



ROBERT WALTERS

UK, EUROPE AND AMERICAS PRESS PACK

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AUSTRALASIA

ASIA

AFRICA

EUROPE

AMERICAS

ROBERT WALTERS

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ROBERT WALTERS PLC OVERVIEW

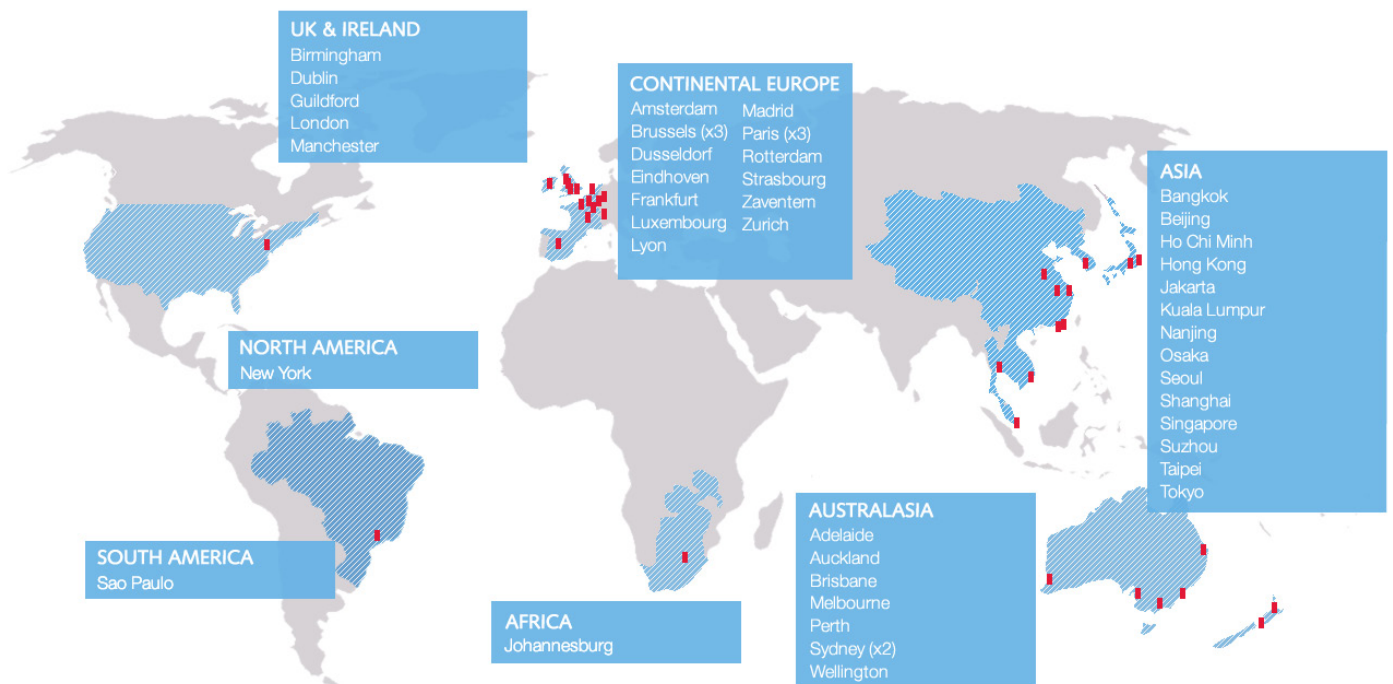
Robert Walters plc (www.robertwalters.com) is one of the world’s leading professional recruitment consultancies, specialising in the placement of permanent, contract and temporary positions across all levels of seniority.

Established in 1985 by Robert Walters, the Group focuses on professional recruitment across the following disciplines:

ACCOUNTING & FINANCE
BANKING & FINANCIAL SERVICES
COMPLIANCE & AUDIT
ENGINEERING & OPERATIONS
HUMAN RESOURCES
INFORMATION TECHNOLOGY

LEGAL
MARKETING & COMMUNICATIONS
RISK MANAGEMENT
SECRETARIAL & BUSINESS SUPPORT
SUPPLY CHAIN & PROCUREMENT

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



With a diverse global client base, the Group provides employment solutions 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 their personal skills and aspirations.

GROUP FINANCIAL PERFORMANCE

Robert Walters plc (RWA) was listed on the London Stock Exchange in 2000, winning an award for Best IPO of the year. A summary of the year end results 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	4.9p	4.75p

RESOURCE SOLUTIONS

The Robert Walters Group also operates a recruitment process outsourcing (RPO) business, Resource Solutions. Resource Solutions (www.resourcesolutions.com) is an international market leader in the RPO field and has contracts spanning financial services and commerce & industry across Europe, Asia, Australasia and the US delivering solutions to leading organisations around the world since 1997.

Resource Solutions manages a recruitment budget of over £500 million on behalf of its clients, hiring more than 15,000 employees each year. Providing solutions that both reduce cost and enhance performance, Resource Solutions works in partnership with organisations to design and implement balanced and best practice resourcing strategies that optimise both direct and indirect recruitment channels. Managing everything from global accounts with demanding resourcing strategies to single sites with low recruitment volumes, Resource Solutions work to maximise brand value.

Resource Solutions has also developed its own propriety web-based technology TalentSource, an industry-leading recruitment support system to provide end-to-end talent tracking from initial resource planning through to role fulfilment.

EXECUTIVE TEAM BIOGRAPHIES

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 and 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 specialist recruitment consultancy, Robert Walters, in 1985.

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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 the Amsterdam office 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 FINANCE DIRECTOR

After qualifying as a Chartered Accountant with Touche Ross, Alan was a Group Financial Controller and then Financial Director of a subsidiary of Primedia, a listed South Africa 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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UK

CHRIS HICKEY

MANAGING DIRECTOR, UK

Chris qualified as a solicitor in Australia and worked as a lawyer at Lehman Brothers where he was responsible for global custody and corporate counsel matters. Chris joined the business in 2000 and is now the Managing Director of UK recruitment at Robert Walters.

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RESOURCE SOLUTIONS

OLIVER HARRIS

CEO, RESOURCE SOLUTIONS

Oliver joined Robert Walters as a trainee recruitment consultant in 1998. He was soon promoted to team leader and then manager before becoming Managing Director for Contract Recruitment in the UK in 2004. In June 2010 Oliver moved within the Robert Walters Group to Resource Solutions, our recruitment process outsourcing business, to become Chief Executive Officer.

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EUROPE

ANTOINE MORGAUT

CEO, EUROPE AND THE AMERICAS

Gaining his Masters in Finance, Antoine spent three years in Audit at Deloitte & Touche. He then began his career in recruitment and launched KM in 1989. In 1992 he moved into financial markets (swaps) and from 1996 ran the Euro Swaps desk as a partner at Cantor Fitzgerald. In 1999 he set up Robert Walters France, and is now Chief Executive Officer for Continental Europe and the Americas.

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FRANK VANDE VOORDE**MANAGING DIRECTOR, BELGIUM AND LUXEMBOURG**

Frank Vande Voorde has a Masters in Business and Finance Administration and has completed an AMP course at INSEAD. After an initial career in Audit with Ernst & Whinney, Frank started his recruitment career with Michael Page where he opened their first European office in Belgium. He then created his own company which was later sold to Robert Half. This transaction resulted in Frank joining Robert Half as the Director of Temporary Recruitment in Belgium, France, Netherlands, Germany and Australia. In 1997 he became Managing Director of International Operations at Robert Half. In 2004 he left Robert Half to become partner of KPMG Advisory in Belgium. Frank joined Robert Walters in 2007 and is now the Managing Director of our Belgian and Luxembourg offices.

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TILL RODHEUDT**MANAGING DIRECTOR, GERMANY**

After graduating from Johann-Wolfgang-Goethe-University in Frankfurt, Till started his career in the recruitment industry at Odgers Berndtson in 2001. He joined Michael Page in 2003 and became a Member of its German Board in 2005. Till launched his own recruiting firm and set up Robert Walters Germany in 2010.

**CONTACT DETAILS**

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LOUISE CAMPBELL**MANAGING DIRECTOR, IRELAND**

Louise has an Honours Degree in Business Studies from Trinity College Dublin. She began her recruitment career with Morgan & Banks in Sydney, Australia in 1996, building a highly successful accounting division. Transferring to London to establish a commerce division, she then spent six years managing several profitable teams across financial services, commerce & industry and the public sector. Since joining Robert Walters in 2003, Louise has held overall responsibility for the Irish operations.

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ROB VERMAAK

MANAGING DIRECTOR, NETHERLANDS

Rob graduated with a degree in Business Economics from Erasmus University in Rotterdam. He worked in finance and IT roles within Akzo Nobel for nearly five years before entering the recruitment industry. Rob joined Robert Walters in February 2005 as Managing Director for the Dutch business.

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MARCO LAVEDA

MANAGING DIRECTOR, SPAIN

Marco Laveda has a Masters in Business and Finance Administration and has completed a PDD course at IESE. After joining IHR Consultancy, a French headhunter, Marco moved to Michael Page in Barcelona in 2002 as the Director for Sales and Marketing and opened their first retail and healthcare business in Spain. After five years with the group, Marco was appointed to the position of Executive Director for Page Personnel in Madrid and in 2007 he opened their first office in Seville. At the end of 2009, Marco joined Robert Walters as Managing Director of Spain.

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GUY DE BRABOIS

COUNTRY MANAGER, SWITZERLAND

Guy de Brabois graduated with a Masters in Finance and Banking from the ICN Business School. He started his career in the asset management industry with HSBC Framlington in the City of London and Dexia Asset Management in Paris. Guy joined the Robert Walters' Paris office in 2004 where he focused on investment banking and asset management. In 2009, Guy transferred to Zürich where he launched the Robert Walters operations in Switzerland, building a client base of financial institutions and corporate companies.

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AMERICAS

FREDERIC RONFLARD

MANAGING DIRECTOR, BRAZIL

After graduating from a French business school, Fred chose to give an international orientation to his career by joining Club Med Group. He spent time travelling around the world working within several finance and management roles. Returning to France in 1996, he worked at a subsidiary of Suez Lyonnaise des Eaux and at Westmont Hospitality group as Group Controller. Fred joined Robert Walters in 1999 in Paris as a consultant before being appointed to Manager of the finance division. Success in this role ensured promotion to the position of France Permanent Recruitment Director. In 2010 Fred established the first Robert Walters office in São Paulo, Brazil.

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KURT KRAEGER

MANAGING DIRECTOR, US

Kurt Kraeger graduated from Adelphi University and started his career in public accounting. He began his recruitment career in Foster McKay where he was Vice President. With over 20 years' recruitment experience Kurt joined Robert Walters in 1997 as Managing Director of the New York office.

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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/salariesurvey



GLOBAL WEB POLLS

Robert Walters conducts 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 national 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.

ASIA JOB INDEX

The Robert Walters Asia Job Index (www.asiajobindex.com) is 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 online market, focusing on tracking the number of online ads across a selection of leading job boards in the professional recruitment space.

BREAKFAST SEMINARS AND CONFERENCES

Robert Walters runs 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.

AN AWARD WINNING BUSINESS

2011

Group	Recruitment International Awards 2011, Best International Recruitment Company
Asia (ex Japan)	The Asian Banker Supporting Industry Awards 2011, The Asian Banker Achievement Award for Strategic Executive Search to the Commercial Banking Industry
Ireland	National Recruitment Federation Awards 2011, Best Agency for Online Services
Japan	British Business Awards 2011, Company of the Year

2010

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

2009

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

2008

Singapore	HR Vendors of the Year Award 2007 Winner, Best Recruitment Company of the Year (Roles over \$8,000pm)
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MEDIA CONTACTS

GROUP

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SINGAPORE
SOUTH AFRICA
SPAIN
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USA