



# ROBERT WALTERS SOUTH EAST ASIA

SPECIALIST PROFESSIONAL RECRUITMENT

ROBERT WALTERS





33

WE'VE BEEN  
SUCCESSFULLY  
RECRUITING FOR THE  
WORLD'S LEADING  
COMPANIES FOR  
OVER 33 YEARS

## WELCOME TO ROBERT WALTERS

SPECIALIST PROFESSIONAL RECRUITMENT



**ROBERT WALTERS**  
**CHIEF EXECUTIVE OFFICER**

### MARKET LEADING GLOBAL BRAND

Our story began in 1985 when the Group opened its first office in Central London. Since then we have developed into a global specialist professional recruitment group, operating in a diverse range of markets.

For more than 33 years, businesses across the globe have relied on us to find the very best specialist professionals and talented executives have trusted us to help build their careers. It's a success story we're proud of and one that's built on the strength and passion of our people.

As the business continues to expand, we operate with the same commitment to service and quality. Every candidate is treated as an individual, with a focus on advising and consulting. It means we always have the best candidates on the market to offer you.

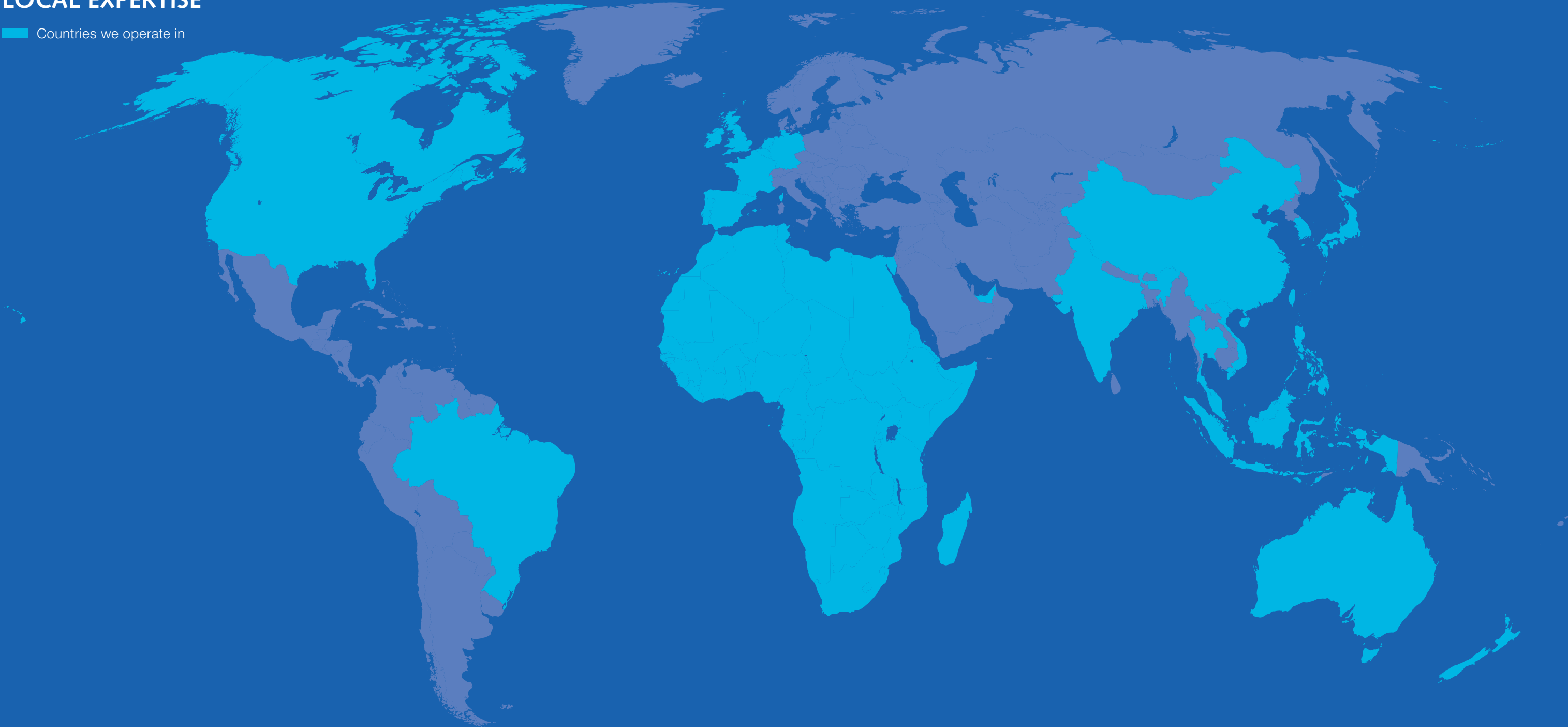
At the heart of the Group's culture and business is our team-based profit share model, which means that unlike most of our competition, we do not pay individual commission. This ensures the needs of our clients and candidates always come first.

Although our reach is global, we remain committed to hiring local talent, so our people have a deep understanding of the local market and culture. It's what makes us unique and helps us remain a trusted recruitment partner of the world's leading firms.

**Robert Walters,**  
CEO  
Robert Walters Plc

# GLOBAL REACH, LOCAL EXPERTISE

Countries we operate in



28

WE RECRUIT  
ACROSS 28  
COUNTRIES  
GLOBALLY

- |           |              |             |
|-----------|--------------|-------------|
| AUSTRALIA | IRELAND      | SOUTH KOREA |
| BELGIUM   | JAPAN        | SPAIN       |
| BRAZIL    | LUXEMBOURG   | SWITZERLAND |
| CANADA    | MALAYSIA     | TAIWAN      |
| CHINA     | NETHERLANDS  | THAILAND    |
| FRANCE    | NEW ZEALAND  | UAE         |
| GERMANY   | PHILIPPINES  | UK          |
| HONG KONG | PORTUGAL     | USA         |
| INDIA     | SINGAPORE    | VIETNAM     |
| INDONESIA | SOUTH AFRICA |             |

## SOUTH EAST ASIA

We are the only specialist professional recruitment consultancy in South East Asia with a presence in all major markets.

**SINGAPORE**  
**MALAYSIA**  
- KUALA LUMPUR  
- PENANG

**THAILAND**  
**INDONESIA**  
**VIETNAM**  
**PHILIPPINES**





ESTABLISHED SINCE

1998

SINGAPORE

2006

MALAYSIA

2008

THAILAND

2011

INDONESIA & VIETNAM

2016

PHILIPPINES

# OUR RECRUITMENT CAPABILITIES

Robert Walters is well-positioned to serve your talent acquisition needs in South East Asia. If you are looking to expand in the region, we can provide you with a comprehensive recruitment service and key market intelligence. We can save you the task of having to source multiple recruitment partners and ensure a faster, smoother hiring process.

## FUNCTIONAL EXPERTISE

DISCIPLINES	Singapore	Malaysia	Thailand	Indonesia	Vietnam	Philippines
Accounting & Finance	P • C	P	P	P	P	P
Banking & Financial Services	P • C	P	P	P	-	P
General Management/Consultancy	P	P	P	P	-	P
Engineering	P	P	P	-	P	-
Human Resources	P • C	P	P	P	P	P
Information Technology	P • C	P	P	P	P	P
Legal	P • C	P	P	P	P	-
Sales & Marketing	P • C	P	P	P	P	P
Secretarial & Business Support	P • C	-	-	-	-	-
Supply Chain, Procurement & Logistics	P • C	P	P	P	P	-
Technical Healthcare	P	P	P	P	P	-
Shared Services	P • C	P	-	-	-	P

P – Permanent roles      C – Contract roles

## KEY INDUSTRY VERTICALS

Banking • Chemical • E-commerce • Electronics & Semiconductor • Engineering & Manufacturing • Fintech • Food & Beverage • FMCG & Consumer Durables • Hospitality • Industrial (Automotive, Equipment, Heavy Machinery & Parts) • Information Technology & Telecommunications • Luxury Retail • \*Media & Digital • Non-banking Financial Services • Oil & Gas • Pharmaceutical & Medical Devices • Professional Services • \*Property Development & Construction • Real Estate • \*Renewable Energy • Start-ups • Shipping & Logistics

*\*Applicable to Malaysia only*





3,800

OVER 3,800 EMPLOYEES  
OFFERING GREAT SERVICE  
TO CLIENTS WORLDWIDE

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## PROJECT AND HIGH VOLUME HIRING

The challenge of hiring the best talent in the market on a tight timeline can be daunting. At Robert Walters, we have the expertise and proven track record to assist you in your project recruitment or high volume hiring needs.

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# SWAROVSKI

### BACKGROUND

Swarovski, a leading manufacturer of precision cut crystal since 1895 and a world-renowned brand that adds sparkle to everything from jewellery, watches, fashion accessories to couture fashion and state-of-the-art lighting technology. The company was looking to recruit a number of professionals in the areas of accounting and HR for their newly opened Global Business Services regional office in Penang.

### ROBERT WALTERS SOURCING SOLUTION

Robert Walters provided a dedicated recruitment consultant and a researcher to work with the Associate Director of our Penang office, who acted as Project Manager. With a strong collaboration between the Kuala Lumpur and Penang consultants, different talent sourcing platforms were used to produce a shortlist of the best HR and accounting professionals for the role. This included activating our candidate referral programmes to connect with candidates with niche skill sets. Start dates were not negotiable, as candidates would be required to undergo training overseas, so the team adopted a detailed hiring strategy, focusing on the most urgent roles. As the client was establishing a new office, it was important that the shortlisted candidates possessed a good mix of specialist knowledge and experience, and that they would fit well into the organisation's culture.

### OUTCOME

As a result of the consultants' thorough search of the market, we successfully made several placements with Swarovski in the areas of accounting and HR. On average, each candidate was placed within eight weeks of the start of the search process.



# HIRING FOR NEW OFFICE SET-UP

Setting up a new office is a big undertaking. Not only can it take a lot of resources and research to find the space that is right for your company, it can also be a big step in moving your business forward. This means it is important to hire the right people from the start to manage the process.



## BACKGROUND

Takeda Pharmaceutical Co. Ltd., the largest pharmaceutical company in Japan and Asia, was looking to recruit a Business Unit Director with experience in setting up a new office in Vietnam. The hiring manager had no knowledge of the hiring and salary trends in the country and had a tight deadline to fill the role.

## ROBERT WALTERS SOURCING SOLUTION

With an office in Ho Chi Minh City, we used our industry knowledge and leveraged our broad network of contacts within this specialist market. Various online media were used to reach out to the best talent and we conducted a detailed database search based on a list of key criteria.

## OUTCOME

A suitable candidate was placed in the Business Unit Director's role within six weeks of receiving the brief from the client. In the following two years, we successfully made six further placements in various roles.



97%

HIRING MANAGER  
SATISFACTION RATING  
WITH THE QUALITY OF  
CANDIDATES PROVIDED





## ATTRACTING LOCAL TALENT RESIDING OVERSEAS

With greater mobility of talent worldwide, we are helping candidates relocate and return home in response to skills shortages.

Across South East Asia, we are seeing unprecedented demand for local talent with international experience, particularly in emerging markets. To address this, our return home campaigns - Balik Kampung in Singapore, 'Come Home Pho Good' in Vietnam, Pulang Kampung in Indonesia and Balik Bayan in the Philippines - are giving us access to candidates that competitors can't match. These innovative marketing and social media campaigns are ensuring we provide clients with much sought after talent.

### HOW IT BENEFITS YOU

- Gain access to a new pool of previously untapped Asian candidates
- Ability to plan for the future by building a long-term talent pipeline for your organisation
- Comprehensive and thorough end-to-end candidate management process from overseas sourcing, through to interviews and offer management
- Opportunities to participate in, or partner with us on events attracting overseas Asians

### RETURN HOME CAMPAIGNS ACROSS SOUTH EAST ASIA



#### SINGAPORE

Singapore's Balik Kampung campaign is focusing on Technology and Financial Services, as the demand for overseas Singaporeans are high in these industries



#### INDONESIA

Indonesia's Pulang Kampung has successfully placed 40 overseas Indonesians from the start of the campaign 2 years ago



#### VIETNAM

Vietnam's Come Home Pho Good campaign has reached out to 1,200 overseas Vietnamese; 20% of them are keen to return to Vietnam



#### PHILIPPINES

Since January 2017, the Balik Bayan campaign has grown its database and an encouraging number of overseas Filipinos have been successfully placed in roles back home





## OUR COMPETITIVE DIFFERENTIATION

We are different from the competition in these four key areas. Find out why companies have chosen to work with us.

### GLOBAL FOOTPRINT WITH LOCAL NETWORK

- Leverage our global network across 28 countries
- True understanding of local and international recruitment markets

“We have been working with Robert Walters for several years. Their regional presence in South East Asia and in-depth industry knowledge enables us to successfully hire candidates across multiple locations. This saves us time and ensures the consistent quality of the candidates presented to us meet our high standards.”

**Tricia Duran, HR Director of Singapore and Regional HR Director of Functions Asia, Africa and Russia, Unilever Asia Pte Ltd**

### INTERNATIONAL CANDIDATE MANAGEMENT

- Access to a growing database of previously untapped overseas Asian candidates
- Dedicated International Candidate Managers to smoothly manage the process

“The dedicated Pulang Kampung campaign sets Robert Walters apart from other international specialist recruitment companies, as no other firm has a programme which reaches out to overseas Asian talent. We have successfully found an overseas candidate with the relevant skill sets through this campaign. The recruitment process was prompt and efficient, and the consultant effectively managed the entire process from end to end. This campaign demonstrates Robert Walters’ clear understanding of the demand for local talent with international experience.”

**Cuneyt Oter, National Supply Chain Manager, Coca-Cola Amatil Indonesia**

### INDUSTRY SPECIALISTS

- Industry specialists within each discipline
- Specialist consultants recruit specialist professionals

“We are very pleased with the recruitment services provided by Robert Walters in the searches for the numerous roles that we have. Their consultants’ in-depth knowledge of the market has provided us with high calibre candidates who fit the culture and skill sets that we are looking for in a timely manner. The relationship that they have built with our company is truly remarkable.”

**Kristy Henderson, Chief Product Officer, Getz Clinical**

### TEAM PROFIT STRUCTURE

- Promotes high quality service to client
- No candidate ownership – candidates marketed to the right clients

“When working with Robert Walters, our well-established recruitment partner, the service received and communication process have been excellent. We have hired a CFO and CEO with their help and in both cases, the consultant understood our business requirements, the candidates they sent us were good and, most importantly, they did a great job in communicating between the candidates and myself. With the company’s international service standards, trustworthiness and quality of communications, we will definitely recommend Robert Walters to other companies.”

**Adrian Crump, Chairman and CFO, The Cabin Chiang Mai**



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EDITIONS - SALARY SURVEY

## ADDING VALUE TO YOUR BUSINESS

As industry leading recruitment experts, Robert Walters is well positioned to provide in-depth research and analysis on key recruitment trends to assist you in your hiring process.

### SALARY INFORMATION

The Robert Walters Salary Survey provides an annual insight into salary trends across the region. Available in print and ebook format or on our Salary Checker app, it is the best tool for benchmarking your team's salaries.

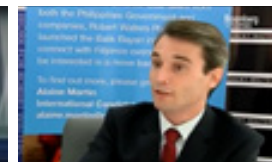


### INDUSTRY COMMENTARY

Our staff are experts in their field and regularly provide informed commentary on a range of topics from job market insights to discussing salary and hiring trends at a macro and sector-specific levels.



Channel 5 News  
Talent Retention  
Singapore



Bloomberg  
Returning Filipinos

### THOUGHT LEADERSHIP

Throughout the year we produce regular recruitment market reports on key recruitment topics, including: gender diversity and leadership, attracting and retaining millennials and recruiting in a candidate short market. Our industry thought leadership gives our clients and candidates unique insight to industry recruitment trends.



### SEMINARS AND CONFERENCES

Robert Walters hosts a series of breakfast and lunch seminars, round table events and executive forums throughout the year for senior industry specialists and professionals to share and network with industry peers. We also partner with industry leaders to offer our clients advice and insights on key issues that are relevant to their business.





AN AWARD-WINNING BUSINESS

We have a proven track record in providing high quality recruitment services and market-leading innovations. Our success is further endorsed by the numerous awards we have won over the years.



**WINNER**  
Best International Recruiter



**WINNER**  
Best Use of Social Media 2017



**TOP 3**  
Most Socially Engaged Recruitment Consultancy



**GOLD WINNER**  
Best Recruitment Firm Mid-management roles  
US\$4k - US\$10k per month



**WINNER**  
Best Recruitment Firm  
Human Resource/Admin Positions



**WINNER**  
Asia Recruitment Agency of the Year  
Best Candidate Experience  
Best Client Service  
Best Recruitment Innovation



3  
WE'RE A TOP 3 MOST  
SOCIALLY ENGAGED  
RECRUITER ON LINKEDIN





50  
OVER FIFTY  
LANGUAGES SPOKEN  
FLUENTLY ACROSS  
THE BUSINESS

If you wish to discuss your recruitment needs in South East Asia, please contact **Toby Fowlston** at [toby.fowlston@robertwalters.com.sg](mailto:toby.fowlston@robertwalters.com.sg) or +65 6228 0200.

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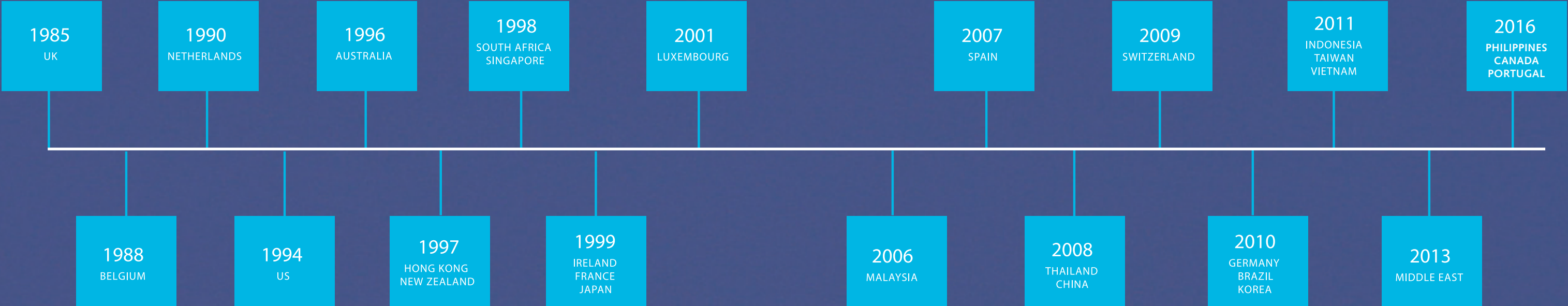
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# OUR EXPANSION





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INDONESIA  
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JAPAN  
LUXEMBOURG  
MALAYSIA  
NETHERLANDS  
NEW ZEALAND  
PHILIPPINES  
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