



## WE ARE ROBERT WALTERS **GREATER CHINA**



**Ricky Mui Managing Director Robert Walters Greater China** 

For more than 37 years, we've been powering people and organisations to fulfil their unique potential.

In that time, we've expanded from a single office in central London to a global presence with offices in 31 relationships — we advise and consult but never locations around the world. Throughout the journey, we've remained committed to the same principles that have driven our success from the very beginning - a strong team-based culture that puts clients and candidates first. A passion for quality in all we do, a commitment to treating people with integrity, and an innovative spirit that propels us to constantly improve.

As a principle, our goal is to build long-term force people into making decisions that aren't right for their business or career goals. This consultative approach continues to cement our reputation as the recruiter of choice, trusted by the world's leading organisations and professionals. 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.

### WHAT WE DO

At Robert Walters, we're on a mission to be the world's leading specialist recruitment consultancy. We specialise in permanent, contract and interim recruitment across multiple sectors, and our purpose as a business is to power people and organisations to fulfil their unique potential.

After all, as recruiters, we have a unique and important part to play in the long-term success of companies and jobseekers alike. When it comes to fulfilling our purpose, we're guided by our core principles.

37+ years of supporting world's leading companies for their recruitment needs "I have been partnering with Robert Walters for over 10 years now. They have proven to be professional and always willing to go that extra mile to ensure we are on-boarding the right candidate for my organization. They take out time to listen to my company needs and advise the best hiring strategy. We are grateful to have them as our recruitment partner." Catherine Lim, Human Resources & **Organization Director-Asia** Salvatore Ferragamo Hong Kong



Everything we do comes from a place of **teamwork** which forms the cornerstone of our exceptional service.



We believe in the power of **innovation** and technology to build a global workforce that is more diverse and inclusive than ever before.



We always act with **integrity** — the ongoing success of our business is owed to our long-term relationships built on trust.



Our people are unwavering in their commitment to delivering **quality** in all they do.



We have a **passion** for helping clients and candidates and seeing them achieve their organisational and career goals.



We are strong advocates of **equality, diversity** and inclusion and we believe that diversity brings in different views, opinions and ideas which powers peoples and organisations to fulfil their unique potential.



# WHY WE ARE DIFFERENT



#### We are specialists

Our consultants are specialists in the fields they recruit for, with strong personal relationships and wide industry networks. They understand finer nuances and the trends of the industry and offer advice backed by in-depth knowledge.

# 2

#### **People before Profit**

We're known for our non-commission model, which means that our consultants don't receive individual sales commission, instead they're rewarded on a team profit-share basis. This ensures our clients are served by the collective resources of the team who leave no stone unturned to offer exceptional service delivery.



#### Integrity is part of our DNA

When you work with us as a candidate, rest assured that we'll never send your CV to an employer without your permission. Quite simply, we don't think it's right. And we'll never push you to accept a role just to make a fee — we're with you for the long term and want you to make the right choice for your career.



#### **Trusted insights from the experts**

In addition to our robust research on key recruitment and job market trends & our annual Salary Survey is a crucial decision-making tool for clients and candidates worldwide for advising and guiding our clients' hiring decisions through deeper, data-driven conversations.



#### More innovative, more human

We track, test and trial hundreds of new technologies each year to see if they can increase our productivity and give our consultants more time to do what they do best — building human connections and personal relationships.



#### Recognised around the world

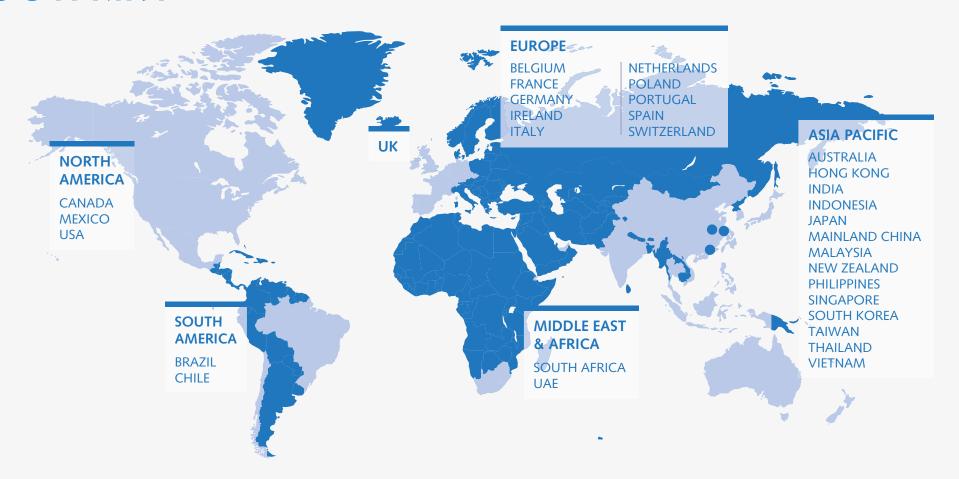
Our purpose drives the high quality of service we deliver around the world, and we're honoured to be recognised for our commitment to clients and candidates.



# ROBERT WALTERS FOOTPRINT

#### Global reach, local expertise

The Group's international network of offices spans 31 locations and enables us to meet the demands of clients and candidates whose needs extend beyond local markets. Meanwhile, our strong local foundations give us unique insights into specific industries and cultures.



31 LOCATIONS

**37 YEARS** 

4,000 EMPLOYEES

# **OUR PRESENCE IN GREATER CHINA:** Hong Kong Shanghai Shenzhen Suzhou Taipei

# OUR INDUSTRY EXPERIENCE

Our international network of offices enable us to meet the demands of clients and candidates whose needs extend beyond local markets. Within Greater China, we have offices in Hong Kong, Shanghai, Shenzhen, Suzhou and Taipei.

We benefit from the infrastructure of a high-quality global business. Our international database of candidates and powerful global networks enable us to track down scarce talent, while the support we receive from our internal functions such as finance, IT and marketing is unrivalled by local competitors. This means our consultants can focus solely on recruitment, relationship building and servicing our clients.

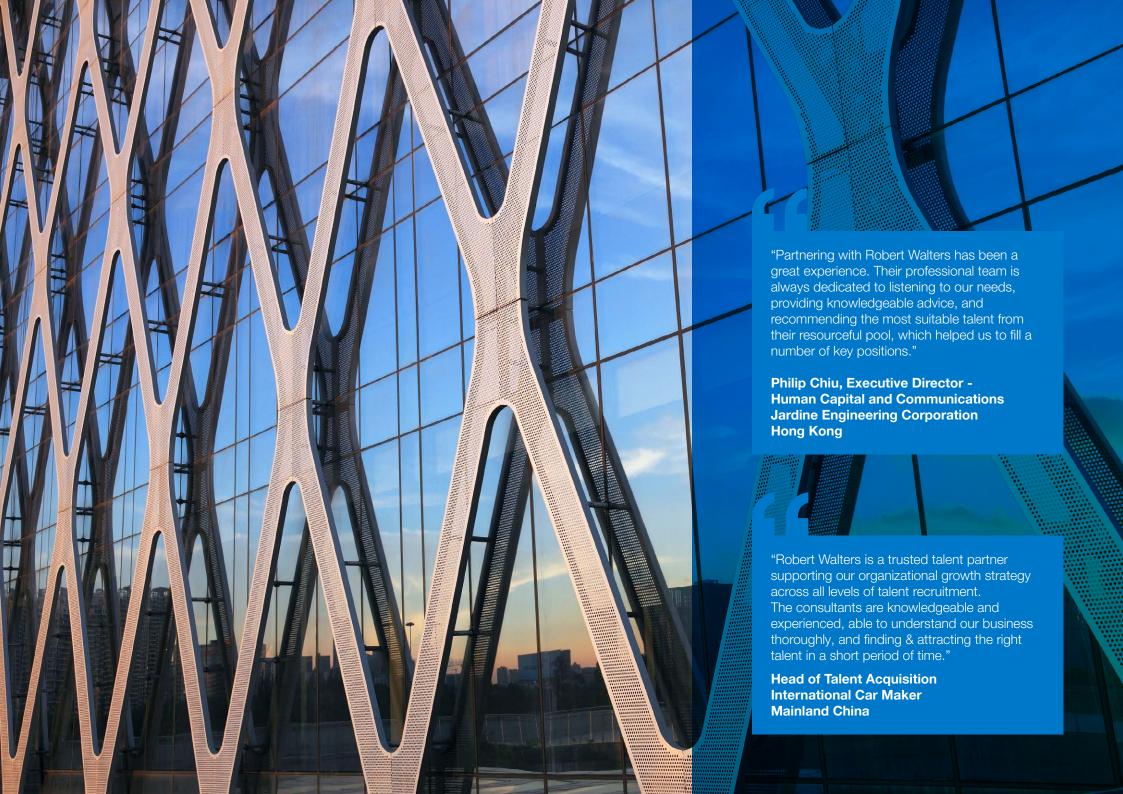
#### **Our core disciplines**

	Mainland China	Hong Kong	Taiwan
Accounting & Finance	•	•	•
Engineering, Operations & Manufacturing			
Financial Services			
Healthcare			
Human Resources			
Legal & Compliance			
Property & Construction			
Sales & Marketing			
Tech & Transformation			
Supply Chain, Logistics & Procurement			

#### Your trusted recruitment partner

As a global specialist professional recruitment consultancy, Robert Walters offers a range of tailored solutions and services to our clients catering to different needs. We are committed to understanding your specific recruitment needs and providing you with the best solutions, in order to search top talent in the market and assist you make informed decision.

Retained/contingent recruitment	Contingent hiring	Talent mapping
Salary information	New office/division set-up	Advertising solutions
Innovative video technology	Industry commentary	Thought leadership



### **OUR INITIATIVES**

#### **Greater China Leadership Series**

The community and the society we live in has people who have been incredible leaders in their own right. They have met obstacles headstrong and never gave up when things became tough. Some are visionaries who foresee opportunities and drive innovation to do good for the society and some who are very passionate about making the community a place where everyone thrives equally.

We believe inspiration is all around us. One of our initiatives involves inviting such inspiring leaders from different industries and sectors across Greater China and speaking to them about their journey of what drives them to be the leader they are today. With their stories of passion, grit and resilience, we aim to motivate and inspire all future leaders to be.

#### These leaders cover our three key pillars



#### Leaders under 40

Young leaders under 40 who have not only taken their companies to the pinnacle of success but also made positive contributions to the society, validating the adage that "Age is but a number". These are young entrepreneurs and leaders who drive a culture of resilience, disruption, risk taking and inspire the younger generation to mark a difference.



#### **Driving Changes & Innovation**

Leaders who initiated and led innovation in their organisations to bring about positive and transformative changes, streamlining and improving operational effectiveness. They have brought about innovation as an integral part of their culture leading to growth, success and transformative improvements.



#### **Leading Diversity & Inclusion**

Leaders who are active in driving Diversity & Inclusion - both in their own companies and in various sections of the society with vested interest in assuring the community is both inclusive and equitable. They are not only setting examples of building inclusive and agile cultures but also sharing ED&I best practices to see successful outcomes in terms of productivity, culture and commercial value.



Leaders under 40
Syed Asim Hussain – Black Sheep Restaurants,
Hong Kong



**Driving Changes & Innovation**Sam Xia Xinyue – Goodbaby International,
Mainland China

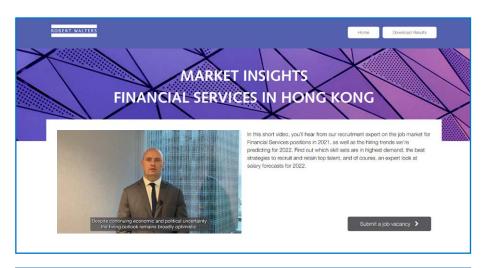


**Leading Diversity & Inclusion**Peter Reading – Equal Opportunities Commission, Hong Kong

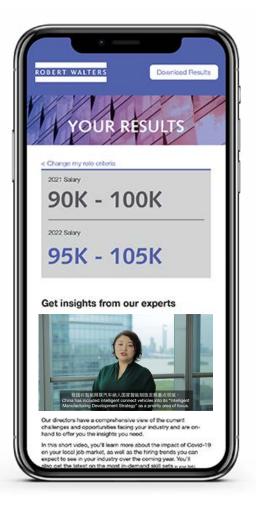
#### **Salary Survey**

In addition to a comprehensive guide to salaries for hundreds of roles in 31 locations, our digital Salary Survey is packed with helpful tools.

Apart from resources for hiring managers and job seekers like salary expectations, in-demand skill sets and salary calculator, it includes the latest trends and analysis for your industry, as well as video updates on market conditions from our experts.







#### **Thought Leadership**

Our industry thought leadership gives our clients and candidates unique insight and is one of the reasons why they value an ongoing relationship with us. We pride ourselves on being leaders in innovation and our market research reinforces this quality-focused brand positioning. Throughout the year we produce regular recruitment market reports, which take an in-depth look at key trends and talent management issues impacting employers today. Recent topics include diversity and leadership, attracting and retaining millennials, and recruiting in a candidate-short market. Innovation is at the heart of our entrepreneurial spirit and is how we develop new ways to best serve our clients' needs.

As part of our industry leading thought leadership programme, we also run regular webinars to advise clients and candidates on the latest trends affecting human capital.











## OUR PEOPLE

#### What our people say

Our consultants have passion, energy and commitment. Add to that our industry-leading training and you can be sure that when you work with us, you're working with the best. We also offer opportunities for rapid advancement, ensuring that we keep our top talent and can offer a consistent service over many years.



Jason Ng Senior Consultant – Hong Kong

"As a market leader, Robert Walters has always been associated with professionalism. Having re-joined Robert Walters recently, I have also come to appreciate its unique platform that offers invaluable support and resources to enable us, as consultants to succeed. This starts with the collaborative and empowering corporate culture from the senior leadership team. Our business partner function teams also give a lot of support for us to engage with our clients and candidates, as well as making our lives easier and less stressful every day."



**Julia Zhu**Director & Head of Suzhou – Suzhou

"I was immediately taken by the dynamic and passionate environment when I joined. I quickly found that I didn't need to fit into a mould, I had the freedom to develop my own method for success and my manager encouraged me to make my voice heard. I really appreciated those opportunities especially in the early stages of my career."



Karina Li Consultant - Shenzhen

"Robert Walters was my first job upon returning to China after graduation. The training program for new joiners at Robert Walters allowed me to rapidly progress professionally and learn the finer nuances of being a recruiter. The collaboration within our team also fostered great affinity between me and my colleagues, allowing us to support each other while maintaining healthy competition that encouraged growth."



Morrie Li Principal Consultant - Shanghai

"Before joining Robert Walters, I never imagined that being a recruiter could be so enriching. The environment was very inclusive to accept consultants from diverse backgrounds and were given well-rounded training to become recruitment specialists with in-depth market knowledge so that I could offer the best to my clients and candidates with confidence."



Ruby Lin Senior Manager - Taipei

"Before I decided to change my career, I had been working for over seven years as a product marketer in the electronics industry. I had developed strong communication and stakeholder management skills. These soft skills were highly transferable into recruitment. Additionally, my familiarity with the industry meant I could easily understand what my candidates wanted to pursue and what clients were looking for in their hires."

"Goodbaby International is striving for building a global ecosystem in juvenile industry and partnering with Robert Walters has been a great experience. Their professional team is always dedicated to anticipating our needs proactively, providing knowledgeable solutions, and recommending the most suitable talents from their resourceful pool, which helped us to fill a number of key positions, especially on digital transformation, employee empowerment and innovations."

Sam Xia, Chief Operation Officer & Chief Competitiveness Officer Goodbaby International Group Mainland China "Robert Walters consultants have always stood by my side and really understood what I wanted. They suggested me to go out of my comfort zone and that's the reason why I'm in a wonderful world class company that I never thought of. Thankful to have Robert Walters as my career partner."

**Deputy Global Director Automation Company Taiwan** 

# A CULTURE OF GLOBAL & LOCAL GIVING

We're building a sustainable future for our planet and the people who live on it. Being a socially responsible business isn't just the right thing to do – it's key to our long-term strategy and creates long-term value for our stakeholders. It's also central to our purpose.

Through our charitable giving, humanitarian action and environmental initiatives, we're building a world where people and organisations have opportunities to fulfil their unique potential long into the future.

#### **Equality, Diversity & Inclusion**

At Robert Walters, we firmly believe that our people are our strength. Their unique backgrounds, perspectives and experiences combine to create our vibrant working culture, and we remain committed to recognising and celebrating the unique cultures and communities that they represent.



#### **Global Charity Day**

Since 2012, our Global Charity Day has seen staff from across the Group make a difference to their community. We come together with their creativity, athleticism and passion to raise as much money as possible for their chosen local charities.









#### **Pink Friday**

Pink Friday is a grass-roots movement that started in Asia to show support for LGBTQ+ inclusion. It's all about making the invisible truly visible through a collective community and raising corporate awareness of LGBTQ+ issues. We are proud to see all our offices across Greater China to take part for raising awareness.









#### **Regional and Local Initiatives**

All our offices are deeply committed to giving back to the society and make a difference in their local communities. We are proud of the time we spent with children who have been deprived of their playtime due to the pandemic and spending time with children with Down Syndrome. We are especially proud of everyone who come together from all our different offices and took out time to go to Cambodia to teach and play with the children there to make a small difference.



**Serve-a-thon Hong Kong** 



**Shanghai Cedar Highrise Foundation** 



**Feeding Dreams in Cambodia** 



**Taipei Down Syndrome Foundation** 

### **GET IN TOUCH**

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