

# ISM

## Technology Recruitment

ISM Technology Recruitment Ltd. places independent computer consultants on fixed-term contracts.

We also recruit computer professionals for challenging, permanent jobs with corporate clients.

# ISM History

ISM

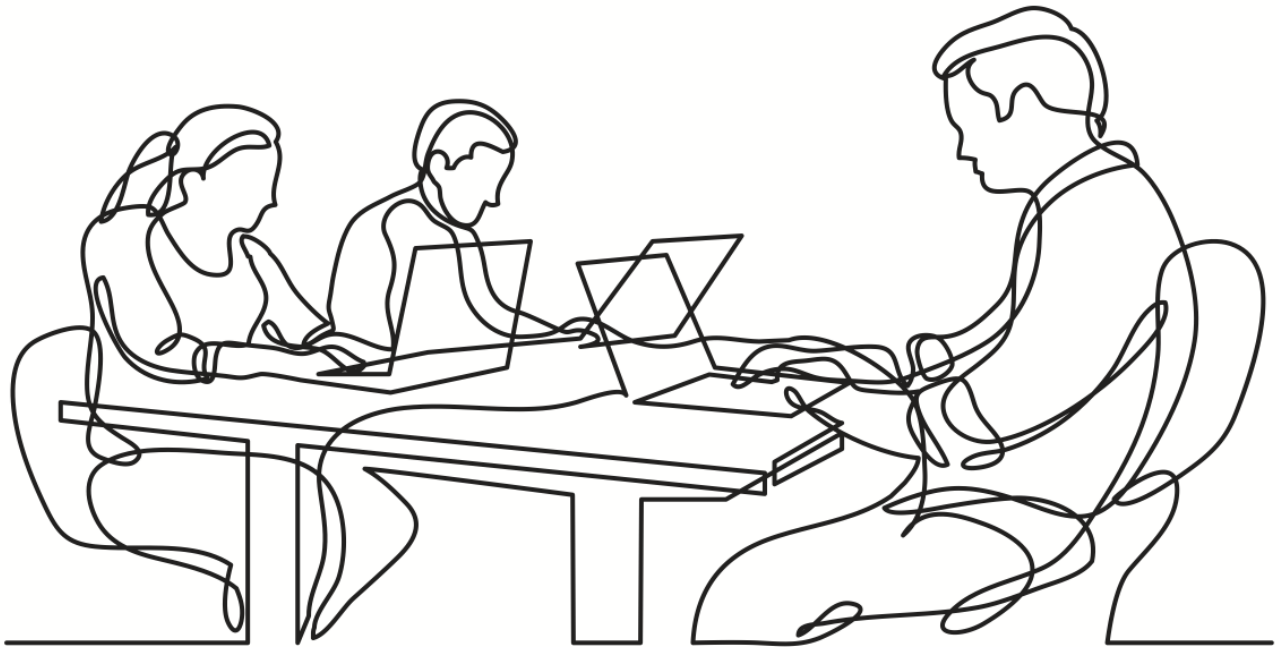


**ISM** was registered as a Thai company in 1991. At that time, the need for specialized Information Technology staff was just starting to become a major business issue for many large and medium-sized corporations in Thailand.

Every organization needed skilled staff and consultants for IT projects. Yet, there was no efficient way to easily contact and interview a pool of pre-screened candidates to match a specific set of technical requirements. ISM was created to meet that need.

# How **ISM** Works

ISM



**ISM** is always on the lookout for good talent.

We don't wait until a client asks us to fill a specific job...

Our mission is to maintain a database with updated resumes of every skilled IT and engineering professional in Thailand. That way, we can respond to our customers' needs quickly and with the right people.

Most of the consultants and staff placed by ISM are Thai, but foreign experts are also occasionally hired when certain skills cannot be found locally.

We fill technical and managerial IT requirements from mid-level roles up to Director-level positions. For the IT industry itself, we also recruit and place sales staff and executive management.

Because all of our work is with computer-, telecommunications-, and engineering-related positions, we can fully understand the technical aspects of our clients' needs. We can comfortably work with both the hiring manager and the Human Resource department to make sure that you only meet candidates with the specific technical skills required.

# ISM Charges



In most cases, ISM works on a contingency basis. That means no retainer (except in very special cases) and no incremental charges based on how long it takes to find candidates or on the number of interviews.

We only send the client an invoice after a candidate has been hired and has started work. Our candidates are never charged any fees.

## Fixed-term Contracts

The rate will be negotiated between ISM and the client on a case-by-case basis, depending on the job description and the length of the contract.

## Permanent Staff Placements

ISM's fee is based on a percentage of the annual compensation at which a candidate is hired. In most cases the percentage will be 20%.

For more complete details please request a copy of our basic service agreement.

# ISM Senior Staff



## President

Peter Fischbach

Peter@ismtech.net



## General Manager

Thevee Pengkaew

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## IT Executive Search Consultant

Sutheerat Supavit

Sutheerat@ismtech.net



## Senior Technical Consultant

Thipphawan Lakthan

Thipphawan@ismtech.net



## Digital Marketing Manager

Phakin Chaikaew

Phakin@ismtech.net



## Accounting Manager

Manassanan Tumsud

Manassanan@ismtech.net

# ISM Clients

ISM

In over 30 years of placing IT professionals, these are some of the clients  
We've been proud to work with.



# ISM Affiliations



ISM maintains relationships with IT recruitment agencies throughout the region, so that when necessary we can also widen our search to include candidates outside Thailand. These agencies also use our services to find Thai candidates for their overseas requirements.

ISM is an active member of the American Chamber of Commerce in Thailand. Peter Fischbach has served on the Chamber's Board of Governors and also as co-chair of the Chamber's Digital Economy Committee.

We are members of the Singapore-Thai Chamber of Commerce, and ISM is also a member of the Association of Thai Software Industry (ATSI).

## Contact ISM

### ISM Technology Recruitment Limited



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OUR FAVORITE WORD? PROFESSIONALISM

