

# ROBERT WALTERS GROUP PRESS PACK

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# ROBERT WALTERS GROUP PRESS PACK

- Robert Walters plc ([www.robertwalters.com](http://www.robertwalters.com)) 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.
- Established in 1985 by Robert Walters, the Group focuses on professional recruitment across the following disciplines:

ACCOUNTING & FINANCE

BANKING & FINANCIAL SERVICES

ENGINEERING & OPERATIONS

GENERAL MANAGEMENT

HUMAN RESOURCES

INFORMATION TECHNOLOGY

LEGAL

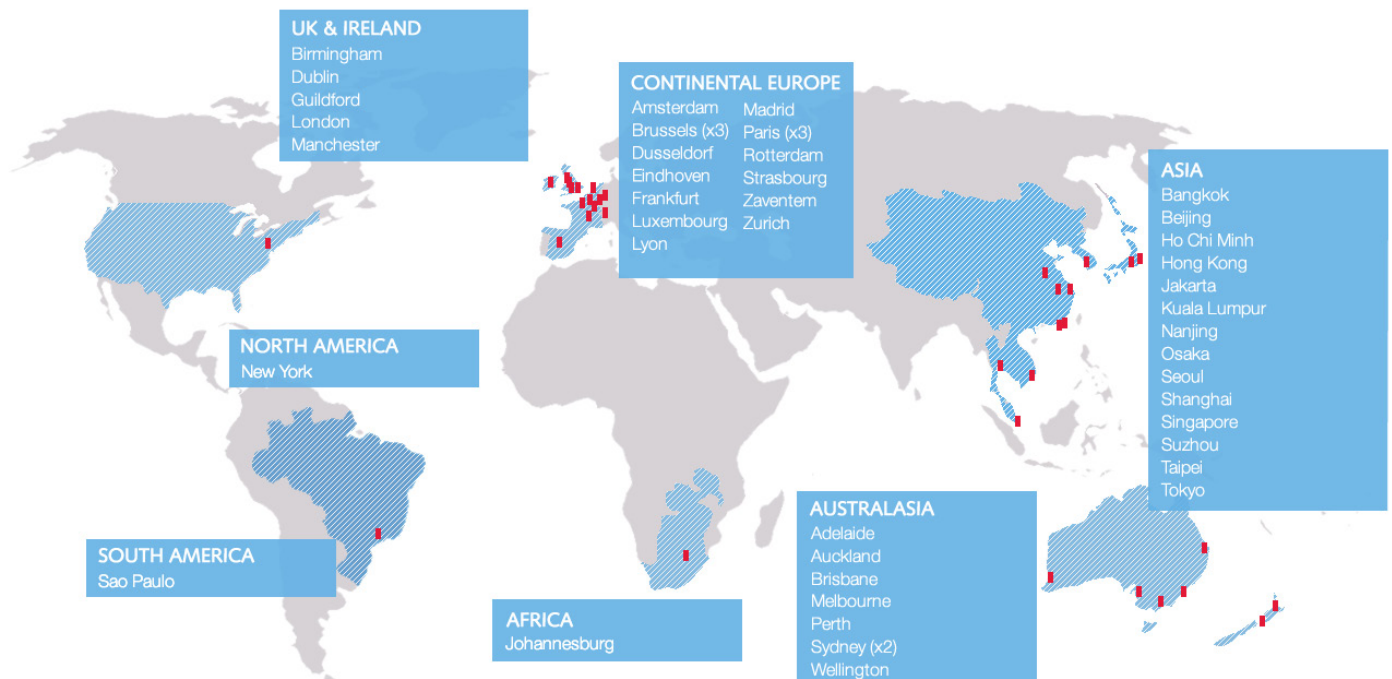
RISK MANAGEMENT, COMPLIANCE & AUDIT

SALES, MARKETING & COMMUNICATIONS

SECRETARIAL & BUSINESS SUPPORT

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

- Robert Walters has a well developed global footprint of 47 offices in 23 countries. The Group employs over 2,000 members of staff worldwide.



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- The Group has a diverse global client base covering financial services, commerce and industry and the public sector. Clients range in size from the world's leading multinationals through to SMEs and local organisations.
- The Group's truly global presence means that the business is ideally positioned to meet the demands of those whose needs extend beyond their local markets. For clients, the Group is able to source the highest calibre professionals from across the globe, whilst for candidates, the Group is able to find appointments worldwide that best match the candidate's personal skills and aspirations.

## RESOURCE SOLUTIONS

- The Robert Walters Group also operates a recruitment process outsourcing (RPO) business, Resource Solutions. Resource Solutions ([www.resourcesolutions.com](http://www.resourcesolutions.com)) is a market leader in the RPO field and has contracts spanning financial services and commerce & industry across Europe, Asia and the US.
- Talent attraction, management and retention are critical issues facing all organisations in today's competitive market. Resource Solutions has built its reputation on developing resourcing solutions that are flexible to changing market forces but are built to last.
- Resource Solutions work in partnership with organisations to design and implement balanced and best practice resourcing strategies that optimise both direct and indirect recruitment channels whilst maximising brand value.

## FINANCIAL PERFORMANCE

- Robert Walters plc (RWA) listed on the London Stock Exchange in 2000, winning an award for Best IPO of the year.
- Summary year end as at 31 December 2010 is outlined below:

	2010 (£M)	2009 (£M)
Net Fee Income (Gross Profit)	£155.4m	£104.4m
Operating Profit	£13.2m	£1.6m
Profit before Tax	£13.1m	£1.3m
Earnings per Share	12.5p	0.3p
Total Dividend	4.90p	4.75p

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## ROBERT WALTERS, CEO

After graduating with a degree in economics and politics in 1975, Robert joined Touche Ross. In 1978 he joined Michael Page International plc, initially working in their commerce division, subsequently setting up and running their public practice unit. In 1982 he set up and managed their New York office. He resigned in 1984 and founded the business of Robert Walters in 1985.

### CONTACT DETAILS

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## GILES DAUBENEY, COO

After working in recruitment for Accountancy Selection Limited and Badenoch & Clark Limited, Giles joined the Group in 1988. From 1990 to 1994 he was based in Amsterdam and was responsible for the Group's Dutch and Belgian operations. Giles was appointed to the role of Chief Operating Officer in 1999, and was appointed to the Board of Robert Walters plc in July 2000.

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## ALAN BANNATYNE, GROUP FD

After qualifying as a Chartered Accountant with Deloitte & Touche, Alan was Commercial Manager of Primecom and then Financial Director of Foresight, both subsidiaries of Primedia, a South African Media Group. Alan joined Robert Walters as Group Financial Controller in September 2002 and was appointed to the Board of Robert Walters plc as Group Finance Director in March 2007.

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## ROBERT WALTERS RESEARCH

### 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.



Hard copies of the survey can be requested at [www.robertwalters.com/sa](http://www.robertwalters.com/sa) downloaded at [www.robertwalters.com/salariesurvey](http://www.robertwalters.com/salariesurvey).

### GLOBAL WEB POLLS

Robert Walters runs a global web poll across all its websites every month focusing on topics related to careers, salaries, work environment, recruitment and market trends. Results collated from the global web polls have made headlines in many local press and trade magazines, and served as interesting topics and discussion points for broadcast media. For more details, please contact any of our media representatives in our local offices.

### 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.

### ASIA JOB INDEX

The Robert Walters Asia Job Index ([www.asiajobindex.com](http://www.asiajobindex.com)) is regarded an important regional economic barometer, with employment advertising being a key indicator of future hiring. The Robert Walters Asia Jobs Index tracks advertisements by number in the executive appointments sections of the main dailies in Singapore, Hong Kong and Japan. Robert Walters employed a similar methodology for the on-line market, focusing on tracking the number of on-line ads across a selection of leading job boards in the professional recruitment space.

### AN AWARD WINNING BUSINESS

#### 2011

Group	<b>Recruitment International Awards 2011</b> , Best International Recruitment Company
Asia (ex Japan)	<b>The Asian Banker Supporting Industry Awards 2011</b> The Asian Banker Achievement Award for Strategic Executive Search to the Commercial Banking
Industry	
Ireland	<b>National Recruitment Federation Awards 2011</b> , Best Agency for Online Services
Japan	<b>British Business Awards 2011</b> , Company of the Year
Singapore	<b>HR Vendors of the Year Award 2011</b> Winner, Preferred Recruitment Firms – High End Roles (roles over \$10,000pm) Winner, Preferred Recruitment Firms – Mid Range Roles (roles over \$10,000pm)

#### 2010

Group	<b>The Recruiter Awards for Excellence 2010</b> Winner, Best International Recruitment Consultancy
Asia (ex Japan)	<b>Asiamoney Headhunters Poll 2010</b> , Number 1 Middle/Back Office Recruiter <b>The Asian Banker Supporting Industry Achievement Award 2010</b> , The Asian Banker Achievement Award for Executive Search to the Commercial Banking Industry
UK	<b>OSTCAR 2010</b> , Outstanding Service to Compliance and Regulation Award (OSTCAR)
Ireland	<b>National Recruitment Federation Awards 2010</b> , Best Agency for Online Services at the National Recruitment Federation Awards

#### 2009

Singapore	<b>HR Vendors of the Year Award 2008</b> Winner, Preferred Recruitment Firms (Roles \$5,000 - \$10,000pm) <b>Winner, Preferred Recruitment Firms</b> (Roles over \$10,000pm)
Japan	<b>Microsoft Certified Hiring Gold Partner, Fiscal Year 2009</b>
UK	<b>FTSE 4 Good Index Series</b> FTSE 4 Good Constituent Member <b>Compliance Register</b> , OSTCAR Best Recruitment Services Award 2009

#### 2008

Singapore	<b>HR Vendors of the Year Award 2007</b> Winner, Best Recruitment Company of the Year (Roles over \$8k monthly)
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# ROBERT WALTERS GROUP PRESS PACK

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