

A black and white photograph of a city at night. The foreground shows a multi-lane highway with long, bright white light trails from cars moving away from the viewer. In the background, several skyscrapers are illuminated, their windows glowing. The sky is dark. A black rectangular box is overlaid on the top left, containing the text 'ROBERT WALTERS' in white and 'ASIA PACIFIC PRESS PACK' in pink.

ROBERT WALTERS
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www.robertwalters.com

ROBERT WALTERS

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ROBERT WALTERS

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- Robert Walters plc (www.robertwalters.com) is one of the world's leading professional recruitment consultancies, specialising in the placement of permanent, contract and temporary positions across all levels of seniority.
- Established in 1985 by Robert Walters, the Group focuses on professional recruitment across the following disciplines:

ACCOUNTING & FINANCE

BANKING & FINANCIAL SERVICES

GENERAL MANAGEMENT

HUMAN RESOURCES

INFORMATION TECHNOLOGY

LEGAL

MINING, ENGINEERING & OPERATIONS

RISK MANAGEMENT, COMPLIANCE & AUDIT

SALES, MARKETING & COMMUNICATIONS

SECRETARIAL & BUSINESS SUPPORT

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

- Robert Walters has a well developed global footprint of 47 offices in 23 countries, and employs over 2,000 members of staff worldwide.

CONTINENTAL EUROPE

Amsterdam
Brussels (x4)
Eindhoven
Düsseldorf
Luxembourg
Lyon
Madrid
Paris (x4)
Rotterdam
Strasbourg
Zurich

NORTH AMERICA

New York

SOUTH AMERICA

Sao Paulo

AFRICA

Johannesburg

ASIA

Bangkok
Beijing
Ho Chi Minh
Hong Kong
Jakarta
Kuala Lumpur
Nanjing
Osaka
Seoul
Shanghai
Singapore
Suzhou
Taipei
Tokyo

AUSTRALASIA

Adelaide
Auckland
Brisbane
Chatswood
Melbourne
Perth
Sydney
Wellington

UK & IRELAND

Birmingham
Dublin
Guildford
London
Manchester

- The Group has a diverse global client base covering financial services, commerce and industry and the public sector. Clients range in size from the world's leading multinationals through to SMEs and local organisations.
- The Group's truly global presence means that the business is ideally positioned to meet the demands of those whose needs extend beyond their local markets. For clients, the Group is able to source the highest calibre professionals from across the globe, whilst for candidates, the Group is able to find appointments worldwide that best match the candidate's personal skills and aspirations.

RESOURCESOLUTIONS

RESOURCE SOLUTIONS

- The Robert Walters Group also operates a recruitment process outsourcing (RPO) business, Resource Solutions. Resource Solutions (www.resourcesolutions.com) is a market leader in the RPO field and has contracts spanning financial services and commerce & industry across Europe, Asia and the US.
- Talent attraction, management and retention are critical issues facing all organisations in today's competitive market. Resource Solutions has built its reputation on developing resourcing solutions that are flexible to changing market forces but are built to last.
- Resource Solutions work in partnership with organisations to design and implement balanced and best practice resourcing strategies that optimise both direct and indirect recruitment channels whilst maximising brand value.

OUR CORE PRINCIPLES

Throughout our 27 years of growth, the founding principles of the Group have remained constant - to manage the long term careers of the highest calibre candidates and to build long term, trusted relationships with our clients to help them deliver their resourcing objectives.

Our non-commission policy enables us to stand apart from our competitors and ensures our consultants are focused on achieving the best fit for candidates and clients. Our policy of not recruiting for the accountancy profession or the magic circle law firms is truly unique and ensures we do not create conflicts of interest when working on behalf of our candidate base.

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RICHARD PARNELL **CEO, ASIA PACIFIC**

Richard joined the London office of Robert Walters in 1987 as a recruitment consultant servicing the Banking sector. In 1988 he opened and managed Robert Walters' first regional office in the Thames Valley and returned to London two years later to run the Group's various permanent recruitment businesses.

In 1991 he was promoted to Group Deputy Managing Director responsible for all of London's recruitment operations. Between the years of 1994 to 2000, Richard was involved in running the Group's New York and Asia operations, as well as managing the start up of the Tokyo office. In late 2000 he transferred to Sydney to head up the region as CEO, Asia Pacific.

Aside from managing these different business units, Richard has 14 years' banking sector recruitment experience.

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DAVID SWAN **MANAGING DIRECTOR, JAPAN & KOREA**

David Swan was appointed Managing Director of Robert Walters Japan in November 2009 and the Group's Korea operations in October 2010. With this appointment, he assumed responsibility for the leading foreign global recruitment consultancy in Japan – Robert Walters' largest international office and second largest business globally – as well as the Group's first office in South Korea.

David joined Robert Walters Japan in 2002 and has over 11 years' experience in the recruitment industry both in Japan and Australia. Prior to this appointment, David led Robert Walters Japan's award-winning Financial Services Division for six years. Under his stewardship, Robert Walters Japan was ranked the No. 1 financial services recruitment firm in Japan in the 2008 and 2009 Asiamoney Headhunters Poll, cementing its position as the leading mid-career financial services recruitment business in Tokyo.

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MARK ELLWOOD MANAGING DIRECTOR, ASIA

Mark Ellwood has been Managing Director of Robert Walters Singapore since 2001 and has over 15 years' recruitment experience, spanning both the UK and Singapore.

Mark's remit was broadened in 2006 to encompass the Group's Malaysia business and again in 2008 to include Thailand. In April 2009, Mark was appointed Managing Director for Asia (ex. Japan) with responsibility for Singapore, Malaysia, Thailand, Hong Kong and China.

Under Mark's leadership, Robert Walters has grown into one of the most recognised and respected professional recruitment brands in these Asian markets, focusing on the recruitment of the highest calibre professionals across all seniority levels and industry sectors.

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JAMES NICHOLSON MANAGING DIRECTOR, AUSTRALIA

James has recruited in both the Sydney and London markets for over 13 years. His experience in the recruitment industry has covered both retained executive search and contingent recruitment with a focus on banking.

James now manages the Australian business for Robert Walters which spans six offices and recruits across accounting & finance, banking, commerce, mining, engineering & operations, general management, IT, legal, risk management, compliance & audit, sales, marketing & communications and secretarial & business support services.

Prior to working in recruitment, James worked for one of the leading management consultancies specialising in business process reorganisation on behalf of financial services clients. This experience has enabled him to understand client issues and respond to their needs at all levels.

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RICHARD MANTHEL **MANAGING DIRECTOR, NEW ZEALAND**

Richard joined Robert Walters to set up the Auckland operation in 1998 after working with a multinational recruitment firm for four years in the Auckland contract market. Over the last 13 years the operation has grown into one of the largest recruitment businesses in New Zealand, with offices in Auckland and Wellington and specialises in finance, accountancy, banking, IT, legal, sales & marketing, human resources, procurement & supply chain and secretarial & business support. The operation recruits for both permanent and contract roles.

Prior to recruitment, Richard was an Export Manager for a London based Swedish Navigational manufacturer responsible for all sales projects throughout Asia, Africa and the Middle East.

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ANDREA ROSS **MANAGING DIRECTOR – SINGAPORE, MALAYSIA & VIETNAM**

Andrea Ross is the Managing Director of Robert Walters Singapore and has 14 years' experience in the recruitment industry spanning both the UK and Singapore.

Andrea joined Robert Walters Singapore in 2000 and successfully built market leading businesses in the fields of banking support and front office. She was promoted to Director in January 2008 with a remit covering both the financial services and commerce finance sectors and then to Managing Director in January 2009, with responsibility for the Group's Singapore operations.

In 2010, Andrea was tasked with the remit to grow the Group's operations in Malaysia across both the commerce and financial services sectors. Andrea's portfolio grew to include the Vietnam office in 2011.

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CARTER YANG **MANAGING DIRECTOR, CHINA**

Carter Yang has been the Managing Director of Robert Walters China since March 2008 and has 11 years' experience in the recruitment sector. He was also the founder and owner of recruitment agency Talent Spotter, which Robert Walters acquired in 2008 to establish its footprint in the dynamic and rapidly expanding recruitment market in mainland China.

Prior to working in the recruitment industry, Carter had been working as a human resources manager for different multinationals from the US, Europe and Australia. With offices in Shanghai, Suzhou, Beijing and Nanjing, Carter and his specialist team now recruit across various disciplines including accounting & finance, banking & financial services, consumer sales & marketing, general management, human resources & business support, industrial sales & marketing, information technology, operations & manufacturing, quality management as well as supply chain.

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MATTHEW BENNETT **MANAGING DIRECTOR – HONG KONG, TAIWAN & THAILAND**

Matthew began his career in recruitment in 1994, focusing on professional and executive roles in the commerce and industry sector. Over the last 11 years with Robert Walters Hong Kong, he has helped start up four new business units and established Robert Walters as the preeminent brand within the commercial sector. In November 2007, Matthew took over the running of the Hong Kong office and now oversees recruitment for both the commercial and finance sectors.

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SALLY RAJ

COUNTRY MANAGER, MALAYSIA

Sally Raj joined Robert Walters as a pioneer in 2006 with the remit to set up the Sales and Marketing specialist recruitment division in the Kuala Lumpur office. Before joining Robert Walters, Sally spent most of her career in one of Malaysia's largest leading recruitment firms as a senior consultant.

Sally has more than 17 years' experience in the executive search and selection industry in Malaysia, and three years' experience in a regional HR role with a leading American multi-national company.

Sally and her team now specialise in recruiting across a variety of sectors including accounting & finance, banking & financial services, human resources, information technology and sales & marketing.

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JAMES VESSEY

COUNTRY MANAGER, THAILAND

James Vessey moved to Thailand over 17 years ago as an exchange student to Chiang Mai University to study Thai language and culture.

In 2004, James joined Robert Walters Singapore specialising in senior IT positions, and was instrumental in building a practice in the Enterprise Resource Planning market. After two successful years in the Singapore office, James was given the opportunity to set up a new office and lead the recruitment business in Thailand. James and his team officially launched the Robert Walters Thailand office in Bangkok on 1 July 2008, specialising in recruitment for various sectors such as commerce finance, banking & financial services, human resources, information technology and sales & marketing.

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ANTHONY MODRICH COUNTRY MANAGER, KOREA

Anthony Modrich was appointed as Country Manager to establish Robert Walters Korea in October 2010, and brings with him over nine years' recruitment experience in Asia. Prior to this, he managed the highly successful commerce accounting and supply chain divisions for Robert Walters Hong Kong.

Before joining Robert Walters in 2006, Anthony recruited in Ho Chi Minh City and has also worked in corporate sales roles within Australia and New Zealand.

Anthony was born in New Zealand and holds a Master of Science from The University of Auckland, and is currently based in Seoul.

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RUPALI EDEKAR COUNTRY MANAGER, VIETNAM

Rupali was tasked in 2009 to lead the due diligence and market feasibility research for a Robert Walters office in Ho Chi Minh city. She successfully established Robert Walters Vietnam and was appointed Country Manager in January 2011.

Rupali arrived in Saigon in 2006 and has over six years' experience recruiting in Vietnam, specialising in media placements as well as sales and marketing roles. Prior to joining Robert Walters, she has worked in various international markets including Australia, Denmark, India and the United Kingdom before moving to Vietnam.

Rupali graduated with a Commerce degree from the University of Mumbai, with majors in Economics and Accounting. She also undertook post-graduate studies in Advertising, and is currently based in Ho Chi Minh.

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IAN ROBERTSON

COUNTRY MANAGER, INDONESIA

Ian joined Robert Walters in 2011 as Country Manager with the remit to establish Robert Walters Indonesia, focusing on the permanent recruitment of mid to senior and director level professionals within the banking and financial services, sales and marketing, manufacturing, energy as well as other sectors.

Ian has over 20 years' international experience in logistics, supply chain management, automotive as well as specialised recruitment consultancy services.

He has held various key business development, general management as well as consultancy positions within MNCs in Thailand, Singapore, Malaysia, Indonesia, Philippines and the Middle East. Ian has a successful track record in the recruitment industry, specialising in recruiting senior and director level professionals for leading companies across the region.

Educated in the UK and Australia, Ian has spent over 20 years in Asia and is adaptable and familiar with Asian cultures and languages.

He has a keen interest in travelling, swimming, cuisine as well as learning new languages.

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LEE TZE YONG

COUNTRY MANAGER, TAIWAN

Tze Yong (TY) has more than seven years' experience in the banking sector prior to joining the recruitment industry. He joined Robert Walters in 2006 and provided recruitment and advisory services to banking professionals within the Asia Pacific region. TY was promoted to Manager in 2008 with the remit to manage the banking front office and operations team, focusing on mid to senior level hires within the banking and finance sector in Hong Kong.

In March 2011, TY was tasked to lead the due diligence and market feasibility research for a Robert Walters office in Taipei. He successfully established Robert Walters Taiwan and was appointed Country Manager in October 2011.

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ROBERT WALTERS RESEARCH

GLOBAL SALARY SURVEY

The Robert Walters 2012 Global Salary Survey, now in its 13th year, offers a full report on the latest salaries and market trends across the globe. Compiled on an annual basis, the Robert Walters Global Salary Survey is recognised as one of the most comprehensive and highest quality surveys in the market.

To download or request a copy, please visit www.robertwalters.com/salariesurvey



The Robert Walters Salary Checker iPhone App lets professionals check their salaries on the go, and provides users with instant access to pay rates for contract and permanent professionals at all levels and across multiple disciplines/industries. The Salary Checker iPhone App is now available for download at the iTunes App Store.

ASIA JOB INDEX

The Robert Walters Asia Job Index was developed with a view to creating a quarterly barometer for the job market across the region. The Index tracks advertisement volumes for professional positions across the leading job boards and national newspapers in China, Hong Kong, Japan, Korea, Malaysia and Singapore.

For more information on the Asia Job Index, please visit www.asiajobindex.com.

MARKET UPDATES AND WHITEPAPERS

Robert Walters conducts regular web polls, market research as well as employee and employer insights surveys focusing on topics related to careers, salaries, work environment, recruitment and market trends. Findings collated from such research are developed into insightful reports, market updates and whitepapers – which we regularly share with our clients and candidates.

Our surveys and research are conducted on a local, regional as well as a global basis, and have consistently placed Robert Walters as a thought leader in the markets we operate in.

BREAKFAST SEMINARS AND CONFERENCES

Robert Walters regularly organises breakfast /lunch seminars, round table events and executive forums, to provide industry specialists and professionals an exclusive platform to network and exchange insights on current market and recruitment trends.

PARTNERSHIPS WITH SCHOOLS AND PROFESSIONAL ASSOCIATIONS

Robert Walters has strategic partnerships with major universities and professional associations in the markets we operate in. We work with these institutions to offer career tips and recruitment advice, as well as provide career opportunities for job seekers locally and overseas, leveraging on Robert Walters' international network of offices.

AN AWARD WINNING BUSINESS

2011

Japan	British Chamber of Commerce Japan Company of the Year 2011
Singapore	The Asian Banker Supporting Industry Award 2011 The Asian Banker Achievement Award for Executive Search to the Commercial Banking Industry
Singapore	Recruitment International Awards 2011 Best International Recruitment Company
Singapore	HR Vendor of the Year Award 2011 Winner, Preferred Recruitment Firm (Mid range/High end roles)
Ireland	National Recruitment Federation Awards 2011 Best Agency for Online Services

2010

UK	The Compliance Register Platinum Awards 2010 Outstanding Service to Compliance and Regulation Award (OStCaR) 2010
UK	The Recruiter Awards for Excellence 2010 Best International Recruitment Consultancy
Singapore	The Asian Banker Supporting Industry Award 2010 The Asian Banker Achievement Award for Executive Search to the Commercial Banking Industry
Singapore	HR Vendors of the Year Award 2009 Winner, Preferred Recruitment Firms (Roles S\$5,000 - \$10,000pm) Winner, Preferred Recruitment Firm- Mid range roles Winner, Preferred Recruitment Firm- Mid range roles (Financial Services) Winner, Preferred Recruitment Firm- Mid range roles (Headcount size over 500) Winner, Preferred Recruitment Firm- High End roles (Headcount size over 500) Winner, Preferred Recruitment Firm- High End roles (Financial Services)
Singapore	Asiamoney Headhunters Poll 2010 Best Headhunting Firm for Banking Middle/Back Office Recruitment in Asia
Japan	Asiamoney Headhunters Poll 2010 Best Headhunting Firm for Human Resources Recruitment in Japan

2009

Singapore	The Asian Banker Supporting Industry Award 2009 The Asian Banker Achievement Award for Executive Search to the Commercial Banking Industry
Singapore	HR Vendors of the Year Award 2008 Winner, Preferred Recruitment Firms (Roles S\$5,000 - \$10,000pm)
Japan	Microsoft Certified Hiring Gold Partner, Fiscal Year 2009

AN AWARD WINNING BUSINESS

2008

- Singapore **HR Vendors of the Year Award 2007**
Winner, Preferred Recruitment Firms (Roles S\$5,000 - \$10,000pm)
Winner, Preferred Recruitment Firms (Roles over \$10,000pm)
- Asia **The Asian Banker Supporting Industry Award 2008**
The Asian Banker Achievement Award for Executive Search to the Commercial Banking Industry
- Asia **Asiamoney Headhunters Poll 2008**
Best Headhunting Firm for Banking Middle/Back Office Recruitment in Asia

2007

- Singapore **HR Vendors of the Year Award 2006**
Winner, Best Recruitment Company of the Year (Roles over \$8k monthly)

2006

- Singapore **British Business Awards 2006**
- Singapore **HR Vendors of the Year Award 2005**
Winner, Best Recruitment Services Company (Roles over \$180k per annum)

2005

- UK **The Recruiter Awards for Excellence 2005**
Best Legal Recruitment Firm

2002

- UK **The Recruiter Awards for Excellence 2002**
Best International Recruitment Firm

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MALAYSIA
NETHERLANDS
NEW ZEALAND
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SOUTH AFRICA
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THAILAND
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USA
VIETNAM