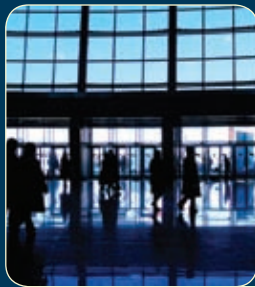


Executive solutions

Appointing your leadership team



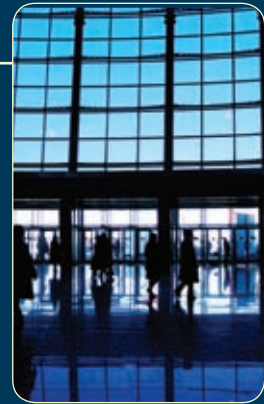
Michael Page
EXECUTIVE SEARCH

Extensive reach Precise focus

Michael Page's Executive Search division focuses purely on Board and Director level assignments. Supported by an in-house research function, we draw on extensive senior level recruitment expertise by discipline, industry and geography and have established enduring relationships with some of the world's most recognised and admired organisations. This allows us to offer you one of the strongest international networks in executive recruitment.

Our approach to any brief is tailored to each client's requirements, including a targeted search with the option of advertising. This is always underpinned by our close network of contacts, having been built upon 30 years of trading. This database is continually managed and updated by over 5,000 consultants within our core business globally.

Within Asia, we have over 8,000 candidates at the USD200,000+ level and this provides us with a unique networking tool within the senior candidate marketplace that is not available to any other search firm.



Executive search placements

Our recent placements include:

Hong Kong

- **Managing Director, China Operations** A US listed furniture manufacturer
- **Chief Financial Officer** An expanding Hong Kong listed conglomerate
- **Managing Director** A pre-IPO company in retail operations
- **Director, Human Resources** Top tier US multinational company

China

- **General Manager** Groundbreaking logistics venture in China
- **Asia Pacific Finance Director** Prestigious designer living brand
- **Head of Distribution Asia** Global retail brand

Singapore

- **Chief Operating Officer** UK listed oil company
- **Head of Human Resources** Asia ex Japan, US Investment Bank
- **Chief Financial Officer** US pharmaceutical company
- **Regional Finance Director** UK listed FMCG company

Japan

- **Executive Officer** Major European industrial company
- **Japan President & CEO** Major US food company
- **Japan Chief Financial Officer** Global advertising company
- **Country Head** Major French industrial company
- **Head of Japan Operations** Major US investment bank



Our approach

- Team of senior consultants working across Greater China, Japan and Singapore. Our Executive Search consultants have an average of seven years recruitment experience with Michael Page.
- Development of 360 degree candidate sourcing process, incorporating print and online advertised selection, executive networking and direct approach.
- We are one of the largest print advertisers in Asia which guarantees prime positioning in print media publications when required.
- Over 30 years of specialist global recruitment expertise.
- A more flexible approach to search that concentrates on results – with a fee structure to match.

Tailored methodology

For each assignment we will advise as to the best recruitment methodology for a specific role. This could consist of a combination of pure search (direct approach) and advertised selection.

In-depth candidate assessment

Candidates identified from search and any advertising will be interviewed thoroughly against pre-agreed criteria, specific to the role in question. We would typically use behavioural based interviewing to probe key competencies.

We also offer psychometric assessments through our partnerships with leading assessment firms.

Relevant shortlist

A shortlist of approximately four relevant, compliant and benchmarked individuals is presented. Candidates taken forward into your recruitment process are then referenced.

Market intelligence

In addition, any feedback or market view on your firm as an employer that is obtained from the process is included in the report.

Off limits

We will provide immediate, transparent feedback regarding any restrictions that will affect the successful outcome of any potential assignment.

Established networks

Michael Page operates in 25 countries and this truly global network is a strong source of executives with international experience and particularly returning Asians with overseas experience.



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