



• LEADERS FOR
• GROWTH



GSI EXECUTIVE SEARCH

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CORPORATE OVERVIEW

Incorporated in 1994, GSI Executive Search is one of Asia Pacific's leading firms providing effective search solutions for reputable clients both locally and regionally. We specialise in the assessment, acquisition and identification of executive to top-level management talent for our clients.

In addition to our exceptionally extensive and exhaustive headhunting, we evaluate each client's needs meticulously to develop an in-depth knowledge of their business. Our ability and commitment to building a deep level of insight effectuates precise solutions and ensures nothing is left to chance.

GSI's utmost priority is to match client's demands with executive and management talent who not only possess superior expertise for the job, but also the right attitude and personality. The vast national and global reach of our consultants always results in an accurate match.

We care about your success and are committed to making your business more profitable through the selection of only the best available executive leadership talent around.

As leaders of growth, GSI understands that the difference between success and failures lies in the quality of your human capital.



“Our company has had numerous contacts with GSI Executive Search over the past couple of years. Throughout that time we found them to be one of the most professional and efficient recruitment partners we have ever dealt with. Their professional advice and attention to detail is outstanding. Nothing is ever too much trouble for them and they always go the extra mile for their clients. They consistently take the time to genuinely understand what the business needs are which in turn enables them to match employers and candidates ever so successfully. **They are certainly our preferred recruitment partner and I would have no hesitation whatsoever in recommending them to any prospective client.**”

Emily Chau
HR Consultant - HR
Jardine Lloyd Thompson PCS Limited

“The consultants at GSI Executive Search have many years of executive search experience. They are dynamic and provide excellent service throughout the entire assignment.

The consultants never fail to profile a list of qualified candidates who not only meet our requirements but are also adaptable to new environments. **Their prompt service always helps to ensure the right talent comes on board on time.”**

Mr Sompong Chanchamrat
HR Director
Eli Lilly





METHODOLOGY

GSI's broad knowledge and extensive experience means we know what works best for you. Our methodology is a coupling of refined and reliable processes with acute attentiveness so that we can achieve excellent solutions that are attuned to even the finest details.

ACQUISITION

Right from the very start, our consultants are commitment-compelled to understand your company in every aspect. From market stature and positioning to your unique culture, every element counts in making sure that we source and recommend the most suitable candidate for the job. Then we commence a thorough local and regional search, using multiple channels and innovative research processes to sniff out only the best and most promising candidates for initial screening. The most effective candidate sourcing is done through a dynamic use of systematic approaches and intuitive methodologies. With a deep-seated knowledge of demographically sensitive trends, we are able to capture candidates both active and passive.

ASSESSMENT

Perhaps the only step that is more critical than populating a pool of high quality talent is discerning the candidate who best suits a specific position. It is no easy task, but our capable consultants are up for the challenge of determining and aligning each eligible candidate's unique mix of competencies to each and every requirement and preference. Complementing our broad pan-Asian perspective, our localised presence in four countries in Asia means we are truly familiar with the dynamics intrinsic to their markets. This enables us to perform thorough assessments of our candidates directly and efficiently so that we are able to deliver to our clients with unparalleled reliability and accuracy.

IDENTIFICATION

Our promise of commitment means that we see through every step with unwavering attention. Highly professional and people-oriented, our engaging consultants ensure that our representation of your company, from reference checks to the offer stage, is done with your peace of mind. Our partnership with you is sustained even beyond the finish line. Upon acceptance of hire by a candidate, we go the extra mile with our onboarding and post-recruitment support to ensure that your new hire is assimilated into your company comfortably.



INFORMATION TECHNOLOGY & TELECOMMUNICATION

A world without communication is unimaginable, and instantaneous connectivity is key in this day and age. Communication systems have come a long way over generations and is, today, still a hotbed for constant development for newer, quicker, and safer ways of connectivity and information sharing.

As global consumption increases in developing and developed countries, so too does the need for more efficient channels of communication. Developers are constantly widening and challenging the boundaries of Information Technology by

building software and hardware that will meet both current and future needs, creating new and exciting concepts such as cloud computing. The digital landscape is one that is being cultivated at lightning speed, with both consumers and creators redefining demand at every turn.

A dynamic sector that grows exponentially and at a fast pace, the Information Technology and Telecommunication sector is one driven by growing demand and stiff competition. Our consultants will seek and identify only the fittest, most forward-thinking individuals who are willing to push the boundaries.



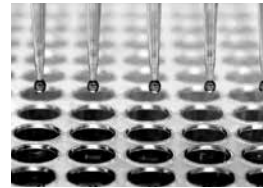
FMCG & RETAIL

The FMCG and Retail sector is often characterised by market saturation, constant pressure on price and profit margins, and a continual search for more lucrative ways to connect with consumers. It is also about creating robust brand identities, leveraging new product categories and cultivating a sustainable customer base

The consumption boom has propelled the proliferation of lifestyle and beauty enterprises. And with the up-and-coming economies and expanding consumer markets of Asia, Central and Eastern Europe, firms can expect increasingly changing retailing patterns, shifting consumer purchasing and decision making factors, industry consolidation and globalisation, as well as a growth in technological development and the need for adaptation to keep up with such demands.

Business leaders now recognise the inextricable relationship between business performance and people within the organisation. To find able leaders, our consultants conduct extensive and methodical research to help you attain the best fitting talent who will enable you to keep up with changing trends, conquer new territories and maximise profits.

BIOMEDICAL SCIENCES & HEALTHCARE SERVICES



Expiring patents and diminishing product advancements are some of the key challenges faced by the life science industry. Companies are increasingly confronted by product development policies and funding in addition to collaboration agreements and intense competition for talent. In an attempt to boost innovation capacity and reduce development time and cost, life sciences firms are turning to emerging markets as a source of research, development and production capabilities.

And as a knowledge and experience-based industry, where innovation plays an important role in addressing global health care needs, attracting talent with specialised skills is especially difficult with limited talent resources. Hiring is now a global affair, with companies needing to turn to talent pools overseas in order to fill the industry's highly specialised roles.

With a deep understanding of the industry and a national global reach, our consultants are able to uncover visionary leaders your business needs and address any concerns before converting a mutual fit into an actual hiring.

LOGISTICS & SUPPLY CHAIN

Logistics and Supply Chain covers a broad spectrum of professional roles and systems that ensure global supply operations stay efficient. This is an industry that is a beneficiary of the world's rapidly changing technological landscape, with the constant need to find better solutions for better businesses, and thereafter, a better economy.

Asia's growth in this sector has had the rest of the world sit up and take notice of not only its ready adoption of sophisticated

systems to boost operations, but also its ability to adapt and influence the industry's future development. With globalisation at its doorstep, regional demand for efficient supply chain management has risen more than ever. With an expansion beckoning, specialised roles will need to be further defined; skills refined; and knowledge improved.

Recognising this need, our consultants have access to identifying the ideal talent to help you address opportunities for the future.



ENERGY & NATURAL RESOURCES

As Asia and the world continues on its inclining road of development, the significance of energy as a commodity has never been as critical as before. Mounting global demand for traditional and alternatives energy has brought about shifting global policies, rapid technological advances as well as crucial and exciting bursts of exploration into new areas.

This important industry is moving surely into new frontiers, effecting new trends such as fast emerging consumption markets like India and China, and a stark growth in interest and demand for hydrocarbons and alternatives sources of fuel like LNG, oil sands, renewable energy and biofuel. The energy industry is becoming more dynamic as corporations deal with issues like environmental responsibility and consumer-centric business practicalities.

These developments present a human resource challenge to the industry as talent with both specialised expertise and a holistic appreciation of the industry backdrop is heavily sought after. Asia is proving to be a current hotbed for opportunity in the sector, attracting a high number of related companies to the region. Digging deep

into the marketplace to find the most relevant candidates, we will work with you tirelessly to ensure that your hire is strategically sound and sensitive to your needs.



Every day, new heights are reached in Manufacturing and Aviation, both exciting places to be in this day and age for anyone with an interest in changing the way the world works and moves. With the world's growing affluence comes two things: an increase in consumer discernment, and thereafter, a rise in consumer demand.

Machinery and equipment, once seen as a means of replacing labour, in fact improves labour and delivers efficiency at renewed standards. Spearheaded by Mankind itself, the realm of manufacturing is one that has potential to forge and incubate new ideas, with ample space to push the envelope to change the way operations run on a day-to-day basis.

Engineering feats are what this industry entails, with the world as a platform for the new, the exciting, and the adventurous. Individuals encouraged and inspired to redefine global mechanism - literally and figuratively - are whom our consultants seek to join this force, delivering a promise to keep on building.

MANUFACTURING & AVIATION

“Dynamic, resourceful and professional in their approach, GSI works fast and abides by strict client and candidate confidentiality in finding the perfect match to fit in our unique corporate culture and requirements.”

Yeo Chern Tern
Senior Director, Administration
Canon



Services and products from the IT and telecommunications industry have evolved over the last few years with more players entering the fray. Narrowing innovation cycles are also increasing the urgent need to protect intellectual property as new technology and devices continue to revolutionise the way information and entertainment is retrieved and used.

In addition to swift technological advances and the growing values of intellectual capital, companies have to be on their toes when it comes to recruiting the right talent. Especially in an industry known for its relatively younger workforce, control of where and how they work is valued more

than financial compensation by employees. And with the retiring baby boomers, firms are more inclined to hire based on performance even though the talent might not be a typical senior leader. Creative and other critical talent that generate value-add for customers and shareholders are also notably more difficult to entice.

We understand the difficulty in recruiting top talent for such a demanding industry. Our consultants blend insight and market knowledge to look beyond the limits of the sector's talent pool to locate the best person for your organisation. Then we map out a practical search strategy and execute - rapidly.

INFOCOMM & MEDIA

