



**ROBERT WALTERS SOUTHEAST ASIA  
SPECIALIST PROFESSIONAL RECRUITMENT**

**ROBERT WALTERS**



30

WE'VE BEEN SUCCESSFULLY  
RECRUITING FOR THE WORLD'S  
LEADING COMPANIES FOR  
OVER 30 YEARS

## ABOUT ROBERT WALTERS

“

Our story begins in 1985 when the Group opened its first office in Central London. Since then we have developed into a global business, and now operate in a diverse range of markets worldwide.

For over 30 years, businesses across the globe have relied on us to find the very best specialist professionals and we are trusted to help build the careers of the world's leading executives, job move after job move.

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.

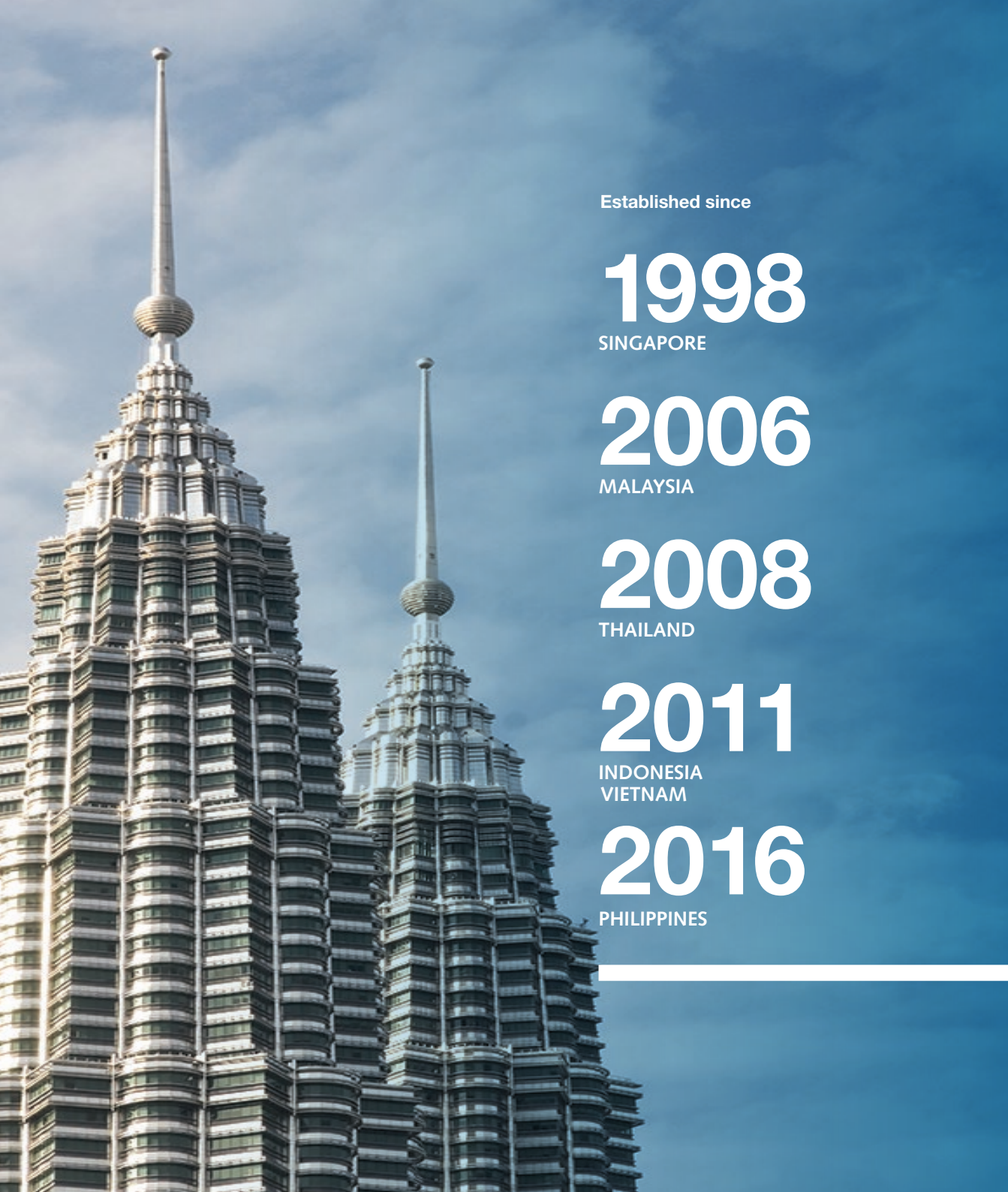
Every candidate is treated as an individual with a focus on advising and consulting – we don't try to force people into accepting unsuitable roles or send our candidates' CVs without their permission. It means we continually have the best candidates on the market to offer our clients.

”



**Robert Walters**  
CEO, Robert Walters Plc





Established since

1998

SINGAPORE

2006

MALAYSIA

2008

THAILAND

2011

INDONESIA  
VIETNAM

2016

PHILIPPINES

## THINK GLOBAL, ACT LOCAL

Our international network of offices spans 27 countries and enables us to meet the demands of clients and candidates with needs extending beyond local markets. On a local level, our strong foundations and specialist expertise gives us a unique insight into a wide range of industries and cultures. Within Southeast Asia, we are the only specialist professional recruitment consultancy with presence in all major markets: Singapore, Malaysia, Thailand, Indonesia, Vietnam and the Philippines.







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WE OPERATE IN 27 COUNTRIES  
ACROSS SIX CONTINENTS

## OUR RECRUITMENT CAPABILITIES

Robert Walters is well-positioned to serve your talent acquisition needs in Southeast Asia. If you are looking to expand in the region, we can provide you with a holistic recruitment solution and key market intelligence, saving you from identifying multiple recruitment partners and ensuring 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           |
| Engineering                           | -         | P        | -        | -         | P       | -           |
| Human Resources                       | P • C     | P        | P        | P         | P       | P           |
| Information Technology                | P • C     | P        | P        | P         | P       | P           |
| Legal                                 | P         | P        | -        | P         | -       | -           |
| Sales & Marketing                     | P • C     | 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                       | C         | P        | -        | -         | -       | P           |

P – Permanent roles      C – Contract roles

### KEY INDUSTRY VERTICALS

Banking • Chemical • E-commerce • \*Engineering & Manufacturing • Food & Beverage • FMCG & Consumer Durables • Hospitality • Industrial • Information Technology & Telecommunications • Luxury Retail • Non-banking Financial Services • Oil & Gas • Pharmaceutical & Medical Devices • Professional Services • \*Property Development & Construction • Real Estate • Shipping & Logistics

*\*Applicable to Malaysia only*





3,000

OVER 3,000 EMPLOYEES  
OFFERING GREAT SERVICE  
TO CLIENTS WORLDWIDE

## 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.



### INFORMATION TECHNOLOGY

#### BACKGROUND

CSC, a large global technology solutions provider, was looking to recruit 62 application and business consultants with a mix of Cobol/AS400/Java technical skills as well as insurance industry domain knowledge across Hong Kong, Malaysia and Singapore within a 6-week period.

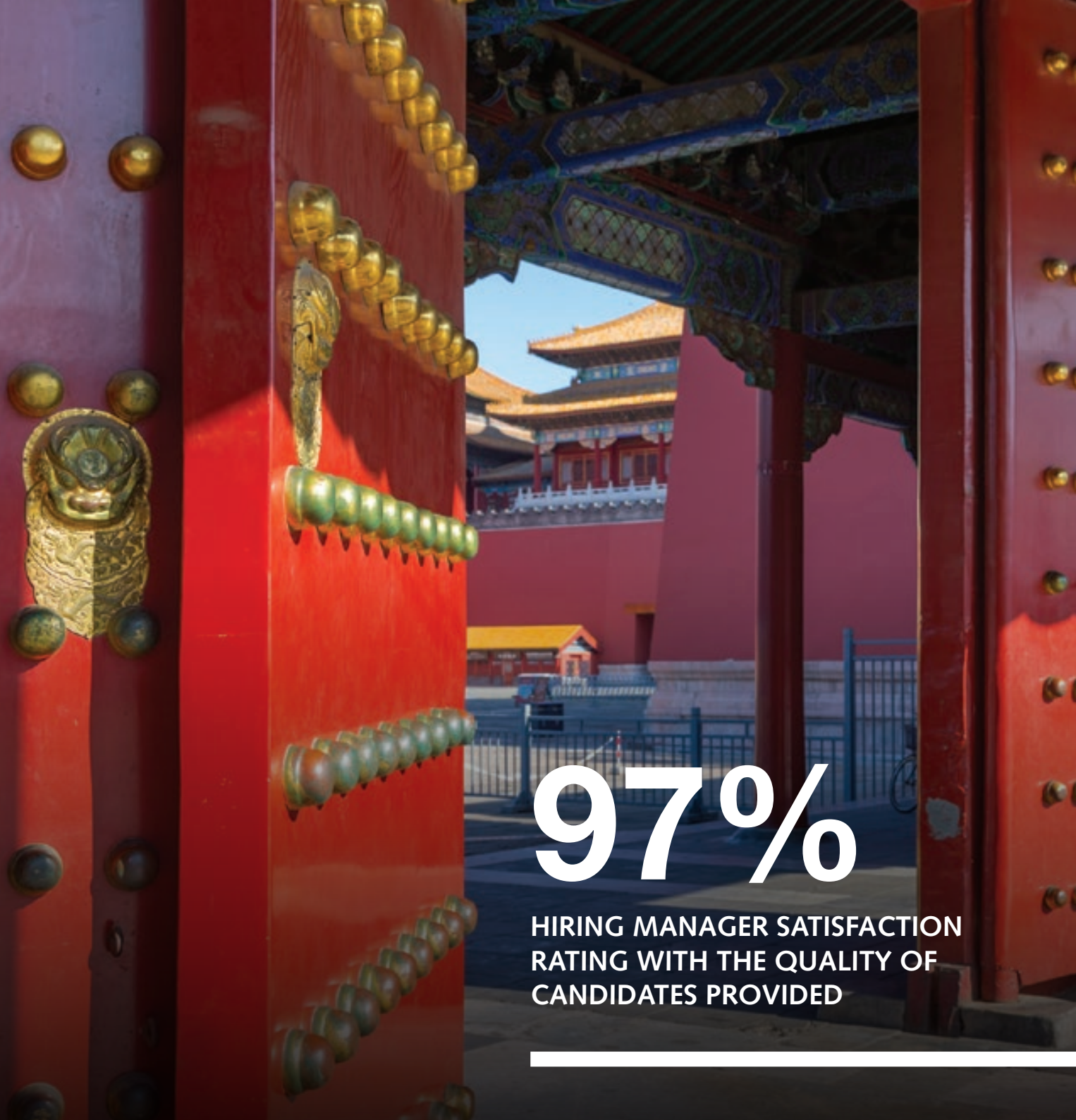
#### ROBERT WALTERS SOURCING SOLUTION

Robert Walters provided 4 dedicated recruiters (2 in Singapore, 1 in Hong Kong and 1 in Malaysia) for the project, including a single point of contact as the Project Manager. We embarked on a regional sourcing campaign by utilising a number of different channels and provided the client with daily and weekly reports tracking the recruitment process. For what was deemed a difficult skill set to source, we exceeded the client's expectations in terms of candidate flow and quality.

#### OUTCOME

We have successfully made over 30 placements with CSC across the region to date.





97%

HIRING MANAGER SATISFACTION  
RATING WITH THE QUALITY OF  
CANDIDATES PROVIDED

## 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 also means a big step in moving your business forward. This requires hiring the right people from the beginning 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 did not have any knowledge about the hiring and salary trends in the country and had to fill the role under tight deadline.

### ROBERT WALTERS SOURCING SOLUTION

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

### OUTCOME

A suitable candidate was placed in the Business Unit Director's role within 6 weeks of taking the brief from the client. In the next two years, we have successfully made 6 placements in various roles.



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DIFFERENT NATIONALITIES  
REPRESENTED ACROSS OUR BUSINESS

## ATTRACTING LOCAL TALENT RESIDING OVERSEAS

We recognise your demand for strong talent who possess local market knowledge coupled with international exposure. In anticipation of an increasing demand for overseas Asian talent, Robert Walters launched a region-wide campaign to attract Southeast Asian professionals currently working and living overseas to return home.

Our award-winning campaign titled ‘Balik Kampung with Robert Walters’, which was inspired by a familiar local phrase that essentially means ‘to return home’, saw a healthy number of overseas Singaporeans keen to return and an equal number of employers viewing these candidates as an asset. Similar initiatives exist in selected Robert Walters Southeast Asia offices, in line with the demand seen in the region.

### 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



**BALIK KAMPUNG  
WITH  
ROBERT WALTERS**

Reaching out to overseas  
Singaporeans on job  
opportunities back home



**PULANG KAMPUNG  
WITH  
ROBERT WALTERS**

Reaching out to overseas  
Indonesians on job  
opportunities back home



**COME HOME  
PHỞ GOOD  
WITH  
ROBERT WALTERS**

Reaching out to overseas  
Vietnamese on job  
opportunities back home



**BALIK BAYAN  
WITH  
ROBERT WALTERS**

Reaching out to  
overseas Filipinos on job  
opportunities back home





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AVERAGE TENURE OF OUR  
SENIOR MANAGEMENT TEAM  
IS OVER 12 YEARS

## 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<br>FOOTPRINT<br>WITH LOCAL<br>NETWORK | <ul style="list-style-type: none"><li>▪ Leverage our global network across 27 countries</li><li>▪ True understanding of local and international recruitment markets</li></ul>                                       | <p>“Robert Walters has always been our preferred recruitment consultancy. With offices in every major Southeast Asia country and local consultants with in-depth industry knowledge, we were able to successfully hire across multiple locations. This saved us time by not working with different recruiters and ensured the consistent quality of candidates presented met our high standards.”</p> <p><b>Hagen Ong, APJ Head of Talent Acquisition and Talent Management, Schaeffler (Singapore) Pte Ltd</b></p>                                                                                                                                                            |
| INTERNATIONAL<br>CANDIDATE<br>MANAGEMENT     | <ul style="list-style-type: none"><li>▪ Access to a growing database of previously untapped overseas Asian candidates</li><li>▪ Dedicated International Candidate Managers to smoothly manage the process</li></ul> | <p>“The dedicated Robert Walters Pulau Kampung campaign sets Robert Walters apart from other international specialist recruitment companies as no other firm has a program 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.”</p> <p><b>Cuneyt Oter, National Supply Chain Manager, Coca-Cola Amatil Indonesia</b></p> |
| INDUSTRY<br>SPECIALISTS                      | <ul style="list-style-type: none"><li>▪ Industry specialists within each discipline</li><li>▪ Specialist consultants recruit specialist professionals</li></ul>                                                     | <p>“We have been working with Robert Walters for a number of years and the experience has always been professional and positive. Their thorough understanding of the industry and strong connections have enabled us to fill the key roles quickly. I have always believed that it is the people who make the business – those who work for Robert Walters are specialists in their fields. That is what makes Robert Walters truly remarkable and outstanding in their field.</p> <p><b>Tricia Duran, HR Director of Singapore and Regional HR Director of Functions Asia, Africa and Russia, Unilever Asia Pte Ltd</b></p>                                                   |
| TEAM PROFIT<br>STRUCTURE                     | <ul style="list-style-type: none"><li>▪ Promotes high quality service to client</li><li>▪ No candidate ownership – candidates marketed to the right clients</li></ul>                                               | <p>I have been a hiring manager working with Robert Walters to recruit regional talent for my business. The consultants I work with are very consultative and non-pushy. They balance the requirements of the client and needs of the candidates well. I would definitely recommend using Robert Walters as a recruitment partner.”</p> <p><b>Chee Wee Chua, Regional HR Director, Ascensia Diabetes Care Singapore</b></p>                                                                                                                                                                                                                                                    |





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## EDITIONS - GLOBAL 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

We were the first recruitment consultancy to launch a Global Salary Survey. Available as a book (digital and hardcopy), mobile app and e-book, this annual survey allows you to compare salaries across different functions and industries in over 25 countries. The first edition was released in 2000 and the book is now in its 18th year – recognised as the defacto barometer of salary levels.



### INDUSTRY COMMENTARY

Our staff are experts in their field and are regular commentators on a range of topics from job market insights to discussing salary and hiring trends at a macro and sector-specific level.



Channel 5 News  
Talent Retention  
Singapore



Bloomberg  
Returning Malaysians

### 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 the 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 other industry peers. We also partner with industry leaders to offer our clients advice and insights on key issues that are relevant to their business.







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

## 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 Recruitment Firm  
Human Resource/Admin  
positions



### Winner

Best Recruitment Firm  
Mid-management roles US\$4K - US\$10K per month



### Grand Winner

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



### Winner

International Recruitment Company of the Year (China, Japan)  
Supply Chain Recruitment Company of the Year (Hong Kong)  
FMCG Consumer Product Recruitment Company of the Year  
(Japan)



### Winner

Best Large Recruitment  
Business



### Top 3

LinkedIn Recruitment Brand



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OVER FIFTY LANGUAGES SPOKEN  
FLUENTLY ACROSS THE BUSINESS

SPEAK TO US

If you are interested in discussing your recruitment needs in Southeast Asia, please contact **Toby Fowlston** at **toby.fowlston@robertwalters.com.sg** or **+65 6228 0200**.

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| <b>SINGAPORE</b><br><b>Singapore</b><br>E: singapore@robertwalters.com<br>T: +65 6228 0200 | <b>MALAYSIA</b><br><b>Kuala Lumpur</b><br>E: malaysia@robertwalters.com<br>T: + 60 3 2380 8700<br><br><b>Penang</b><br>E: malaysia@robertwalters.com<br>T: +60 4 609 0500 | <b>THAILAND</b><br><b>Bangkok</b><br>E: bangkok@robertwalters.com<br>T: +66 (0) 2 344 4800 | <b>INDONESIA</b><br><b>Jakarta</b><br>E: jakarta@robertwalters.com<br>T: +62 (21) 2965 1500 | <b>VIETNAM</b><br><b>Ho Chi Minh City</b><br>E: hochiminh@robertwalters.com<br>T: +84 8 3520 7900 | <b>PHILIPPINES</b><br><b>Manila</b><br>E: philippines@robertwalters.com<br>T: +63 2 816 4972/73/74 |
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We also have offices in the following locations across the world to better assist you with your international recruitment needs:

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| <b>AUSTRALIA</b><br><b>Adelaide</b><br>E: adelaide@robertwalters.com.au<br>T: +61 (0) 8 8216 3500<br><br><b>Brisbane</b><br>E: brisbane@robertwalters.com.au<br>T: +61 (0) 7 3032 2222<br><br><b>Chatswood</b><br>E: chatswood@robertwalters.com.au<br>T: +61 (0) 2 8423 1000<br><br><b>Melbourne</b><br>E: melbourne@robertwalters.com.au<br>T: +61 (0) 3 8628 2100<br><br><b>Parramatta</b><br>E: parramatta@robertwalters.com.au<br>T: +61 (0) 2 8836 3600<br><br><b>Perth</b><br>E: perth@robertwalters.com.au<br>T: +61 (0) 8 9266 0900<br><br><b>Sydney</b><br>E: sydney@robertwalters.com.au<br>T: +61 (0) 2 8289 3100 | <b>CHINA</b><br><b>Beijing</b><br>E: beijing@robertwalters.com<br>T: + 86 10 5282 1888<br><br><b>Shanghai</b><br>E: shanghai@robertwalters.com<br>T: +86 21 5153 5888<br><br><b>Suzhou</b><br>E: suzhou@robertwalters.com<br>T: + 86 512 6873 5888 | <b>IRELAND</b><br><b>Dublin</b><br>E: dublin@robertwalters.com<br>T: +353 (0) 1 633 4111<br><br><b>JAPAN</b><br><b>Osaka</b><br>E: osaka@robertwalters.com<br>T: +81 (0) 6 4560 3100<br><br><b>Tokyo</b><br>E: tokyo@robertwalters.com<br>T: +81 (0) 3 4570 1500 | <b>PHILIPPINES</b><br><b>Manila</b><br>E: philippines@robertwalters.com<br>T: +63 2 816 4972/73/74<br><br><b>PORTUGAL</b><br><b>Lisbon</b><br>E: lisbon@robertwalters.com<br>T: +351 21 340 4500<br><br><b>SINGAPORE</b><br>E: singapore@robertwalters.com<br>T: +65 6228 0200<br><br><b>SOUTH AFRICA</b><br><b>Johannesburg</b><br>E: southafrica@robertwalters.com<br>T: +27 (0) 11 881 2400<br><br><b>SOUTH KOREA</b><br><b>Seoul</b><br>E: seoul@robertwalters.co.kr<br>T: +82 (0) 2 6454 7000 | <b>THAILAND</b><br><b>Bangkok</b><br>E: bangkok@robertwalters.com<br>T: +66 (0) 2 344 4800<br><br><b>UAE</b><br><b>Dubai</b><br>E: dubai@robertwalters.com<br>T: +971 4 8180 100<br><br><b>UNITED KINGDOM</b><br><b>Birmingham</b><br>E: birmingham@robertwalters.com<br>T: +44 (0) 121 281 5000<br><br><b>Guildford</b><br>E: surrey@robertwalters.com<br>T: +44 (0) 1483 510 400<br><br><b>London (Head Office)</b><br>E: london@robertwalters.com<br>T: +44 (0) 20 7379 3333<br><br><b>Manchester</b><br>E: manchester@robertwalters.com<br>T: +44 (0) 161 214 7400<br><br><b>Milton Keynes</b><br>E: miltonkeynes@robertwalters.com<br>T: +44 (0) 1908 04 4000<br><br><b>St Albans</b><br>E: stalbans@robertwalters.com<br>T: +44 (0) 1727 617 500<br><br><b>UNITED STATES</b><br><b>New York</b><br>E: newyork@robertwalters.com<br>T: +1 212 704 9900<br><br><b>San Francisco</b><br>E: sanfrancisco@robertwalters.com<br>T: +1 415 549 2000<br><br><b>VIETNAM</b><br><b>Ho Chi Minh City</b><br>E: hochiminh@robertwalters.com<br>T: +84 8 3520 7900 | <b>LUXEMBOURG</b><br>E: lux@robertwalters.com<br>T: +352 (0) 2647 8585<br><br><b>MALAYSIA</b><br><b>Kuala Lumpur</b><br>E: malaysia@robertwalters.com<br>T: +60 3 2380 8700<br><br><b>Penang</b><br>E: malaysia@robertwalters.com<br>T: +60 4 609 0500<br><br><b>NETHERLANDS</b><br><b>Amsterdam</b><br>E: amsterdam@robertwalters.com<br>T: +31 (0) 20 644 4655<br><br><b>Eindhoven</b><br>E: eindhoven@robertwalters.com<br>T: +31 (0) 40 7999 910<br><br><b>Rotterdam</b><br>E: rotterdam@robertwalters.com<br>T: +31 (0) 10 7998 090<br><br><b>NEW ZEALAND</b><br><b>Auckland</b><br>E: auckland@robertwalters.co.nz<br>T: +64 (0) 9 374 7300<br><br><b>Wellington</b><br>E: wellington@robertwalters.co.nz<br>T: +64 (0) 4 471 9700 |
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## OUR EXPANSION





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