

# EXECUTIVE SEARCH

HELPING AMBITIOUS COMPANIES ACCELERATE  
THEIR GROWTH IN ASIA AND BEYOND





**YOU'RE KNOWN BY THE  
COMPANY YOU KEEP.  
AND BY THE COMPANY  
THAT KEEPS YOU.**

## OUR MISSION

To search for tomorrow's human capital talent and help ambitious companies accelerate their growth in Asia and beyond.

**TSS, the former executive search practice of PricewaterhouseCoopers Hong Kong, has over the last 30 years built an unrivalled reputation for integrity and professionalism, based on providing the highest quality search services supported by in-depth specialist resources and expertise.**

## OUR COMMITMENT

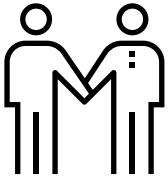
As new skills are constantly required to enhance management teams, companies often need to look externally for the right expertise. Successfully identifying and recruiting such talent can be a difficult and time-consuming task, which is why companies come to us for their recruitment needs. Organisations who appoint our professional services range from start-up companies to large established groups, multinationals and listed conglomerates.

Over the years, we have been recognized for our:

- High professional and ethical standards
- Confidentiality and integrity
- Rigorous standards for quality of performance and calibre of candidates
- Creativity and perseverance
- Stability within our experienced and long-serving team

# OUR APPROACH

Each search engagement requires a specific approach. Outlined is the process of the various steps which lead to the successful completion of a recruitment assignment.



## CLIENT MEETING

- **Client information**
  - Company background
  - Business operations and objectives
  - Organization structure
  - Management style
  - Market position
- **Position requirements**
  - Background of appointment
  - Job responsibilities
  - Experience requirements
  - Industry knowledge
  - Academic / professional qualifications
  - Compensation & benefit package (Hong Kong or mainland China based)



## PROPOSAL

- **Acknowledgement**
  - Client proposal
  - Job description
  - Person specification
- **Terms of reference**
  - Search strategy
  - Project management
  - Fee quotation
  - Timetable
  - Guarantee period



## RECRUITMENT STRATEGY

- **Approach and methodology**

### *Internal*

- Comprehensive and updated global database
- Tricor's network of referrals

### *External*

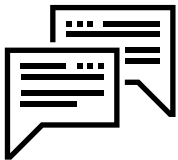
- Market search: compiling list of target companies
- Researching competitor data analysis and industry trends
- Mapping specific candidates based on function and role
- Industry referrals



## IDENTIFICATION & SCREENING

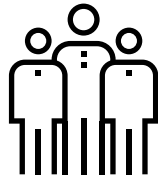
- **Screening**
  - Identifying and connecting with potential candidates - Hong Kong Chinese, mainland PRC nationals, as well as expatriates
  - Gathering market intelligence on:
    - Industry
    - Experience vs. remuneration
- **Initial discussions**
  - Assessing relevant experience
  - Stimulating interest
  - Marketing the role, organization & industry





## INTERVIEWS

- In-depth interviews – technical
  - Evaluation of requisite skills and experience
  - Technical evaluations
  - Industry knowledge
  - Suitability for client's management style and culture
  - International, regional or PRC exposure
- Personal
  - Academic qualifications
  - Career objectives
  - Personality traits & characteristics
  - Professional development / expectations
  - Communication and interpersonal / soft skills
  - Family commitment regarding mobility and relocation
- Psychometric testing  
(For selected positions if necessary)



## PRESENTATION OF CANDIDATES

- Candidate presentation
  - Review of candidate long and short-list
  - Critical assessment of candidates against job profile
  - Detailed confidential career profile reports
- Review & discussion
  - On-going assignment status update
  - Industry market information
  - Further action plan



## OFFER & VERIFICATION

- Client interviews
  - Scheduling of client interviews (in Hong Kong and overseas)
- Offer & acceptance
  - Negotiation of employment terms and conditions
  - Structuring appropriate packages for Hong Kong and PRC based positions
  - Reviewing / drafting employment contracts
  - Counselling on relocation programs
  - Advising on tax planning and application of work permits
  - Handle and deal with any counter-offer issues
- Verification
  - Academic / professional qualifications
  - Reference checking: present & previous employment



## SUCCESSFUL APPOINTMENT

- Regular contact with appointed candidate to ensure a smooth on-boarding at commencement
- On-going follow up contact with client and successful appointee

**TSS utilizes in-depth research, intense sourcing and a highly focused approach in the identification of qualified candidates within the appropriate industry sectors.**

## EXECUTIVE SEARCH

We are a leading search specialist assisting organisations in the appointment of high caliber candidates to fill senior management level positions based in Hong Kong SAR, Mainland China or in the Asia region. Our team has extensive experience in successfully completing search engagements across a wide spectrum of management disciplines and in a diverse category of business sectors.

Qualified candidates are generated from targeted industry searches conducted locally, regionally and internationally in conjunction with Tricor's comprehensive database of candidates and extensive network of referrals in the market.

Our proven track record also includes international and cross-border recruitment for positions based on the mainland and across the Asia region for renowned companies as well as new start-ups and multinational organizations.

We have a specialist team of experienced consultants to provide a range of practical and innovative solutions to help you source the right talent to meet your business objectives, with expertise that includes:

- Breadth of management knowledge and specialist information to assist in the selection of key executives
- Up-to-date knowledge of the recruitment market across many industries and sectors
- An independent assessment of the job and candidate specifications and related organizational issues
- Expertise in market availability and remuneration packages for both local and expatriate appointments in Hong Kong, mainland China and the Asia region
- A proven history of developing strategic long-term relationships through meticulous attention and professionalism at every stage of the recruitment process
- Flexibility in our search strategy to meet your recruitment needs

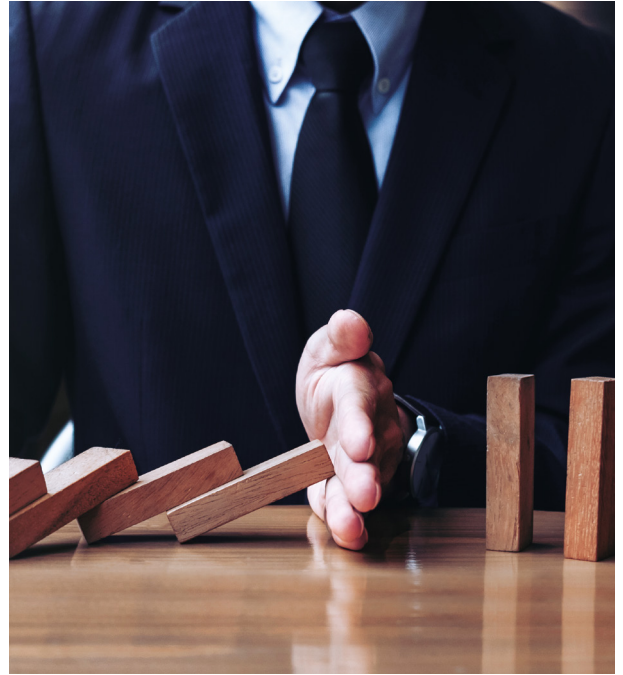
### INDUSTRY SECTORS

We are experienced in providing search services in a wide array of industry sectors, including:

- Banking, Financial Services and Insurance
- Consumer Products (FMCGs)
- e-commerce, IT and Telecommunications
- Listed and Private Conglomerates
- Healthcare and Pharmaceutical
- Hospitality and Recreation
- Infrastructure, Transportation and Logistics
- Professional Services (Accounting, Architecture, Company Secretarial, Legal)
- Property Development, Real Estate Investment and Management
- Retail and Distribution
- Trading and Manufacturing

**TRICOR IS THE #1 PROVIDER OF  
BUSINESS, CORPORATE AND  
FINANCIAL SOLUTIONS IN ASIA.**

# OTHER TRICOR CORE SERVICES



## BUSINESS SERVICES

Tricor Business Services partners with our clients to enhance competitiveness and generate business value. Leveraging our suite of accounting & financial reporting, corporate tax & advisory, payment administration, and human resources services, our professionals offer tailor-made solutions to meet the specific requirements of our clients. We support a wide range of organizations, from small and medium-sized enterprises to multinationals and listed companies, across diverse industry sectors.

Our experienced teams are comprised of local experts and certified professionals, of which a large proportion are qualified accountants and company secretaries.

- Business Advisory
- Accounting & Financial Reporting
- Tax Advisory & Compliance
- Treasury & Payment Administration
- Import & Export Services
- Trust Assets Administration
- Fund Administration
- Governance, Risk & Compliance (GRC)
- Information Technology Solutions

## CORPORATE SERVICES

Tricor is the largest corporate secretarial services provider in Asia. We offer incorporation, corporate governance, company secretarial, fund secretarial & compliance and due diligence. We also provide company health checks and customized support to manage company liquidation, dissolution and cessation for our clients. We offer services to different types of entities, including listed issuers, multinationals, non-governmental organizations, offshore companies and fund structures.

- Entity Formation & Business Establishment
- Corporate Governance, Compliance & Secretarial
- Listed Issuer & Named Company Secretary
- Trust & Fiduciary
- Fund Secretarial & Compliance
- Process Agent & Escrow Agent
- Due Diligence & Corporate Health Check
- Liquidation, Dissolution & Cessation of Business



## INVESTOR SERVICES

Tricor Investor Services offers comprehensive one-stop solutions for all securities registration and related corporate issues. As a leading share registrar in Hong Kong SAR and Malaysia, servicing over half of the total number of listed issuers on the Hong Kong Stock Exchange (HKEX) and Bursa Malaysia, we assist in maintaining statutory registers of securities holders, implementing corporate actions, managing shareholder / investor relations, disclosures and corporate governance compliance.

Tricor serves ~2,000 companies publicly listed in Asia (including Hong Kong SAR, Mainland China, Malaysia and Singapore). Our investor services specialists are experts in regulatory compliance requirements and best practices.

- Initial Public Offering (IPO) / New Issue
- Registry Management
- Meeting Management & Poll Scrutineer Service
- Corporate Actions
- Shareholder Communications
- Investor Services Self-Service Portal



## HUMAN RESOURCES & PAYROLL SERVICES

Tricor provides a comprehensive range of human resources knowledge expertise and technology, as well as payroll-related services, led by experienced professionals, and supported by proprietary information technology systems.

From agility and seamless integration to analytics and compliance, we are capable of providing the best in class solutions for every human resource demand. Our clients partner with us to design and execute programs for recruitment, leadership, organisation and rewards that deliver actionable insights and maximise performance.

Whether it's an integrated cloud-based software solution or a complete outsourced service, Tricor can offer you and your employees all of the benefits without the stress.

- Payroll Outsourcing
- Payroll Health Check
- Multi-Market Solutions
  - (unify | HRS) – a comprehensive human resource information system with mobile capabilities
- Executive Search
- Benefits Administration
- Employment & Dependent Visa Application





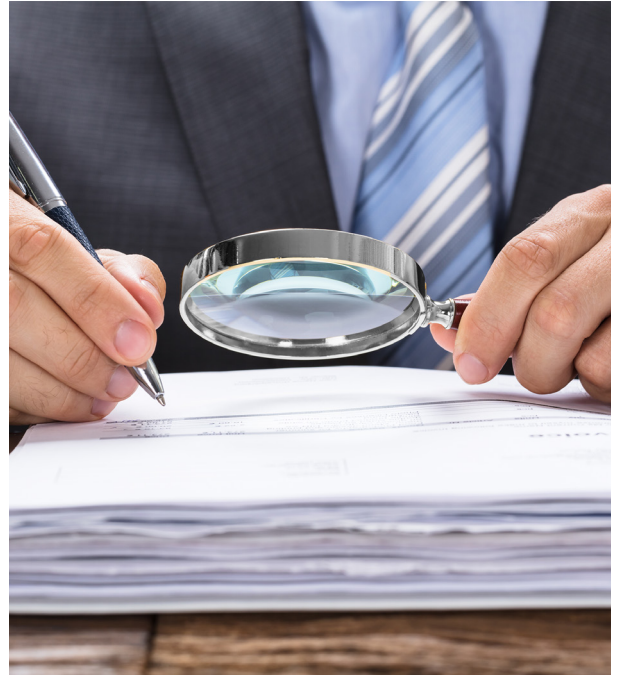
## CORPORATE TRUST & DEBT SERVICES

Madison Pacific, a Tricor Company, is a premier independent provider of specialized financial and corporate services in Hong Kong SAR, Mainland China, Singapore, United Kingdom and Cayman Islands involved in transactions in excess of US\$70 billion (2021), focusing on:

- Corporate Trustee & Agency
- Escrow & Custodial
- Ancillary Services
  - Directorships
  - Corporate Restructuring

Guardian Trust and Covenant are the leading providers of corporate trustee and supervisory services in New Zealand, having operated for over 125 years and with over NZ\$250 billion in funds under supervision (2021), focusing on:

- Managed Investment Schemes
- Debt & Note Issues
- Securitization & Structured Finance
- Escrow Services
- Superannuation Schemes
- Retirement Villages



## STRATEGIC BUSINESS ADVISORY

Tricor Axcelasia, a wholly owned subsidiary of Tricor Group, provides strategic business advisory and governance risk & compliance (GRC) solutions to publicly listed companies, private companies, multinational corporations and government-linked entities. We help organizations across Asia and beyond build capabilities in strategic planning and execution by identifying and anticipating potential risks, and sharing comprehensive expertise in business management.

- Governance, Risk & Compliance (GRC)
- Governance, Risk & Compliance System (Tricor Roots)
- Internal Audit (IA), Internal Control Review (ICR) & Quality Assurance Review (QAR)
- Business Process Improvement (BPI), Standard Operating Procedures (SOP), Corporate Liability & Transformation
- Business Continuity Management (BCM) & Technology Advisory
- Corporate Finance & Forensic Accounting
- Integrated & Sustainability Reporting

# TRICOR IS AT THE SERVICE OF ~50,000 CLIENTS, INCLUDING...



BANG & OLUFSEN



# GLOBAL FOOTPRINT & OFFICE LOCATIONS

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**WE PROVIDE OUTSOURCED EXPERTISE THAT ALLOWS  
OUR CLIENTS TO CONCENTRATE ON WHAT THEY DO BEST  
– BUILDING BUSINESS.**



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