



ROBERT WALTERS
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CONTENTS

Robert Walters – Australia Overview	1
Profiles of Robert Walters Management Team	2
James Nicholson – Managing Director, Australia	2
Sinead Hourigan – Director, Brisbane	2
Chris Kidd – Director, Melbourne	3
Michelle Cottrell – Director, Adelaide	3
Ryan Hathrill – Director, Perth	4
Brett Rose – Associate Director, Sydney, Chatswood	4
Erica Lindberg – Director, Secretarial & Support, IT and HR	5
Bradley Shotland – Director, Commerce, Sydney	5
Andrew Hanson – Director, Banking & Financial Services, Sydney	6
Robert Walters Research	7
An Award Winning Business	8
Australia Media Contacts	9

OVERVIEW OF ROBERT WALTERS IN AUSTRALIA

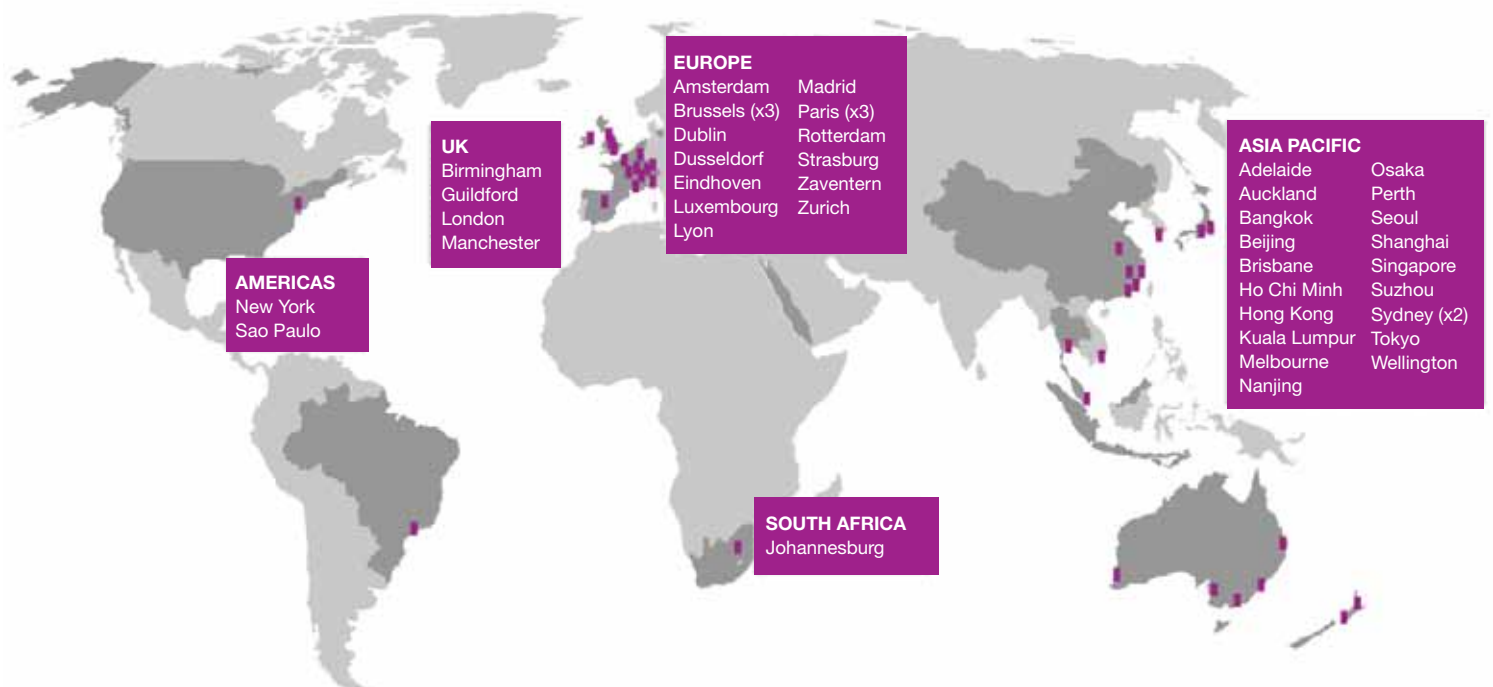
Robert Walters is one of the world's leading professional recruitment consultancies, specialising in the placement of permanent, contract and temporary positions across all levels of seniority.

Operating in all states throughout mainland Australia, 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 Australia's leading institutions.

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

- **Accounting & finance**
- **Banking operations**
- **General management**
- **Human resources**
- **Information technology**
- **Legal**
- **Mining, engineering & operations**
- **Risk management, compliance & audit**
- **Sales, marketing & communications**
- **Secretarial & business support**

With 46 offices in 22 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 ROBERT WALTERS MANAGEMENT TEAM

JAMES NICHOLSON MANAGING DIRECTOR – AUSTRALIA

James has recruited in both the Sydney and London markets for over 13 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 business for Robert Walters which spans five offices and recruits across accounting & finance, banking, commerce, mining, engineering & operations, general management, IT, legal, risk management, compliance & audit, sales, marketing & communications and secretarial & business support services.

Prior to working in recruitment, James worked for one of the leading management consultancies specialising in business process reorganisation on behalf of financial services clients. This experience has enabled him to understand client issues and respond to their needs at all levels.

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SINEAD HOURIGAN DIRECTOR – BRISBANE

Sinead has over nine years' experience recruiting for a broad range of positions, from chief executive officer/chief financial officer roles in publicly listed and government funded organisations to executive management roles across a range of industries.

Sinead's experience in the recruitment industry and exposure to a diverse range of industry sectors has given her a broad understanding of the commercial environment in Brisbane. Sinead is committed to quickly understanding her clients' requirements and offering practical and effective solutions.

Prior to entering the recruitment industry, Sinead worked within a Big 4 firm in Sydney specialising in tax & audit and advisory for a range of blue chip clients. Sinead's experience has given her the ability to deal 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 over 15 years' experience in finance recruitment across a broad spectrum of sectors.

Chris joined Robert Walters in 2002 and is now the Director for the Melbourne business which recruits into accounting, banking & financial services, IT, sales & marketing/communications and secretarial support.

Prior to entering recruitment, Chris qualified as a Chartered Accountant with Ernst & Young in Australia and worked extensively in banking & treasury in London. Chris has been able to utilise this experience to thoroughly understand client and candidate needs.

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MICHELLE COTTRELL ASSOCIATE DIRECTOR – ADELAIDE

Michelle has over ten years' recruitment experience within the executive space over a broad range of divisions including financial services, human resources, procurement & supply chain, executive management and business support.

Prior to joining Robert Walters Michelle was the National Recruitment Manager of one of Australia's leading agribusinesses where she was charged with centralising the recruitment function, implementing a recruitment system, decreasing cost to fill by \$3.5m and increasing the quality of hires.

Michelle now manages the Adelaide business for Robert Walters. Michelle brings a solid understanding of the end to end recruitment process and has excellent feedback from clients and candidates regarding her capacity to deliver positive outcomes.

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RYAN HATHRILL

DIRECTOR – PERTH

Ryan has over seven years' recruitment experience specialising in contingency recruitment with a focus on banking, commerce and corporate services and has headed up both the South African and Perth offices of Robert Walters.

Ryan now manages the Perth business for Robert Walters which recruits across accounting & finance, banking, commerce, IT and secretarial & business support services.

Prior to working in recruitment, Ryan started his career as a corporate banker in South Africa specialising in credit risk and asset based finance, followed by six years in London working within risk and products for three leading investment banks. His prior sales and banking experience has enabled him to understand and recruit within the corporate services sector.

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BRETT ROSE

ASSOCIATE DIRECTOR – SYDNEY, CHATSWOOD

Brett has over five years' recruitment experience sourcing professionals for Australian listed, internationally listed and multinational organisations across a wide range of industries including mining and resources, property, IT&T and FMCG.

In his current role, Brett manages the North and South Sydney accounting & finance teams as well as recruiting in the senior finance space.

Brett has an Honours Law Degree and prior to joining Robert Walters worked for Eversheds Solicitors in the UK and Clayton Utz in Australia.

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ERICA LINDBERG

DIRECTOR – SECRETARIAL & SUPPORT AND IT, SYDNEY

Erica has over nine years' recruitment experience in the secretarial & administrative support, IT, HR and commerce spaces.

In Erica's current role as Director – Secretarial & Support and IT, she is responsible for the management of approximately 30 temporary and permanent recruitment consultants, specialising in IT, commerce, personnel, human resources, administrative and secretarial support.

Prior to joining Robert Walters, Erica worked for Masterson Personnel in the United States. Erica has gained broad industry experience, dealing with clients, candidates and internal personnel at all levels in productive recruitment environments.

CONTACT DETAILS

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BRADLEY SHOTLAND

DIRECTOR – COMMERCE, SYDNEY

Bradley has over 10 years' experience in both the Sydney and London recruitment markets. His experience in the recruitment industry has covered both retained executive search and contingent recruitment with a focus on commerce, financial services and the public service and the not for profit sector.

In Bradley's current role he manages the Sydney commerce business as well as specialising in the recruitment of senior finance executives in Sydney.

Prior to entering into the recruitment sector, Bradley worked in the financial services and telecommunications industry in an accounting capacity.

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ANDREW HANSON

DIRECTOR – BANKING & FINANCIAL SERVICES, SYDNEY

In Andrew's current role as Director – Banking & Financial Services he oversees the Robert Walters banking operations and financial services recruitment divisions

He 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 recently returned from London where he was responsible for the financial services permanent business over the past five years. Andrew's teams recruit in accounting & finance, operations, risk, compliance, audit, front office, marketing & communications, sales and legal.

Andrew's experience gives him the ability to thoroughly understand client and candidate needs across a broad range of recruitment environments.

CONTACT DETAILS

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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.



A copy of the survey can be requested at www.robertwalters.com/salariesurveyrequest or you can download a copy at www.robertwalters.com/salariesurvey

SPOTLIGHT WHITE PAPER SERIES

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

Copies of past whitepapers can be found at <http://www.robertwalters.com.au/employment-trends.html>

ASIA JOB INDEX

The Robert Walters Asia Job Index was developed with a view to creating a quarterly defacto barometer for the job market across the region.

The Index tracks advertisement volumes for professional positions across the leading job boards and national newspapers in Hong Kong, Singapore, China and Japan.

For more information on the Asia Job Index, please visit www.asiajobindex.com.

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.

AN AWARD WINNING BUSINESS

2011

- Australia **Thomson Reuters Recruitment Excellence Awards**
Finalist, Best Multi-National Agency
- Australia **Seek Annual Recruitment Awards**
Finalist, Best Specialist (Large)
- Japan **British Chamber of Commerce British Business Award**
Company of the Year

2010

- UK **The Recruiter Awards for Excellence 2010**
Best International Recruitment Consultancy
- Singapore **The Asian Banker Supporting Industry Award 2010**
The Asian Banker Achievement Award for Executive Search to the Commercial Banking Industry
- Singapore **HR Vendors of the Year Award 2009**
Winner, Preferred Recruitment Firms (Roles S\$5,000 - \$10,000pm)
- Singapore **Asiamoney Headhunters Poll 2010**
Best Headhunting Firm for Banking Middle/Back Office Recruitment in Asia
- Japan **Asiamoney Headhunters Poll 2010**
Best Headhunting Firm for Human Resources Recruitment in Japan

2009

- Singapore **The Asian Banker Supporting Industry Award 2009**
The Asian Banker Achievement Award for Executive Search to the Commercial Banking Industry
- Singapore **HR Vendors of the Year Award 2008**
Winner, Preferred Recruitment Firms (Roles S\$5,000 - \$10,000pm)
Winner, Preferred Recruitment Firms (Roles over \$10,000pm)
- Japan **Microsoft Certified Hiring Gold Partner, Fiscal Year 2009**

AUSTRALIA MEDIA CONTACTS

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INDONESIA
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LUXEMBOURG
MALAYSIA
NETHERLANDS
NEW ZEALAND
SINGAPORE
SOUTH AFRICA
SPAIN
SWITZERLAND
THAILAND
UK
USA
VIETNAM