

Nomination: 6366

Andrew Sungsoo Kim (HR Industry Expert, HRCap CEO & Founder, Iconic Asian American Business Leader)

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

HRCap, Inc.

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Andrew Sungsoo Kim (HR Industry Expert, HRCap CEO & Founder, Iconic Asian American Business Leader)

Category

C01 - C16 Individual > C04 - Chief Learning Officer of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

With over 40 years of HR and recruiting expertise, Andrew Sungsoo Kim is truly the Learning Executive of year, raising the quality of standards for the recruiting industry by ensuring highest service excellence, while also committing to shared social responsibility and community give back.

In 2000, Andrew founded HRCap (largest global minority-owned Executive Search & HR Consulting Firm in the United States) to connect talented candidates with successful organizations to create greater value. HRCap's client base touch every industry and were all responsible for adding new jobs to the U.S. market across various functions and levels. Under his leadership, HRCap partnered with clients stakeholders to win the War for Talent and was named "Top 10 Executive Search Firm in the USA" (2022) by Manage HR.

When unemployment hit the highest (14.8%) in 2020, Andrew led HRCap to proactively fill talent shortages by supporting clients with more essential workers, identified market trends to create new jobs, and placed best-fit executive leadership for strategic roles. In just 2.5 years since the Covid-19 outbreak, we have closed 1500+ cases in U.S. alone (and 2000+ globally), with 85%+ close rate by providing highest-quality service delivery with digital talent strategies and unmatched spirit of excellence.

b. Outline the nominee's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

When unemployment hit the highest (14.8%) in 2020, Andrew made it HRCap's corporate social mission to help lower this record number by working with candidates on new career opportunities and partnering with companies to hire new talent.

Throughout the pandemic, Andrew focused on making systemic changes to overcome COVID-19 related global workforce challenges. Switching gears from "business as usual" into "innovation for new-business normal" was a catalyst, and we repositioned for a strategic entry into the highly competitive post-pandemic world. Andrew led HRCap to proactively fill talent shortages by supporting clients with more essential workers, identified market trends to create new jobs, and placed best-fit executive leadership for strategic roles.

Andrew helped clients ramp up to hire more essential workers needed on the ground to sustain their operations throughout the pandemic. He actively advised them on building sustainable work modalities to improve employee engagement and productivity, and provided HR thought leadership in identifying market trends and business gaps to create new jobs for the critical skills, which helped them digitalize services to withstand and overcome the pandemic. As such, HRCap effectively placed best-fit talent and executive leadership for strategic roles that have allowed them to futureproof and be on par with the fast-paced digitalized world. Andrew led by example, and his HRCap teams have taken recruiting as not just a job but a profession and vocational calling throughout the pandemic. HRCap provided HR seminars, resume writing, and career coaching for candidates at no cost to help mobilize the community again.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

Above all, Andrew understands that there is a social responsibility to uphold as a global HR executive. Andrew has inspired HR leaders to step up as change agents and strategic business partners and enabled the global HR industry to grow collectively. Andrew continuously urged that we take market trends and drive data-backed hiring recommendations to serve as a strategic partner to the business. As leading experts in the HR industry, our HR consultants have also acted key HR advisors to not only large conglomerates but also small regional businesses, underrepresented communities, and minority-owned companies. HRCap stepped up and served as an information hub for HR executives and recruiting leaders across our 1000+ clients, as each navigated unprecedented challenges in their unique fields/industries/functions with the pandemic. We compiled information from companies, shared market insights from data/findings, and suggested recommendations to help our client businesses withstand, survive, transform, and even grow from the pandemic.

The pandemic, economic downfall, and racial justice movement have impacted, strengthened, and prioritized the importance of CSR initiatives. With unemployment at record high, Andrew ensured that HRCap dedicated at least 5% of our productive time each week on "employee give back" by reviewing resumes at no cost, coaching the underprivileged minorities on interview tips, counseling the unemployed and supporting their job search, which we usually provide with a nominal fee, but have waived the fee for such services throughout the pandemic. We have reviewed and improved over 50000 resumes and personally coached over 10000 candidates on the phone.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Under Andrew's leadership, HRCap has made 15,000+ placements globally as a talent partner, not just an HR vendor or recruiting agent. Manage HR Magazine named HRCap as "Top 10 Executive Search Firm in the USA" (2022). HRCap ranked #17 out of Top NJBIZ Small Businesses as one the "Best Places to Work in New Jersey" (2021).

As a result of Andrew's impact on the Asian-American community and U.S. labor economy, the U.S. Pan Asian American Chamber of Commerce gave Andrew the "Top 10 Asian American Business Award" (2010). Recognizing his entrepreneurial contributions, South Korea's leading Maekyung Newspaper Media Group awarded Andrew "Entrepreneur of the Year" (2012), while the Korean American Scientists and Engineers Association also awarded him "The 2012 Entrepreneur of the Year Award".

Most recently, Andrew was named "2022 NJBIZ ICON Honoree", awarding leaders over the age of 60 who are experts in their respective fields and iconic community leaders. Since the start of the NJBIZ ICON Honors program in 2017, Andrew is the first Korean-American recipient and one of very few Asian-Americans to receive the award. He also proudly represented the HR & Recruiting industry with nearly 40 years of expertise and leadership. NJ Senate and Assembly Members of the NJ 37th legislative district awarded Andrew with a Citation, which is the highest commendation given to those who have reached a significant personal or professional milestone that truly benefit the community. Andrew continues to empower the global HR community and future next-gen leaders as a leader by example.

Webpage Link

www.hrcap.com (<http://www.hrcap.com>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.hrcap.com/post/hrcap-ceo-andrew-sungsoo-kim-receives-2022-njbiz-icon-honors-award-covered-by-major-korean-media> (<https://www.hrcap.com/post/hrcap-ceo-andrew-sungsoo-kim-receives-2022-njbiz-icon-honors-award-covered-by-major-korean-media>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://executive-search.managehmagazine.com/cxinsight/hrcap-ceo-named-2022-njbiz-icon-honoree-nwid-1258.html> (<https://executive-search.managehmagazine.com/cxinsight/hrcap-ceo-named-2022-njbiz-icon-honoree-nwid-1258.html>)

Would you like to add an additional webpage link?

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/15460/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNTQ2MCwiYWxsbn3dOb3RTaWduZWVcmwiOiJGYWxzZSIImInbM9EjY5DCIwVUKcD7k4s2amnUVU?HRCap%20CEO%20-%20Andrew%20Sungsoo%20Kim%20-%201%20page.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/15461/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNTQ2MSwiYWxsbn3dOb3RTaWduZWVcmwiOiJGYWxzZSIImInbM9Final%20-%20HRCap%202022%20Service%20Catalogue%20.pdf>)

Would you like to add an additional supporting document?

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