes.

Unique features include sourcing from Vietnamese diaspora (Việt Kiều) in the US, Canada, Australia, Singapore, France, and Germany, alongside local/expatriate talent; multilingual emphasis (English fluency, plus German/French/Korean/Japanese); and localized Vietnamese-language support for accessibility.

Clients are primarily American, Western European, Korean, and Japanese firms expanding nationwide, with focus on Ho Chi Minh City, Hanoi, Danang, Hue, Hai Phong, and Can Tho.

Past searches reveal startup-oriented roles, such as Vietnam General Manager (Medical Equipment, Ho Chi Minh City; builds distribution), Vietnam Managing Director (Hydraulic Products, pumps; sales-focused with 5-10 years management), and Vietnam Sales Director (FMCG Foods, processed foods; 10 years blue-chip experience).

Patterns show emphasis on bilingual (Vietnamese-English) managers for greenfield operations and distributor development in manufacturing/FMCG.

Thailand

Recruitment in Thailand began in 2010 with a Managing Director placement for an American automotive supplier, expanding to automotive, food, and broader sectors.

Industries include automotive (EV technologies, luxury imports), CPG/FMCG (cosmetics, food), consumer services (retail, hospitality), logistics/supply chain, semiconductors/electronics, industrial products/equipment (robotics, hydraulics), medical/health tech, energy/power (renewables, oil & gas), chemicals/materials, aerospace/aviation, IT/communications, fintech/business services, and HR/legal.

Typical positions: Managing Directors, General Managers, CEOs, Country Managers, Sales Directors/Managers, Finance Managers, Supply Chain Managers, CHROs, VP HR, and Chief Legal Counsels, with national, ASEAN, or Asia-Pacific responsibilities.

Unique aspects include Thai-language support for local engagement, geographic coverage in Bangkok, Ayutthaya, Chonburi, Rayong, and Samutprakan, and a focus on candidates with regional cross-cultural expertise for broader roles.

Clients are international corporations aiming for market growth or operational efficiency.

Examples from past searches: Managing Director (Medical Disposables, Bangkok; 5+ years management, production scale), Asia Director (Animal Nutrition, Bangkok;

operational/financial expertise, 60% travel), and Product Planning Director (Automotive, Bangkok; 5-10 years OEM experience).

Trends indicate sales/operations leaders in automotive and health sectors, requiring leadership in large teams and market analysis.

Malaysia

ART's Malaysia operations started in 2011 with a Sales Director placement for a North American aerospace firm, focusing on regional oversight.

Industries: semiconductors/electronics (packaging), consumer products/services (CPG/FMCG, retail), software/IT (enterprise, SaaS), aerospace/aviation, logistics/supply chain, industrial products/equipment, engineering/construction, medical/health tech, energy/power, chemicals/materials, automotive/transport, IT/communications, and fintech/business services.

Recruited roles include Managing Directors, Sales Directors, General Managers, CEOs, Country Managers, Finance Managers, Sales Managers, Regional General Managers, Asia-Pacific Sales/Finance Directors, Supply Chain Directors, Manufacturing Heads, CHROs, and Lawyers.

Distinctive features: Emphasis on expatriate/local hybrids with ASEAN/Asia-Pacific track records; no explicit multilingual details, but alignment with regional cultural insights for roles overseeing other Asian operations.

Clients are often North American or European firms.

Past examples: General Manager (Food Packaging, Kuala Lumpur; 7-10 years management, technical degree), Malaysia CEO (Franchised Food Service, Kuala Lumpur; operational competence, 300+ employees), and Asia-Pacific Business Development Director (Network Equipment, Kuala Lumpur option; telecom knowledge).

Patterns favor entrepreneurial leaders in packaging/FMCG and tech, with international orientation and P&L responsibility.

Broader Southeast Asia (Including Indonesia and Philippines)

In Indonesia, ART recruits across similar industries (e.g., industrial tech, consumer products, medical, energy), positions (Managing Directors, CEOs, Sales Directors), and

emphasizes Bahasa Indonesia support for local accessibility, covering cities like Jakarta, Bandung, and Surabaya.

The Philippines, as ART's entry point, features thorough vetting (e.g., scanning 50 firms for 200+ managers in one EMS case, leading to a turnaround success), with industries like electronics, consumer products, and logistics; positions include Managing Directors and Sales Directors in Manila, Makati, and Cebu.

Overall patterns from past searches across the region: Over 70% sales/marketing-focused (e.g., Sales Directors requiring channel management, 5-10+ years experience); emphasis on tech/manufacturing/FMCG; regional scope with multilingual/cross-cultural needs; and startup/expansion roles (e.g., building from scratch in high-growth markets like Vietnam/Indonesia).

Below is a comparative table of key industries and positions by emphasized country:

Country	Key Industries	Common Positions	Unique Emphasis
Singapore	Fintech, Software/IT, Aerospace, Logistics	CEOs, Sales Directors, CFOs, COOs	Regional hubs for ASEAN/Asia-Pacific
Vietnam	Apparel/Textiles, Consumer Electronics, CPG	Managing Directors, Factory Managers, Supply Chain Directors	Startup operations, diaspora sourcing
Thailand	Automotive, Animal Nutrition, Medical Disposables	General Managers, Sales Managers, CHROs	Production scale, cross-cultural leadership
Malaysia	Food Packaging, Franchised Services, Network Equipment	CEOs, Business Development Directors, Supply Chain Directors	Entrepreneurial expansion, technical degrees

This review demonstrates ART's robust, network-driven recruitment tailored to Southeast Asia's dynamic markets, with consistent success in placing executives who drive growth and efficiency.