

Talent Solutions

High Growth | Market Leaders

Our world-class talent consulting team assists global giants and high-growth companies in identifying and acquiring exceptional top talents and leaders with specific capabilities. We do not preach sophisticated terminologies, but rather focus on true value creation by merging the science of data gathering and analysis, with the art of effective talent acquisition.



Taipan Partners is an Asia-focused, boutique business solutions provider specialising in M&A Advisory & Research, Talent Management and Business Incubation services. We bring together a unique blend of strong buy/sell-side experience from Private Equity funds and Conglomerates, on-ground knowledge of business nuances in ASEAN & South Asia and a deep understanding of the senior talent landscape. The Taipan M&A team has closed multiple transactions totalling over USD 500 million across sectors including F&B, Consumer Products, Agriculture, Financial Services, Technology & Internet Services while our Talent team has a track record of over 10 years in APAC with over 300 senior management placements for marquee clients.

Executive Search

We provide clients a unique blend of deep market and recruitment expertise with a focus on the provision of value-added analysis and thematic research. Each of our retained clients is provided not simply with a shortlist of candidates but a complete overview of the market, with detailed proprietary data on competitors, teams and individuals.

Board Consulting

We recruit chairmen and directors for public, private equity-backed, major private and family-owned companies, as well as startups. Our knowledge of board dynamics and privileged access to and knowledge of the most sought-after directors helps clients build balanced and effective boards - this includes strong emphasis on gender and geographical diversity. We use specialised assessment tools to test high achievers from a diverse range of backgrounds and experience have the intrinsic qualities to become effective board directors.

Our industries and segment specialisation includes;

Financial Services

- Transaction Banking
- Investment Banking & Global Markets
- Wealth & Asset Management
- Insurance

Private Equity

- Fund
- Portfolio Companies

Consumer

- Consumer Goods
- Retail & Media
- Entertainment & Sports
- Food & Beverage

Technology

- Internet Services
- Artificial Intelligence
- Big Data
- Semiconductor

Family Business Advisory

- Succession Planning
- Business & Family Governance

- Understands critical business needs and focused on value creation
- Research and intelligence driven methodology
- In-depth industry knowledge, leveraging on proprietary M&A advisory & research platform
- Leading edge sourcing techniques
- Extensive global candidate database & execution capabilities

JOHN DOE, MID 50s, CANADIAN / HK PR - SPEAKS CANTONESE (NATIVE), ENGLISH (FLUENT), MANDARIN (FLUENT)

PROFESSIONAL EXPERIENCE

- 2001 - Present: Asian Private Bank, Hong Kong
 Client Executive, Greater China Region and Korea MD, Private Banking Group Head, Greater China
- 1985 - 2001: American Private Bank, APAC
 VP, Private Banking Group / xxx Marketing Manager, xxx VP, Private Banking Group / xxx Unit Head, xxx VP, Global Consumer Group / Country Credit Officer, xxx VP, Corporate Banking Group / Unit Head for Manufacturing Division, xxx
- 1978 - 1985: American Bank, Hong Kong
 AVP, Corporate Bank / xxx of the Trading Division Manager, Credit Officer, xx Finance

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xxx EUROPEAN BANK

OVERVIEW

xxx's emerging market operations in the CEMEA region focus mainly around Russia, Kazakhstan and the Ukraine. As a result of higher yielding paper increases, the bank has shifted focus towards lower credit quality (higher spread) away from the traditional CA assets.

On a macroeconomic level xxx expects there to be a significant increase in the US, with the market in recession to avoid four years in recession coming to market. In Asia, the market is particularly active with high yield assets, technology companies and property companies. As high yield assets are increasingly sought after, xxx has merged its high yield and emerging market operations into a single unit. The more mature some of the larger investor accounts on overseas cover both high yield and emerging markets.

Product coverage across the focus countries:

	Russia	Turkey	Spain	China	India
Fixed Income	✓	✓	✓	✓	✓
FX	✓	✓	✓	✓	✓
Securitisation	✓	✓	✓	✓	✓
Equity Derivatives	✓	✓	✓	✓	✓

CEMEA

xxx gained its commercial banking license for Russia in 1993. The office in Russia is staffed with 350 people spread throughout Moscow, St. Petersburg and Yekaterinburg. These offices offer capital raising capabilities and also bank syndication and debt capital markets - both on a local and international basis. In Moscow, xxx also has a local corporate finance team.

In Turkey, xxx has undergone significant reorganisation and consolidation in syndication and debt capital markets. They are also the only international bank in Turkey with a local team of corporate financiers.

The debt origination team of two bankers covering all CEMEA emerging markets is based in London working closely with DCM originators based locally in Russia and Turkey. The emerging markets portfolio in London consists of two people.

There are two emerging markets credit researchers covering CEMEA based in London. Research is split into two core areas - assets and corporate and bonds. There are a further two researchers covering equity coverage. Within credit research, the core focus areas are Russia, Kazakhstan, Ukraine on the top three countries with Turkey, the Middle East and SEA also key areas.

In London, there are approximately 10 dedicated strategists covering all emerging market credit sales. On the trading side, xxx has two teams of traders - one team trades fixed income, the other trades interest rate. The traders deal with all interest rate trading for four main markets and two derivatives traders with split of approximately 50% proprietary trading and 50% being client flow.

Competitive Analysis, GM Emerging Markets (GME7-9485) 9

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CEMEA

In CEMEA securitisation, xxx's focus countries are Russia, Kazakhstan and Turkey. There is a team of five in xxx's emerging markets M&A team (August 2016) - a head of M&A (three years), two directors and two senior associates. The team is based in London with two people working for him covering Russia and also one DCM coverage officer who also participates in originating and securitisation deals in emerging markets. Additionally they are looking at issuance of structured bonds.

management of relationship managers - "one of the best if approachable style, he is able to attract good talent from American Private Bank, APAC from 1997 to 2000. He is a (profile available on request)." and sophisticated private banking environment of xxx, King of Greater China. Retention with 100% revenue growth of 20% of the xxx business residing in Shanghai. xxx is a home-

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CEO Singapore

Global 35%
 Singapore 25%
 Indonesia 15%
 Hong Kong 9%
 Taiwan 9%
 Other 7%

CEO Japan (Yoshitaka)

Global 31%
 Japan 69%

CEO Australia (Yoshitaka)

Global 29%
 Australia 67%
 Asia 4%

Private Banking - Senior Talent Overview, Asia Pacific (APB14-2411) 7

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TAIPAN PARTNERS PTE LTD
SINGAPORE REGIONAL HEADQUARTERS
 Singapore EA License No.: 11S4319
 14, Robinson Road, #08-01A
 Far East Finance Building
 Raffles Place, Singapore 048545
 T: +65 6639 1369
 F: +65 6333 4636

MALAYSIA
 28-01, Jalan Bestari 3/2
 Taman Nusa Bestari
 81300 Nusajaya, Johor, Malaysia

JAPAN
 〒107-0062
 Win Aoyama 310
 Minami-Aoyama 2-2-15
 Minato-ku, Tokyo

HONG KONG | HO CHI MINH CITY | JAKARTA
ask@taipanpartners.com