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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 39 offices in 18 countries, spanning five continents. The Group employs over 1,500 members of staff worldwide.

CONTINENTAL EUROPE

Amsterdam
Brussels (x3)
Edindoven
Luxembourg
Lyon (x1)
Madrid
Paris (x4)
Rotterdam
Strasbourg
Zurich

NORTH AMERICA

New York

SOUTH AMERICA

Sao Paolo

AFRICA

Johannesburg

ASIA

Bangkok
Hong Kong
Kuala Lumpur
Osaka
Shanghai
Singapore
Suzhou
Tokyo

AUSTRALASIA

Adelaide
Auckland
Brisbane
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 25 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

David Swan was appointed Managing Director of Robert Walters Japan in November 2009. 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.

David joined Robert Walters Japan in 2002 and has over 10 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 was ranked the No. 1 financial services recruitment firm in Japan in the 2008 and 2009 Asiamoney Headhunters Poll, cementing our position as the leading mid-career financial services recruitment business in Tokyo.

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MARK ELLWOOD MANAGING DIRECTOR, ASIA (EX. JAPAN)

Mark Ellwood has been Managing Director of Robert Walters Singapore since 2001 and has over 14 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 five 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 11 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, 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

Andrea Ross is the Managing Director for Robert Walters Singapore and comes with 13 years' recruitment experience. She joined the Singapore office from the UK in 2000 where she was working in the search industry focusing on financial services.

In the last eight years, Andrea has built a strong and consistent business in banking support, boasting the largest and most successful team within Singapore servicing the investment/consumer banks/insurance and the fund management industry. She went on to set up various new recruitment divisions in the areas of human resources, engineering and supply chain, procurement & logistics, further establishing Robert Walters' success and continued track record within the specialist recruitment sector.

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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 nine 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. Managing two offices in China, Carter and his team now specialise in recruiting across a variety of sectors including accounting & finance, financial services, information technology, sales & marketing as well as supply chain & manufacturing.

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MATTHEW BENNETT MANAGING DIRECTOR, HONG KONG

Matthew began his career in recruitment in 1994, focusing on professional and executive roles in the commerce and industry sector. Over the last 10 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 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 Raj has more than 15 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, financial services, human resources, information technology and sales & marketing.

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JAMES VESSEY COUNTRY MANAGER, THAILAND

James Vessey moved to Thailand over 16 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, financial services, human resources, information technology and sales & marketing.

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ROBERT WALTERS RESEARCH

GLOBAL SALARY SURVEY

On an annual basis, Robert Walters produces a global Salary Survey, widely recognised as the most comprehensive and high quality survey in the market. Compiled by the Group's dedicated research team, the survey covers all markets and disciplines within which the Group recruits worldwide.



A copy of the survey can be requested at www.robertwalters.com/salariesurveyrequest or you can download a copy at www.robertwalters.com/salariesurvey

GLOBAL WEB POLL

Robert Walters runs a global web poll across all its websites every month focusing on topics related to careers, salaries, work environment, recruitment and market trends.

Results collated from the global web polls have made headlines in many local press and trade magazines, and served as interesting topics and discussion points for broadcast media. For more details, please contact any of our media representatives in our local offices.

ASIA JOB INDEX

The Robert Walters Asia Job Index was developed with a view to creating a quarterly defacto 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 Hong Kong, Singapore, China and Japan.

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

QUARTERLY MARKET UPDATES

On a quarterly basis Robert Walters produces market updates for each of the industries it operates in. Compiled by the Group's dedicated research team, the market updates offer valuable insight into the market trends and salary movements from the previous quarter.

BREAKFAST SEMINARS AND CONFERENCES

Robert Walters run a series of breakfast seminars and conferences throughout the year to offer insight into recruitment trends and patterns. We also partner with industry specialists to offer our clients advice and guidance on issues and topics of the moment.

AN AWARD WINNING BUSINESS

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)
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) Winner, Preferred Recruitment Firms (Roles over \$10,000pm)
Japan	Microsoft Certified Hiring Gold Partner, Fiscal Year 2009

2008

Singapore	HR Vendors of the Year Award 2007 Winner, Best Recruitment Company of the Year (Roles over \$8k monthly)
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

AN AWARD WINNING BUSINESS

2007

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

2006

Singapore British Business Awards 2006

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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