



ROBERT WALTERS
AUSTRALIA AND NEW ZEALAND
PRESS PACK

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OVERVIEW OF ROBERT WALTERS IN AUSTRALIA AND NEW ZEALAND

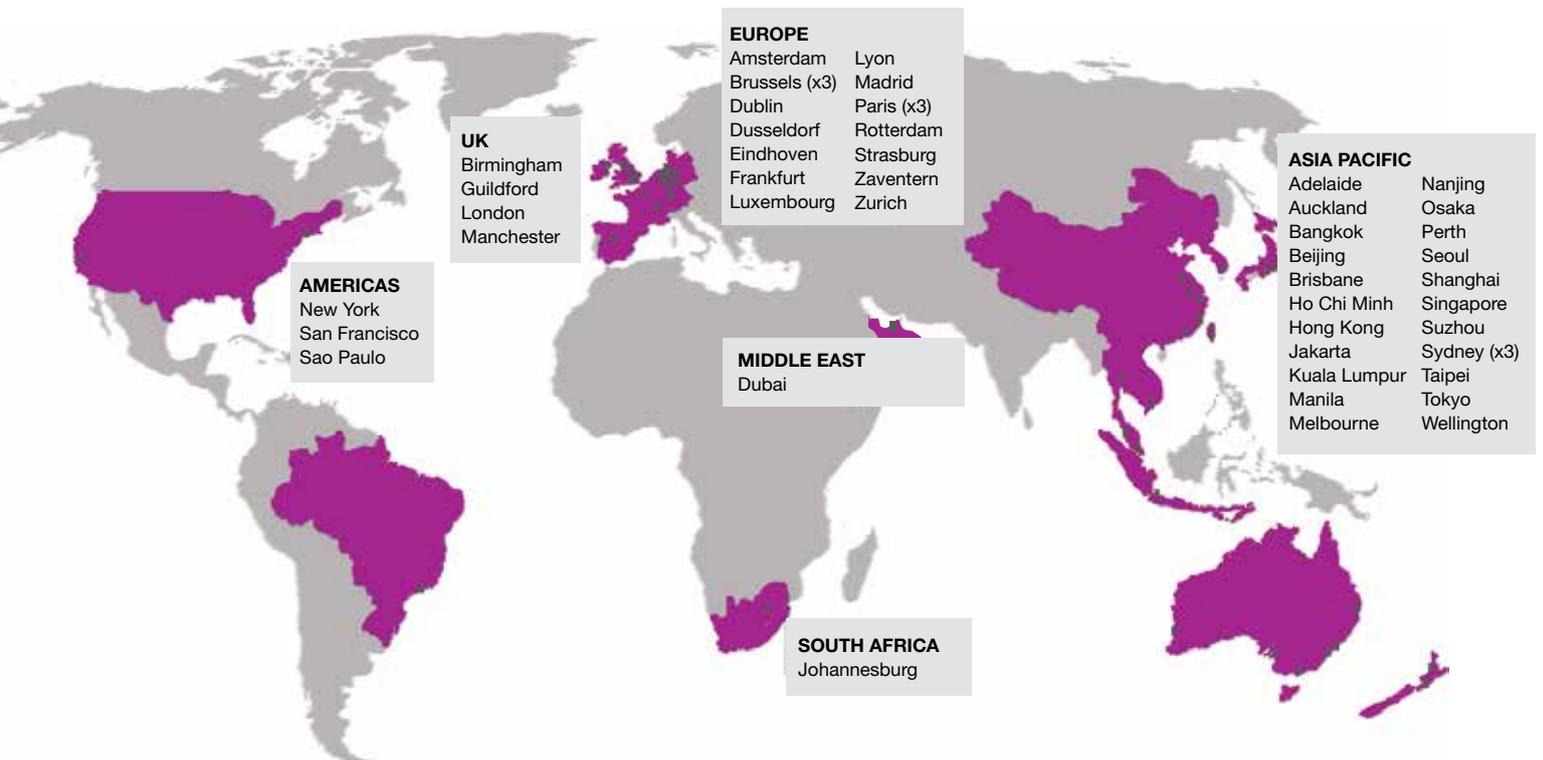
Robert Walters is one of the world's leading professional recruitment consultancies, specialising in the placement of permanent, contract and temporary positions across all levels of seniority.

Operating in all states throughout mainland Australia and in New Zealand's major cities, our consultants share a wealth of recruitment experience and a thorough understanding of domestic and worldwide market conditions. We offer a highly professional and specialised service, and are proud of the long established track record we hold in working with some of the ANZ region's leading institutions.

Specifically, we manage the careers of the highest calibre professionals in the fields of:

- **Accounting**
- **Banking & Financial Services**
- **Business Transformation**
- **Human Resources**
- **Information Technology**
- **Legal**
- **Policy & Regulation**
- **Procurement**
- **Supply Chain & Logistics**
- **Property & Facilities Management**
- **Resources**
- **Engineering & Construction**
- **Sales**
- **Marketing & Communications**
- **Secretarial & Business Support**

With 53 offices in 24 countries, our global footprint enables us to meet the demands of clients and candidates whose needs extend beyond local markets, while our strong local foundations provide us with unique insights into industry and culture.



PROFILES OF THE ROBERT WALTERS MANAGEMENT TEAM IN AUSTRALIA AND NEW ZEALAND

JAMES NICHOLSON MANAGING DIRECTOR, AUSTRALIA AND NEW ZEALAND

James has recruited in both the Sydney and London markets for more than 17 years. His experience in the recruitment industry has covered both retained executive search and contingent recruitment, with a focus on banking.

James now manages the Australian and New Zealand divisions for Robert Walters, which spans nine offices and recruits across accounting and finance, banking, commerce, mining, engineering and operations, general management, IT, legal, risk management, compliance and audit, sales, marketing and communications, procurement, supply chain and logistics, oil and gas and secretarial and business support services.

Prior to working in recruitment, James worked for a leading management consultancy, specialising in business process reorganisation for financial services clients.

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MICHELLE CHRISTIE DIRECTOR, ADELAIDE

Michelle has more than 10 years of recruitment experience across a broad range of divisions including financial services, human resources, procurement and supply chain, executive management and business support.

Prior to joining Robert Walters, Michelle was the National Recruitment Manager of a leading Australian agribusiness where she was tasked with implementing a recruitment system.

Michelle now manages the Adelaide division for Robert Walters, bringing a solid understanding of the end-to-end recruitment process as well as excellent feedback from clients and candidates alike.

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SINEAD HOURIGAN DIRECTOR, BRISBANE

Sinead Hourigan has been Director of Robert Walters Queensland since 2004 and has been recruiting in the Brisbane market for more than ten years.

Sinead has recruited a broad range of positions, from CEO/CFO level roles at publicly listed organisations and large government-funded organisations to executive-management-level roles in a number of industries.

Prior to entering the recruitment industry, Sinead worked in the 'Big 4' in Sydney, and previous to this, worked in executive positions in the Irish Government.

This experience has been extremely beneficial in assisting Sinead with developing the ability to deal effectively with all levels of personnel within an organisation, from heads of state through to professional and support personnel.

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CHRIS KIDD DIRECTOR, MELBOURNE

Chris has more than 17 years of experience in finance recruitment across a broad spectrum of sectors.

Chris joined Robert Walters in 2002 and is now the Director of the Melbourne division, which recruits for accounting, banking and financial services, IT, HR, procurement and supply chain, sales, marketing and communications and secretarial support sectors.

Prior to entering recruitment, Chris qualified as a chartered accountant with Ernst & Young in Australia and worked extensively in banking and treasury in London.

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RYAN HATHRILL DIRECTOR, PERTH

Ryan has more than nine years of recruitment experience specialising in banking, commerce and corporate services. He has headed up Robert Walters in both South Africa and Perth.

Ryan currently manages the Perth division for Robert Walters, which recruits in the sectors of accounting, IT, sales and marketing, secretarial and business support, resources, engineering and construction.

Prior to working in recruitment, Ryan was a corporate banker in South Africa specialising in credit risk and asset-based finance. He also completed a six-year stint in London working in risk and products for three leading investment banks.

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ANDREW HANSON DIRECTOR, SYDNEY

Andrew joined Robert Walters in 2000 in London, having previously graduated from the University of Sydney with a BA in Psychology and Human Resource Management. Andrew progressed to Director of Financial Services Permanent before returning to his home town, Sydney, in 2011.

Andrew currently manages the Sydney CBD division for Robert Walters, which recruits in the sectors of accounting and finance, banking operations, risk, compliance, audit, project and change management, IT, legal, sales, marketing, communications, secretarial and business support.

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PETER BATESON DIRECTOR, CHATSWOOD

Peter is currently a Director of NSW's IT division, having been an employee of Robert Walters in Sydney since February 2004.

The IT NSW division spans three offices in the Sydney CBD, Chatswood and Parramatta and covers all technical verticals across commerce and industry, banking and finance and major accounts.

Prior to joining Robert Walters, Peter worked for Progressive (part of the S3 Group) in London as an IT Recruitment Consultant, and he holds a Bachelors Degree in International Business Management.

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DARRAN BUTCHER DIRECTOR, PARRAMATTA

Darran has over 12 years of experience in recruitment across various disciplines in commerce, both in Australia and the UK.

He has sourced professionals for local, national and international organisations across a wide range of industries.

In his current role as Associate Director, Darran is responsible for managing the Parramatta office which incorporates teams covering accounting & finance, business support, IT and logistics both on a contract and permanent basis. He also actively recruits in the senior finance space.

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SHAY PETERS DIRECTOR, WELLINGTON

Shay Peters is the Director of Robert Walters Wellington. He joined Robert Walters in 2009 following three years' recruiting for a well respected international consultancy where he conducted partner level search assignments for London based law firms.

In his first two years working in Robert Walters, Shay was named Highest Achieving Consultant nationally. Following this, Shay has spent four years building and developing several successful teams for the organisation. As a result of this success, Shay was recently named a finalist for the RCSA Professional Emerging and Aspiring Recruitment Leaders (PEARL) award across Australasia.

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JAMES DALRYMPLE DIRECTOR, AUCKLAND

Following six years of managing the Robert Walters IT division in Melbourne, James returned to his native New Zealand to take up the position of Auckland Director. Since arriving at Robert Walters, James has built a strong reputation recruiting senior technology professionals, primarily within the financial services industry.

Prior to his move to Melbourne, James spent seven years working in the IT and finance industries in London in a variety of senior accounting and IT roles, the last three years as a senior business analyst. While in the UK, James contracted for a number of blue chip organisations including GlaxoSmithKline, BT, Financial Times and MCI Worldcom.

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ROBERT WALTERS THOUGHT LEADERSHIP

GLOBAL SALARY SURVEY

On an annual basis, Robert Walters produces a global Salary Survey, widely recognised as the most comprehensive and high quality survey in the market. Compiled by the Group's dedicated research team, the survey covers all markets and disciplines within which the Group recruits worldwide.



ROBERT WALTERS EMPLOYMENT TRENDS

Robert Walters has launched a series of thought-leading whitepapers aimed at helping our clients address business critical human capital issues. These whitepapers will explore talent management issues that have a critical impact on business performance.

QUARTERLY MARKET UPDATES

On a quarterly basis Robert Walters produces market updates for each of the industries it operates in. Compiled by the Group's dedicated research team, the market updates offer valuable insight into the market trends and salary movements from the previous quarter.

BREAKFAST SEMINARS AND CONFERENCES

Robert Walters run a series of breakfast seminars and conferences throughout the year to offer insight into recruitment trends and patterns. We also partner with industry specialists to offer our clients advice and guidance on issues and topics of the moment.

For more information on Robert Walters thought leadership please visit our websites:

Australia: www.robertwalters.com.au

New Zealand: www.robertwalters.co.nz

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SOUTH KOREA
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USA
VIETNAM