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May Lau & Co.

Recruitment and Executive Search Experts for the Fashion Industry

The pandemic has revolutionized the fashion industry, transforming consumer habits and driving a surge in online shopping. Consequently, businesses, whether traditional or online, are seeking competent executives who can adeptly navigate the ever-changing landscape of e-commerce, ensuring an enhanced purchasing journey for customers. Unfortunately, the persistent global talent shortage presents a significant challenge for these companies, as they struggle to locate and secure the most qualified candidates to meet their evolving needs.



May Lau & Co., also known as MLC, is a leading owner-operated boutique recruitment and executive search company that specializes in the dynamic and ever-innovative apparel and fashion industry. It takes pride in comprehending the talent market's trends and availability, job market developments, and salary/benefit updates pertaining to the fashion industry to meet the commercial objectives of businesses, along with the career objectives of skilled executives.

"We are passionate about unlocking maximum potential for both clients and job seekers and hope that passion shines through to you," says May Lau, founder, and director of MLC. "Our partnership with both clients and candidates are like sailors. We endure rough sea together to sail all the way to finishing line."

While advising the right recruitment to employers, MLC goes beyond conventional recruitment and puts itself in the client's shoes. The firm maintains consistent communication, even in the absence of immediate hiring needs, gaining comprehensive insights into their successes, obstacles, and business trajectory. This holistic understanding enables MLC to promptly source and present ideal candidates from its extensive global and multicultural talent network.

MLC also builds long-term relationships with highly skilled candidates. Through a commitment to utmost confidentiality, it communicates with them and monitors their career growth and skill progression.

When choosing the right candidate, MLC follows the best practices in interviewing, respecting their expertise, and utilizing competency-based and behavioral analytical frameworks. It also incorporates real case studies specific to the job requirements and emphasizes optimizing cultural and technical skills and career development fit with the employer's vision. The firm collaborates closely with candidates, strategically highlighting their experiences, accomplishments, and strengths in resumes, enabling employers to swiftly discern their suitability.

"Our success in every engagement is due to our fashion industry focus and my firsthand involvement with every client. This enables us to comprehend client viewpoints and expectations, enabling them to trust MLC completely for their hiring needs," says Lau.

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MLC once helped an iconic fashion brand looking for a directorial hire capable of inventing finishing effects for their clothes. On account of its knowledge of the client's business and the contemporary trends in the industry, it identified the need for a senior director with expertise in developing innovative washing technology for denim dresses. MLC meticulously sourced and engaged the most promising technical candidates, generating their interest in the role and ultimately facilitating the client in securing the ideal candidate.

In another instance, MLC helped an international fashion brand struggling to operate their rapidly expanding e-commerce division post-pandemic. Because of the ongoing talent crunch, finding the required number of skilled candidates was challenging, and the company devised an innovative solution. It offered a professional in a contractual role for eight months to continue e-commerce operations while the contractor trained the client's new hires, equipping them with the necessary skills to effectively manage the expanding online business.

MLC's fashion industry expertise and understanding of the talent market, along with an approach to be clients' long-term partners while understanding and meeting their needs, makes it a trusted choice for businesses and executives alike. **HR**

May Lau & Co.



The annual listing of 5 companies in Hong Kong that are at the forefront of tackling customer challenges