



**I'm Robert Walters  
Are you?**

**ROBERT WALTERS**

**Specialist Professional Recruitment**







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# It's all about our people

In 1985, I set out to build a business where entrepreneurs can thrive. A place where talented people of all backgrounds can, with hard work and a vision for the future, take charge of their own careers. The success of our business reflects the growth and achievements of our individual people around the globe—their achievements tell a story that I'm proud of.

Today, we're looking ahead to the next chapter of our story. The future is exciting, but we'll need the best people to help us get there. So, whether you're just starting out, or perhaps you're looking for something more, a recruitment career at Robert Walters could be just the opportunity you've been waiting for. Let us help you start fulfilling your own unique potential.



**Robert Walters**

Chief Executive, Robert Walters Group



A photograph of a man with dark hair and glasses, wearing a blue and white checkered shirt. He is smiling and looking down at a smartphone he is holding in his hands. The photo is framed by a thick red border.

## Your career at Robert Walters

For over thirty years, professionals around the world have chosen Robert Walters to help them build successful careers in recruitment. Are you interested in an exciting, fast-paced job with almost unlimited earning potential? Are you looking for a career that stimulates your natural curiosity and enables you to be a trusted expert in your field? You can do all of this and more at Robert Walters.

### **I'm accelerated career growth**

At Robert Walters, you can think of your desk like your own business. While being mentored by our seasoned experts, you have the freedom to think like an entrepreneur, combining your ambition, creativity and ingenuity to build your business and take your career to new heights.



## **I'm a vibrant, dynamic culture**

Our culture is built around teamwork. As a result, we don't simply work well together — we have a great time doing it. Each and every one of us brings something unique and diverse to the team, and we're proud of the fun and engaging global community that we've built.

## **I'm the chance to make a personal, positive impact**

We treat candidates and colleagues as individuals, showing them the respect that we would want to be shown ourselves. Our candidates appreciate the supportive, consultative approach we offer, while clients rely on our expertise and strategic thinking to help shape the future of their business.

## **I'm expert, hands-on training**

Whether you're an experienced professional, a veteran recruiter or a recent graduate, we'll give you the formal learning and on-the-job training you need to be confident in your role and to think of innovative ways to support your clients and candidates.

## **I'm a global, high-performance team**

We believe that what sets us apart from our competitors isn't just the quality of our service, but the people that make up our global team. Our people aren't just in it for the pay cheque — they're here to think big, tackle challenges and take our business to new heights.

**I'm Robert Walters**



# Accelerate your career



At Robert Walters, your success is our success. A world-leading specialist professional recruitment consultancy, our business is based on the drive, ambition and relationship-building skills of the talented individuals who make up our high-performance teams. So, we offer excellent training and accelerated career development, with the opportunity to develop deep specialist knowledge and explore career opportunities across the globe.





# Your first years

We don't promote based on seniority or length of service — when you join, you have the freedom and the responsibility to manage your own career progression. Our top performers work hard; you'll be expected to smash your targets, build your network and always look out for opportunities to grow. But in return, we'll give you all the tools and support you need to be a success.

## Here's an example of how you could turbo-charge your progression to Senior Manager:

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### Consultant

- Technical training to help you develop the skills you need to be a consultant
  - Build your professional network of new clients and candidates
  - Set objectives with your manager and hit your target
- 

### Senior Consultant

- Continue to develop client and candidate relationships
  - Work with senior team members to strengthen technical skills
  - Start to personalise your career path and focus your sector specialism
- 

### Principal Consultant

- Fine-tune your sector specialism and further develop industry knowledge
  - Establish a plan to achieve targets set by your manager
  - Develop leadership skills and support your manager by sharing knowledge and developing less experienced team members
- 

### Manager

- Start managing a team of consultants
  - Set ambitious team targets and establish a plan to achieve them
  - Take ownership of financial management and budgeting
- 

### Senior Manager

- Build your team and start managing managers
- Expand your financial management responsibilities
- Set objectives for your continued career development and aspirations



“A few years ago, I was looking for ways to challenge myself in my recruitment career when one of my managers in São Paulo recommended that I consider working at another Robert Walters office overseas. I loved the idea, since recruitment work changes based on the market, and I reasoned that going overseas would help me expand my perspectives.

An opportunity in the Philippines really caught my eye, as I had heard that the economy there was rapidly growing with an influx of multinationals and foreign companies, and I was excited by what I’d be able to learn there. I was even invited to visit with my husband so that we could decide together whether it was a move we wanted to make.

Although I’d planned to return to Brazil after three years, I found myself wanting to experience life in another new country, so when an opportunity came up at Robert Walters in Vietnam, it sparked my interest.

Once again, I visited and spoke to the team there, learning about the business as well as the local culture and environment — by the end of the trip, I knew it was going to be a great fit for me.

Working abroad has been a great challenge and has opened my eyes to a different side of recruitment in the Philippines and Vietnam. By immersing myself in a new culture, I’ve been able to learn how to adapt the way I work with my clients and candidates, focusing on their professional and personal motivations in order to build strong, long-lasting relationships with them.”



**Silvia Quirino**

Manager,  
Ho Chi Minh City,  
Vietnam



# I'm building a future by building futures I'm Robert Walters

"I was always looking for an international work environment, especially since I had previously worked and studied in Australia, so I was really attracted to Robert Walters's reputable, global brand and its wide network of clients and candidates. Before stepping into Robert Walters, I could see the company's expansion in Indonesia, and once I was fully embedded in the business, I realised there are many opportunities for career progression as well – how fast you progress all depends on your motivation; you take charge of your own actions to get results.

Starting as a Consultant in Robert Walters in 2016, it took me two years to be promoted to Senior Consultant, and another two years to become a Manager with my own team. Whilst I did experience emotional ups and downs during this time, it has also taught me to be consistent and self-disciplined. And when things don't go as planned, I try to look at issues from a holistic viewpoint, and I know I could always seek support and advice from my colleagues.

To this end, Robert Walters has provided us with lots of formal training, from lessons on basic recruitment to role-plays, together with informal support from our predecessors and the Group to cultivate the right mindset and take on more senior positions in the firm.

If you have the right motivation and interest to do something different for your career, take a leap of faith and become a Recruitment Consultant at Robert Walters. Working here will equip you with not just professional experience but also life experience, which helps you to develop your confidence, maturity, and turbo-charge your career."



**Andy Canggadibrata**  
Manager,  
Jakarta,  
Indonesia





**Experience  
our vibrant,  
dynamic culture**





It's people who make the Robert Walters experience so special. A world-leading specialist professional recruitment consultancy, we're a diverse, global family with a strong sense of community at each of our offices. Our teams are supportive, friendly and full of fascinating people with a positive, future-focused outlook, who share ideas, success and rewards openly. So we offer a fun, vibrant and dynamic culture, the flexibility to manage your workload smartly and the high-performance environment to reach your full potential.

A full-page photograph of a person with a red backpack climbing a rock face. Another person is assisting them from above. The sun is low on the horizon, creating a bright flare. The text 'Life at Robert Walters' is overlaid on the left side of the image.

# Life at Robert Walters





## Celebrating your success

Our teams work hard, and we believe in saying thanks for a job well done. That's why we treat our top performers to regular team-based incentives, from days out on the slopes to nights out on the town. Plus, all qualifying high achievers are invited to our annual incentive weekend, an unforgettable all-expenses-paid trip to a luxury destination like Phuket.



## The team that plays together

Being part of a top-performing team isn't just about smashing targets. Sometimes, it means letting loose and having a little fun — and our teams know just how to do it! From fancy-dress days at the office to sensational summer parties and more, having fun is part of our DNA.



## Supporting your community

At Robert Walters, you'll have lots of opportunities to give back. Whether it's raising money for charity or volunteering at local shelters and welfare centres, our teams have fun working together to make a big impact on the communities where you live and work. You'll also have an additional day of paid annual leave that you can use to support causes that are important to you.



## A workplace as unique as you are

With more than 4,000 employees in 31 countries around the world, we know that our diversity is our strength. We are a proud equal-opportunities employer, striving to create a working culture that recognises and celebrates the unique cultures and communities that comprise our global team.



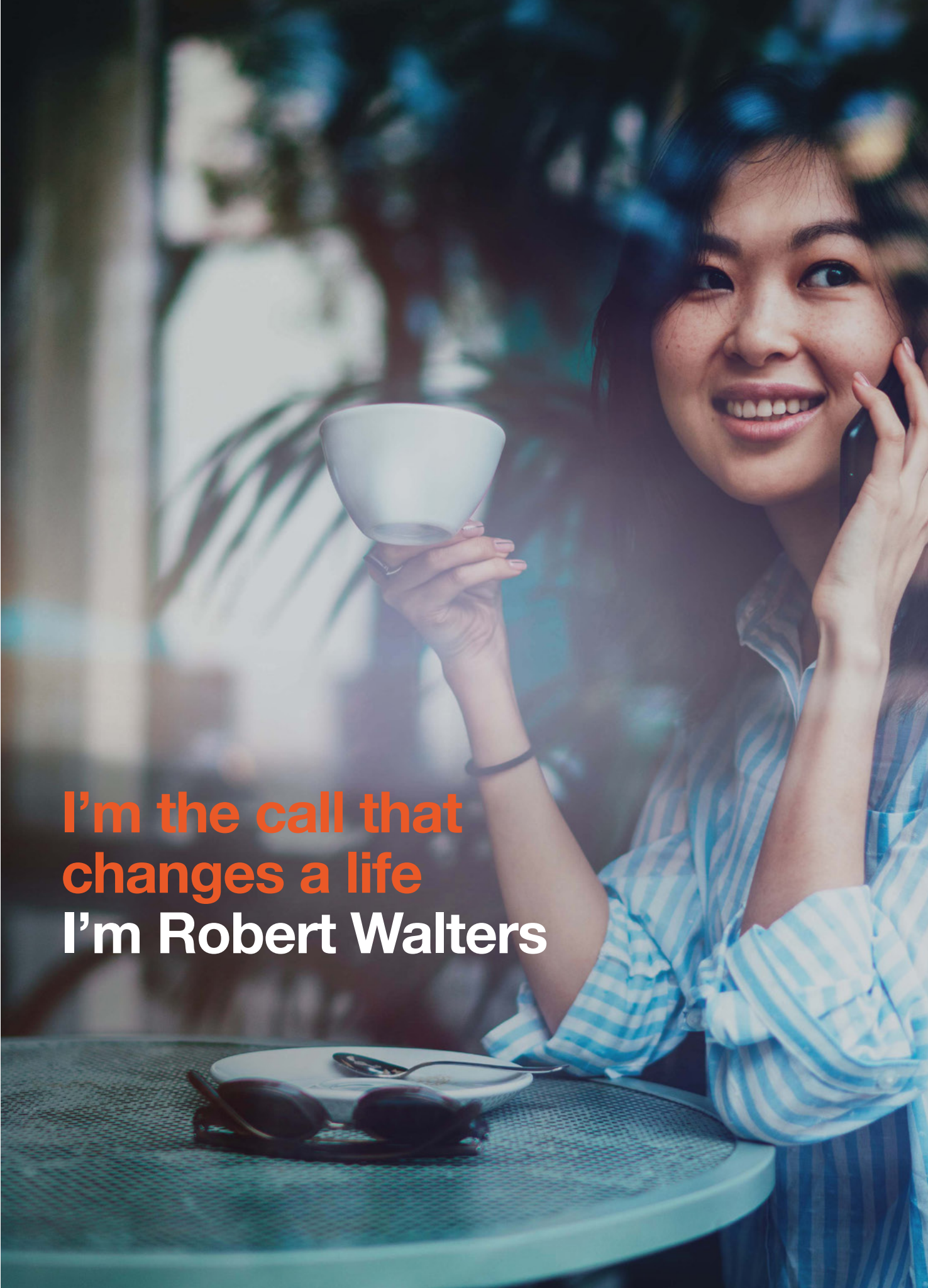
## Make a personal positive impact

At Robert Walters, it's people who make the difference. We give our people the autonomy and flexibility to act like entrepreneurs, take opportunities and drive our growth. Matching high-calibre candidates to high-profile businesses where they'll thrive, you'll have a personal positive impact on some of the biggest global brands, while playing a key role in shaping the careers of some of the world's top talent.









**I'm the call that  
changes a life**  
**I'm Robert Walters**





“Cliché as it may sound, what drives me at Robert Walters is the power of our purpose in helping people fulfill their unique potential and change their lives for the better. I’ve been in the recruitment business for almost 10 years but it always hits the spot whenever I can be the positive change in someone’s career and life.

I recall when the COVID-19 pandemic first struck in 2020, we got a request to help place a Chief Technology Officer in a FinTech start-up in the Philippines. While it was difficult to promote the stability of a start-up to candidates, I spotted an overseas-based professional looking to return to the Philippines via our Balik Bayan programme. The past two years have been difficult for that candidate to land a suitable role back in the Philippines, so when I was able to successfully match the candidate and the start-up, you can imagine how happy and grateful the candidate was!

From that instance, we further developed our mutual relationship, and since then, I have placed an additional five other candidates with the same company in a span of about 2 months.

For those interested in pursuing a recruitment career with Robert Walters, I would say the fulfillment you get from helping people find the right career is incomparable. The people whom you have helped will definitely be appreciative – and this is something you carry in your soul every day.

If you’re looking for a career that genuinely adds meaning to others and to the society, a company whose values align with yours and provides a support system that motivates you and gives you room to grow, then join Robert Walters!”



**Grace Lucero**  
Senior Consultant,  
Manila,  
Philippines

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“The fulfillment you get from helping people find the right career is incomparable.”



## Our social responsibility

We're committed to remaining a force for good in both our local communities and the wider world, as well. Since 2008, we've been a constituent member of the FTSE4Good index, which recognises the measures we've taken to reduce the impact of our operations on the environment and society while proactively investing in a sustainable future for people and communities around the world.

### Transforming Tsavo with Global Angels

Since 2016, we've worked with the Global Angels Foundation, an international development organisation, to support sustainable projects in Tsavo, Kenya. In addition to the Group's financial investments, each year we give eight staff volunteers the opportunity to travel to Tsavo and work on key projects alongside the local community.

Learn more about our work with Global Angels at:  
[www.robertwaltersgroup.com/globalangels](http://www.robertwaltersgroup.com/globalangels)



## A culture of global giving

Each of our offices supports local charities through a wide variety of fundraising initiatives that take place throughout the year, but the volunteering event of the year is undoubtedly our Global Charity Day. Launched in 2012, Global Charity Day sees employees from across the Group contributing their creativity, athleticism and passion to raise as much money as possible for their chosen charities. Recent fundraising activities have included marathon walks, dance lessons and even competitive eating challenges.





# Develop yourself with expert, hands-on training

Robert Walters people want to hit the ground running — and then just keep on accelerating. To support them, we give them hands-on training and development that is second to none. Working alongside experts, you'll have the chance to develop deep sector expertise and gain insight from the very best in the business. A world-leading specialist professional recruitment consultancy with a reputation for accelerated career growth, we'll give you the tools and support to plot your own international career path.



## Learn from the best

We offer a range of training opportunities that suit every type of learner, putting you in control of your development. From classroom training sessions to our online learning portal, iLearn, we'll make sure you have the hard and soft skills you need. High performers will also benefit from regional masterclasses where you'll meet with and learn alongside the best our business has to offer.

## Be a Global Explorer

Even though we're an international business, we like to think we're still one big team. Our top performers can take advantage of our Global Explorer programme, offering you the chance to spend a week working in one of our locations overseas. While there, you'll share and learn best practices, expand your global RW network and learn new skills and ways of working.

## A world of opportunity

Why not turn your career into a new adventure? Once you've worked here for two years, and you're performing well, you'll have the option to transfer internationally to one of the 31 countries where we operate. Working abroad not only gives you an international perspective, but opens up new avenues for your career at Robert Walters — in the last two years alone, we've facilitated more than 100 international transfers.

# I'm real-world expertise I'm Robert Walters

"Moving from being a tax consultant at a big four accounting firm to a recruitment consultant at Robert Walters was personally quite nerve-racking. I had to quickly adjust to meeting and having in-depth, face-to-face conversations with new people daily, which was drastically different from my previous role.

What I found helpful during this transition was the support system at Robert Walters. My manager was always there to guide me, while my team was also extremely supportive, as several of them had transited from a big four firm as well. More broadly, the work environment at Robert Walters is very inspiring, as you are on the floor with other recruitment consultants, who are constantly conversing with clients and candidates, and that encourages me to be better, braver, and more involved.

Coming from an industry background, I realised I could often easily understand and communicate with clients and candidates in the sector. As a prior tax consultant, I know the technical field terms and requirements, and understand what

industry clients want in candidates. I'm then able to advise clients on the existing talent profile in the market, and in turn, whether they should adjust their expectations for the placement to be successful.

So, if you're an industry professional, and are thinking of making the switch to a recruitment career at Robert Walters, I would say go for it, as being a recruitment consultant at Robert Walters can be quite rewarding. Not only do you get to fully manage your own time and schedule, you will also be justly compensated for putting in the effort. More importantly, you will change people's lives for the better, and get to see the heartfelt appreciation people have for you and your work. "



**Tinnapop Patomrattananipiban**  
Consultant,  
Bangkok,  
Thailand

# Be part of a high-performance team







At Robert Walters, our people are our business. So, we treat them like the high-performance professionals they are. We give them the autonomy and flexibility to deliver amazing results. And we foster teams that nurture and support one another. A world-leading specialist professional recruitment consultancy, we offer the attractive personal rewards and team-based bonus you'd expect in a professional services organisation. That way, we're all working towards the same shared goals, while inspiring each other to reach our full potential.

## **We're in this together**

As a business, we're all about long-term relationships, and that means taking our time to do things the right way, rather than focusing on quick wins. For example, our non-commission model and discretionary bonus structure mean that consultants are genuinely focused on doing the right thing for clients and candidates, rather than just chasing fast money — this has helped us foster a more positive working culture that actually incentivises teamwork and collaboration.

## **Unleash your inner entrepreneur**

Supported by your manager and colleagues, you'll have the freedom to go as far as your ambition will take you. Our consultants are motivated by that sense of autonomy — it spurs them on to continue developing their knowledge and expertise, building a wide network of clients and candidates and becoming the go-to specialist within their industry.

## **Experience the high life**

Top performers are treated to an exciting range of team-based incentives and experiences to celebrate their hard work. From fabulous food at five-star restaurants to beach-front barbecues and ski trip getaways, we treat our consultants to the best. As a result, they're motivated to continue delivering

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**A world-leading specialist professional recruitment consultancy, we offer attractive personal rewards**





**Are you  
Robert Walters?**





We're proud of the diverse cultures and communities represented across our global team. But no matter who you are or where you come from, there are a few characteristics that we look for in all our employees, which will help set you up for success in your career.

### **You're motivated and resilient**

Our people are self-starters. That means you need to be organised, driven and able to plan ahead. You also know how to keep calm under pressure and stay positive when things don't go your way.

### **You're in it to make a difference**

Achieving your ambitions will mean helping others achieve theirs. Our team is passionate about powering people and organisations to fulfil their unique potential — you'll need to be, too.

### **You bring your unique, authentic self to work — every day**

Our vibrant, dynamic working culture is the culmination of the diverse skills, traits and personalities of our global team. Maintaining that culture is a daily responsibility that we all share.

### **You're hungry to grow and learn**

Just like our clients and candidates, we're looking for problem solvers and creative thinkers. You'll need to bring a natural curiosity to your role and a willingness to continuously improve yourself.

### **You're a team player, through and through**


Our non-commission model and team-based rewards are hallmarks of our culture of teamwork and collaboration. That's because at Robert Walters, when one of us succeeds, we all do.

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Just like our clients and candidates, we're looking for problem solvers and creative thinkers.

What we  
offer





Around the globe, we offer a range of outstanding perks and benefits as a reward for the hard work and commitment of our people. The following are just a few examples of how we say ‘thanks’ for a job well done.

## **Learn and develop yourself**

No matter what your background, we’ll give you the support you need to be successful. Our industry-leading training focuses on the practical aspects of recruitment, as well as soft skills like communication and relationship building. Plus, our online learning portal features dozens of courses to help you take control of your learning and build your skills at a pace that suits you.

## **International mobility**

Being part of a global business means having access to global opportunities. Once you’ve worked for us for two years, and you’re performing well, you’ll have the option to transfer internationally to one of the 31 countries in which we operate. In the last two years, we’ve facilitated over 100 international transfers.

## **Celebrate your milestones**

We’re looking for people who want to build a long-term recruitment career with us, so we offer various perks and rewards for long service. For example, all staff who complete ten consecutive years with us are rewarded with a trip to any destination in the world where we have an office.

## **An agile approach**

We offer a modern, flexible working culture for our people, where they have the autonomy they need to be the best and achieve a good work-life balance. To support this, we’ve introduced ‘smart working’ across the business and invested in Microsoft Surface Pros for each of our consultants, enabling them to be agile in a fast-paced environment and responsive to the needs of clients and candidates.

We’re also building a unified global team through Workplace by Facebook, providing a simple and fun way for colleagues around the world to communicate, engage and collaborate with one another like never before.



## What we do

At Robert Walters, we're on a mission to be the world's leading specialist recruitment consultancy. We're driven by our passion for helping clients to hire world-class talent, and supporting candidates to build meaningful careers through roles that they love.

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:

- Teamwork is embedded in everything we do and is a cornerstone of the way we work.
- We always act with integrity — the ongoing success of our business is owed to our long-term relationships built on trust.
- We have a passion for helping clients and candidates and seeing them achieve their organisational and career goals.

- We believe in the power of innovation and technology to build a global workforce that is more diverse and inclusive than ever before.
- Our people are unwavering in their commitment to delivering quality in all they do.

Robert Walters is part of the Robert Walters Group, which also includes Resource Solutions, our market-leading recruitment process outsourcing business, and Walters People, our specialist staffing brand, matching candidates to finance and business support roles paying up to £50k per annum.

## How we grow our business

The Group's strategy for growth is centred on international expansion and discipline diversification. But we haven't grown by simply snapping up our rivals — we've done it by making sure we deliver on our promises. Over the years, we've built a reputation built on integrity and quality of service that's cemented our reputation as the recruiter of choice, trusted by the world's leading organisations and professionals.



# Learn more on social media



**Robert Walters**

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**RobertWaltersPlc**

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**@RobertWaltersLife**

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**@RobertWaltersPR**

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**RobertWaltersPlc**

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**Australia**  
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**Germany**  
**Hong Kong**  
**India**  
**Indonesia**  
**Ireland**  
**Japan**  
**Luxembourg**  
**Mainland China**  
**Malaysia**  
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**Netherlands**  
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