

Building Trust: How match recruitment Helped City Vision Grow Overtime

The Client

City Vision, founded in 2008, is a leading Out-of-Home Media Company in Indonesia. City Vision brightens Indonesia's prime roads and points of interest with its iconic high-quality, digital roadside LEDs and transit advertising.

The Pain Points Identification

In 2017, while City Vision was in the midst of expansion, they faced the challenge of filling new core leadership positions to support their ambitious expansion goals.

The owners recognized the need for a **trusted** recruitment **partner** to help them achieve these goals, and have the flexibility to navigate the fast-paced nature of their business. And, they usually have a strict timeline to fill those roles. They called match recruitment.

The Recruitment Process & Result

match recruitment embraced the challenge, understanding the importance of finding candidates who not only met City Vision's requirements but also shared the owners' vision and values. We assembled a small team to focus on the project, led by our Co-Founder/Principal Consultant, Ibu Silvia. She quickly developed close working relationships with the owners through constant communications, including office visits.

Armed with a very good understanding on who City Visions (and the owners as individuals) are, we managed to identify candidates who not only possessed the necessary skills but also fit into their culture. Within the first months of engagement, we successfully fulfilled 2 urgent Account Managers roles.

The next year, match recruitment fulfilled 22 open roles, essentially over three-quarters of their total staff at that time, and helped build their new core leadership team.

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- **Recruitment Service**
- **Executive Search**
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- **Job Fit Assessment**

**"Right Person,
Right Job,
Right Partner."**



The Conclusion

To this day, match recruitment is still supporting City Vision, and the relationship remains strong.

The culmination of this partnership was a poignant moment at the end of 2022 when City Vision's owners invited us to their new state-of-the-art expanded office space. **"We just want to show you what you have contributed to us over the years, we could not have done it without your continued support. Thank you very much."**, they said.

This emotional acknowledgment solidified the trust and bond between match recruitment and City Vision, showcasing the power of trust built over time.

Facing recruitment challenges? Let us help you.

Let's partner with match recruitment®, a recruitment (headhunter) and executive search firm based in Jakarta, Indonesia.

Since 2012, we have successfully assisted hundreds of clients fulfilling their immediate manpower needs, while improving careers of many leadership-level professionals. **All in the pursuit of matching the right person to the right job.**

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