

# Charterhouse Asia Corporate Deck



A large, stylized blue letter 'C' with a horizontal bar at the bottom, serving as a logo or initial for the company name.

C

# Welcome to Our House

We are Charterhouse Asia,  
a forward-thinking, award-winning  
recruitment agency on a mission  
to expand the talent pool.

# About The Charterhouse Group

“Nothing stops an individual who desires to achieve.”



The Charterhouse Group is a forward thinking, multi-award winning executive search firm with footprints in not only Asia, but also in Australasia, Europe and the Middle East. We offer professional and bespoke contingency and retained search services across a variety of industrial sectors.

Recruitment is a people-focused business – our success and growth are reliant upon our people. Our team of consultants offers a blend of international recruitment experience, coupled with a platform of local market and industry knowledge.

The development and success of our team requires continued focus, and we ensure that the latest market data, trends and information are at their fingertips. Performance and industry training is also regularly provided, and naturally the rigorous development of strong networks is vital to help us deliver the highest level of service for our clients and candidates.

# People Over Placements

We seek to understand unique personalities, abilities and needs. From this, we can help clients and candidates map out a successful future together.

Over  
**85%** Of our clients continue to choose Charterhouse to find talent

Over  
**95%** Of candidates surveyed rated Charterhouse highly in understanding their next move

Over  
**90%** Of candidates surveyed would recommend Charterhouse to a friend or colleague

United Kingdom

Hong Kong

Doha

Dubai

Singapore

Brisbane

Sydney

Melbourne

## A Place to Call Home

Talent pools now are truly global, which is why we have 8 international locations to draw from. Through our network you can reach far and wide to find the right talent for your business.

**08**

Locations Around  
the Globe

**> 200<sup>+</sup>**

Staff Employed Across  
all our Offices



The average years  
of experience of  
our consultants is  
between **8 to  
15 Years.**

# Charterhouse Asia

We first opened our doors in September 2003 with a small, dedicated team working out of our Sydney office. Our Melbourne office followed in 2007, increasing our Australian coverage.

In 2004, Charterhouse expanded our footprint internationally by opening an office in Dubai, and we further strengthened our presence in the Middle East with an additional office in Qatar in 2014.

The setting up of our offices in Asia was an important stage in our development as Charterhouse opened the Singapore office in 2006. With a highly developed economy that for decades has revolved around finance, Singapore till this day continues to be an international financial center and trading hub.

The decision to open the Singapore office was strategically necessary as Singapore is well placed to serve the fast-growing Asia Pacific region, and has cemented its importance as a strategic link and gateway for global investors. Our Singapore office in the Central Business District quickly proved to be the ideal environment from which to grow our Asian footprint. Just a year later in 2007, the Group launched its Hong Kong office. Collectively, our Singapore and Hong Kong offices form the group of Charterhouse Asia.

In 2018, as part of our continued growth strategy, we opened the United Kingdom office which marked the beginning of our footprint into Europe, and in 2022 a new Brisbane office was set up, increasing our Australian market coverage.



CH Talent Resources is a specialised recruitment agency, operating under the group of Charterhouse Asia. Established in 2023, CH Talent Resources provides Temporary, Outsourcing and Permanent staffing HR solutions for our clients in Singapore and across regions.

Blending global expertise with an international network of offices, we offer a truly consultative and value-added recruitment service. Feedback from both our clients and candidates has been immensely positive – a benchmark of excellence not only within an extremely competitive industry, but also one that is measured against our rigorous standards.

Charterhouse supports and enhances our Clients' requirements, our Candidates' aspirations and our Colleagues' needs.

# Diversity Matters

We walk the walk when it comes to Diversity. We see this as crucial to expanding the talent pool through social responsibility and inclusion.



Since

**2003,**

The Charterhouse Group has leveraged diverse networks to accumulate over

**300,000**

passive candidates.

# Our Reach is Wide

**Across all the countries that we operate in, and within the disciplines which we focus on, we place people in to permanent and temporary positions.**

At Charterhouse, we value our clients and offer a range of services to help them analyse the market and find the right talent across a broader audience. These services include:



- **Market Mapping/Talent Mapping**  
We offer our clients “heat maps” that show clusters of talent by level and discipline.
- **Benefit Assessment**  
We can offer an assessment of Remuneration & Benefits offerings from clients against direct competitors and the broader employment marketplace. We usually do this on a case by case basis.
- **Employer Brand Assessment**  
We partner with our clients to offer marketplace feedback on them as an employer.
- **Competitor Analysis**  
We provide our clients the business and operational landscape of their competitors. This is done on an ad-hoc basis.
- **Salary Surveys**  
We perform salary surveys on an ad-hoc basis in response to specific requests, so that we can provide accurate real-time data.
- **Diversity Consulting**  
We work actively with our clients to help manage and deliver on diversity related agendas.
- **Long Range Talent Pipelining**  
We work with our clients to design, implement and manage talent acquisition strategies – where there is either a constant demand, or perceived “spikes” in future demand.

# Our Recruitment Cycle

We believe in the development of a true partnership, based around building relationships on trust and honesty with both candidates and clients.

This rapport is built through understanding client and candidate needs and utilising our recruitment expertise to achieve the objectives set out by their search criteria.

## 1. SOURCING OF TALENT

- Conduct research, market map and headhunt from talent pool
- Business networking and referrals
- In-house global international database
- External channels which include job portals, career sites, media adverts, business associations and professional bodies

## 2. INTERVIEW PROCESS

- Stringent face-to-face candidate profiling
- Provide situational, behavioural and/or competency interviews
- Provide feedback on candidate expectations and/or misalignments with client offers

## 3. OFFER & ACCEPTANCE

- Provide customised consultation to ensure mutual consensus in the best interests of both the client and candidate

## 4. CONTINUITY

- Maintain an on-going professional relationship with both clients and candidates
- Provide clients with industry market updates
- Provide an impartial channel for placed candidates to share their feedback

## 5. PARTNERSHIP

- Establish a genuine working relationship between Charterhouse Asia and clients
- Align clients' needs and expectations with Charterhouse Asia's consultative services

# Our Specialisations

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## ACCOUNTING & FINANCE

Accounting and finance professionals can act as strategic partners with top executives, but they must stay current on regulations and use data effectively. They also need strong soft skills, such as critical thinking and influencing abilities, to be involved in business decisions.



### ACCOUNTING & FINANCE

- Accounting
- Tax
- Treasury
- Costing
- Internal Audit
- Pricing
- Financial Planning
- Analysis
- Controllership
- Compliance
- Credit & Collections
- Corporate Finance
- Statutory Reporting

## BANKING & FINANCE

The Banking and Finance industry is important for providing liquidity to the global economy, particularly in Asia where there is a focus on business growth. As the Asian economy improves, there will be more emphasis on making money and managing costs, which requires top talent.



### BANKING & FINANCIAL SERVICES

- Front Office
- Investment Banking
- Private Equity
- Corporate & Institutional Banking
- Fund Management
- Global Markets
- Audit & Compliance
- Risk Management
- Finance
- Middle/Back Office & Trade Support
- Settlements & Processing
- Private & Retail Banking
- Insurance & Broking
- Project Management & Business Analysis
- Asset Servicing



## HUMAN RESOURCES (HR)

In addition to a need for securing the right talent to ensure a successful organisation, excellent HR management provides relevant resourcing and training to empower employees with the relevant tools to work at an optimal level, thereby maximising revenue. Furthermore, it is important to protect employee welfare, whilst making sure that they are fairly compensated and benchmarked accordingly to the market.



### HUMAN RESOURCES (HR)

- HR Generalist
- HR Business Partner
- Compensation & Benefits
- Resourcing
- Expatriate Management
- Mobility
- Audit & Compliance
- Learning & Development
- Change Management
- Organisation Development
- HR Operations

## SUPPLY CHAIN

With many organisations looking to Singapore as a regional or global hub, Singapore is well placed to serve the fast-growing markets of the Asia Pacific region, and has grown to be a strategic link and important gateway for global trade. Given the impact of the supply chain in driving the success of modern firms, the role of the supply chain professional has become more important than ever.



### SUPPLY CHAIN

- Contract Logistics
- Freight Forwarding
- Trade Compliance
- Logistics
- Procurement & Strategic Sourcing
- Supply Chain
- Supply Planning
- Supply Chain Excellence
- Procurement Excellence
- General Management
- Demand Planning
- Shipping
- Warehousing & Distribution
- Consulting
- Warehouse Management System
- Inventory Management

## HEALTHCARE & LIFE SCIENCES

With the growing number of the world's leading life science companies leveraging Singapore as a key home base to drive innovations, delivery of a high quality talent pool within this industry becomes even more important. Established in June 2014, the Healthcare and Life Science team in Charterhouse-Singapore, support clients and candidates to match the most appropriate candidate to the right role.

The Life Science consultants in Charterhouse are proven specialists within their industry, a quality which sets them apart from competition. With proven capabilities across a wide spectrum of roles, the consultants provide a high quality of service and recruit permanent roles within all technical and research functional areas.



### HEALTHCARE & LIFE SCIENCES

- Medical Affairs
- Regulatory Affairs
- Clinical Research
- R&D / Engineering
- Product Specialist
- Pharmaceutical / Bio-Manufacturing
- Lab Technican / Chemist / Biotechnologist
- Medical Representative
- Key Account Manager
- Sales & Marketing

## SALES & MARKETING

The scope of marketing has grown tremendously over the years. With a torrent of information in the marketplace today, there is a growing demand for creative Sales & Marketing professionals. These functions are crucial in maximising organisational revenue and provide the ability to devise innovative marketing strategies to strengthen your brand and influence consumer behaviour.



### SALES & MARKETING

- Business Development
- Sales
- Account Management
- Pre-Sales
- Brand Management
- Marketing
- Corporate Communications
- Product Management
- Events Management

## DIGITAL ANALYTICS

Charterhouse connects job seekers with employers in the digital, data analytics, and technology fields. Our Digital and e-Commerce team specializes in finding middle to upper-level management professionals in the e-Commerce industry. We understand the current and future digital landscapes, and are dedicated to partnering with companies across various sectors.

### DIGITAL & DESIGN

- Digital Marketing
- Customer Experience
- Digital Products
- Content Management
- UI / UX Design
- Head of e-Commerce
- Head of Mobile Marketing

As companies place even more emphasis and investment into digital interfaces and interactions with their customers, the demand for talent with Data & Analytics skills has multiplied. With the career paths and range of industries to source from for data talent wider than ever before, you need a team with both the know-how and capabilities to help you navigate the market. Whether you are actively seeking new talent or perhaps thinking about how best to grow your team in the long term, our team of dedicated consultants is always ready to assist you with your needs.

### DATA & ANALYTICS

- Data Science
- Data Engineering
- Data Warehousing
- Customer Analytics
- Digital Analytics
- Business Analytics
- Business Intelligence

**The results you  
achieve will be in  
direct proportion to  
the effort you apply**



## INFORMATION TECHNOLOGY

In today's dynamic business environment, the IT industry has evolved from being a backend support function to an important tool for businesses to leverage upon and to generate heightened efficiency. As Singapore continues to be the preferred choice as a regional IT hub, there is an increasing demand for top-tier talent with a hybrid of both business and technical skill sets.



### INFORMATION TECHNOLOGY

- IT Risk & Compliance
- IT Infrastructure
- IT Applications
- IT Security
- IT Administration
- Service Delivery
- Sales
- Programming
- Solutions Architecture
- IT Project Management
- IT Business Analysis
- DevOps

## INDUSTRIAL & ENGINEERING

Whether you are working in Design, Construction or Manufacturing, we appreciate your business is built on the technical expertise and commercial awareness of your workforce and as such it's key that you are able to attract the best available talent to your business at all levels.

At Charterhouse Asia, we recognise the need for experienced Consultants who understand the specific needs of your business and who have the specialist networks in the relevant industry sectors to source candidates with the skillsets required for them to hit the ground running when they join.

When working with our clients and candidates alike our seasoned team of Engineering & Manufacturing industry recruiters is committed to gaining an in-depth understanding of the people and the businesses we are dealing with so that we can find the best match for every role we recruit for.



### INDUSTRIAL & ENGINEERING

- Engineering Manager / Engineering Director
- General Manager
- Managing Director
- Business Development Manager / Director
- Project Director / Project Manager
- Operation Manager / Operation Director
- Sustainability Manager / Director



CH Talent Resources under the group of Charterhouse Asia provides Temporary, Outsourcing and Permanent Staffing Recruitment for our clients in Singapore and across regions.

Guided by our core values “One-stop solutions that lead you to greater growth and success”, companies trust us to provide seamless and reliable manpower solutions that increase their growth and profitability.

## OUR SERVICES

### 1) Temporary/Contract Placement

Our team ensures that we selectively shortlist candidates of the utmost calibre, encompassing both junior and senior levels, who meet your exacting requirements.

### 2) Permanent Staffing

Whether you require full-time or part-time positions, our AI-powered comprehensive database can assist you in finding the perfect fit.

### 3) Payroll Administration

Partner with us, we take on the role of the contractual employer, handling all regulatory obligations and staff-related needs in Singapore. This allows your company to maintain supervisory management over the staff concerning work-related matters, while we handle the administrative and legal responsibilities associated with employment.

We cover all employment matters and ensure local compliance in:

- Onboarding & Offboarding
- Compensation & Benefits Management
- Employee Group Medical Insurance benefits
- Termination & Dispute Settlements
- HR Support Helpdesk
- HR Acts & Regulations Advisory
- Timely Payroll Management
- Statutory & Tax Matters
- Personal Data Protection

### 4) Project Manpower Management/Workforce Project Management

We understand the difficulties of assembling a dependable and harmonious group of individuals for ad hoc projects. Our dedicated division is here to address your requirements by providing timely and efficient staffing solutions, ensuring your projects are successfully completed.

# Our House is Open to You

**Let us find tomorrow's talent  
for your business today.**

To find out how Charterhouse Asia can help you achieve your business' goals and objectives, contact us now.

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**Think big.  
Achieve bigger.  
Together.**

# Think big. Achieve bigger.

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