

A long-exposure photograph of a city at night. In the foreground, a multi-level highway interchange is visible, with bright yellow light trails from cars moving across it. Several tall skyscrapers are illuminated with various lights, including blue and white. The sky is dark, and the overall scene conveys a sense of a busy, modern urban environment.

# Turnpoint Consulting USA Inc.

## Recruitment Support Service Information Brochure



**TURNPOINT**  
CONSULTING



WHO WE ARE





# Consultants Profile

## Andre Lindeque



- **JAC** • To start more than 15 years of career as a recruiter, he joined JAC, where he eventually became the company's first non-Japanese Senior Manager. He especially excelled in senior level executive search where he has been leveraging his professional network and trust within the industry.

- **Turnpoint Consulting**

Representative Director (2016.12~)

**Historical Total Sales: approx. 200M yen**

- **Turnpoint Consulting USA Inc.**

Representative Director (2024.12~)

## Noriyuki Fujita



- **JAC** • Particularly skilled in top-level approaches to executives, he handled a wide range of positions not only in Japan but also roles in North America, Southeast Asia, and South America.

- **Turnpoint Consulting**

Annual MVP 2022 Awarded

Team Leader in Supplier Team (2023. 01~)

Team Manager in Supplier Team(2023. 07~)

**Historical Total Sales: approx. 100M yen**

- **Turnpoint Consulting USA Inc.**

Team Manager (2024.12~)

# Successful Hiring Examples

## Mass placements

i.e.

- 40 placements in 4 years (Asian importer)
- 30 placements in 6 years (European importer)

## Support for establishing Japanese subsidiaries

i.e.

- German Tier1 supplier
- Chinese dealer
- Austrian Tier2 supplier

## Project-specific recruitment

i.e.

- Recruitment of international talent for overseas operations (Japanese OEM, 5 hires)
- Female talent for diversity projects (Tier 1, 8 female hires / 14 total placements)

## C-Level Position Recruitment

i.e.

- Managing Director (OEM, JPY 33M)
- Regional Marketing Director (OEM, JPY 17M)







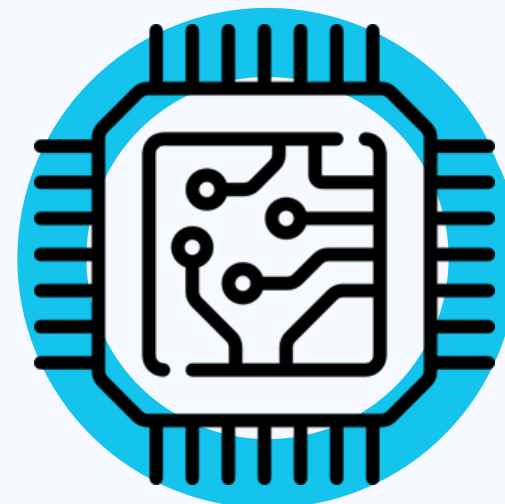
# Industry-Specialized Recruitment Agency across North America.

**Car Services**

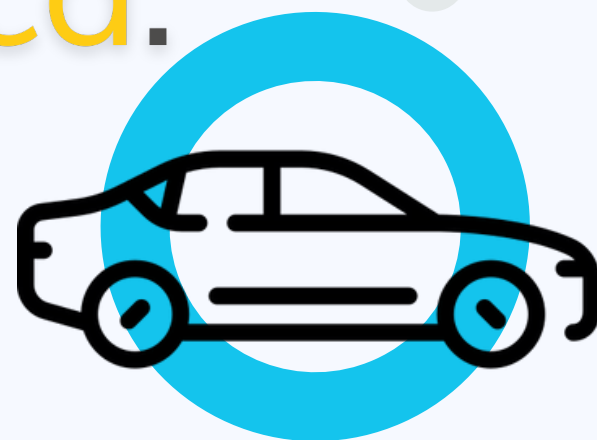


**Semiconductor**

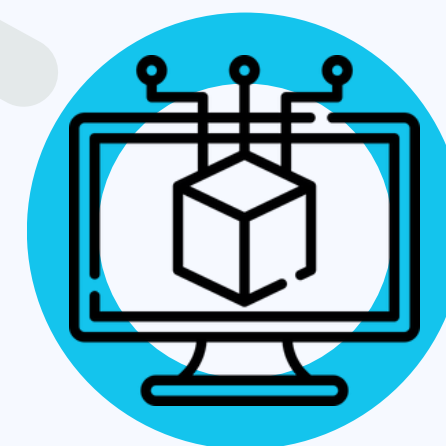
- IC manufacturers
- Equipment manufacturers
- Trading companies



**MaaS**



**Complete Vehicle**



**Automotive Parts  
/Software Tools**



## Our Strength



### 360° Recruitment System

- Direct search for suitable registered candidates, motivate applications, and facilitate introductions.
- With extensive industry expertise, our consultants thoroughly evaluate candidate quality to ensure their success after joining.



### Strong network-building

- Leveraging our strong market presence, we engage with industry executives to gain deeper insights into the HR landscape.









Service 1

## Contingency Search

**Expert research with strategic matching, but no upfront cost needed.**

Best for:

- Volume hiring or roles with a wide candidate pool.
- Mid-level or junior positions where the urgency is moderate.

Service 2

## Retainer Search

**Guaranteed by the engagement fee, dedicated talent research with 120% commitment.**

Best for:

- Senior or executive-level positions.
- Confidential searches where discretion is critical.
- Niche or highly technical roles with limited talent availability.



# Service Process

1



## Hiring Need Consultation & Requirement Confirmation

We conduct a detailed consultation to understand your needs and finalize the ideal candidate profile and position requirements.

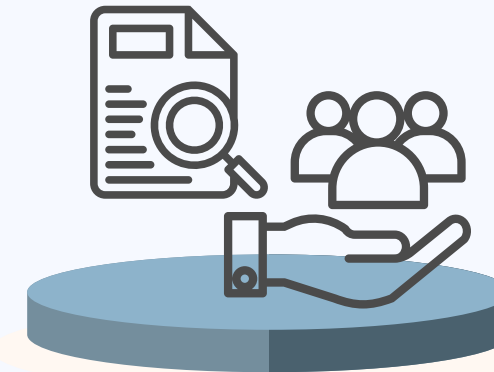
2



## Sign the Contract

We prefer front-end agreement over back-end negotiations so once the terms are agreed, we will put in place a service agreement.

3



## Candidate Shortlisting & Process Management

We carefully select candidates, create a shortlist, and manage the interview process, providing full support throughout.

4



## Offer & Joining

Once the offer is extended and accepted by the candidate, we facilitate a smooth onboarding process.



# Company Information

Company Name	Turnpoint Consulting Co., Ltd.
Establishment	December 2016
Representative Director	Andre Lindeque
Business	Recruitment Services – Consultation in relation to recruitment and hiring activities
Licence	Recruitment License #13-コ-308422
Capitalization	6,000,000 Yen
Personal Information Management	Read our personal information management policy <a href="#">here</a>
Address	EDGE Suitengu 9F, 2-13-6 Nihonbashi Kakigarachō, Chuo-ku, Tokyo, 103-0014

Company Name	Turnpoint Consulting USA Inc.
Establishment	December 2024
Representative Director	Andre Lindeque
Business	Recruitment Services – Consultation in relation to recruitment and hiring activities
Personal Information Management	Read our personal information management policy <a href="#">here</a>



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