A close-up photograph of a woman with long brown hair, wearing black-rimmed glasses and a bright yellow knit sweater. She is smiling broadly, showing her teeth. The background is softly blurred, suggesting an office or professional setting. The entire image is framed by a white border.

I'm Robert Walters Are you?

Careers in specialist
professional recruitment

ROBERT WALTERS

Specialist Professional Recruitment





Contents

02

Welcome

04

Working at Robert Walters

06

Accelerate your career

10

Experience our culture

14

Make an impact

20

Develop yourself

22

Be part of a team

24

What we're looking for

26

Take your career to a new level

26

What we offer

30

About us

31

Keep in touch





It's all about our people

In 1985, I set out to build a business where entrepreneurs can thrive. A place where talented people of all backgrounds can, with hard work and a vision for the future, take charge of their own careers. The success of our business reflects the growth and achievements of our individual people around the globe—their achievements tell a story that I'm proud of.

Today, we're looking ahead to the next chapter. The future is exciting, but we'll need the best people to help us get there. So, whether you're just starting out, or perhaps you're looking for something more, a career in recruitment at Robert Walters could be just the opportunity you've been waiting for. Let us help you start fulfilling your own unique potential.



Robert Walters

Chief Executive, Robert Walters Group

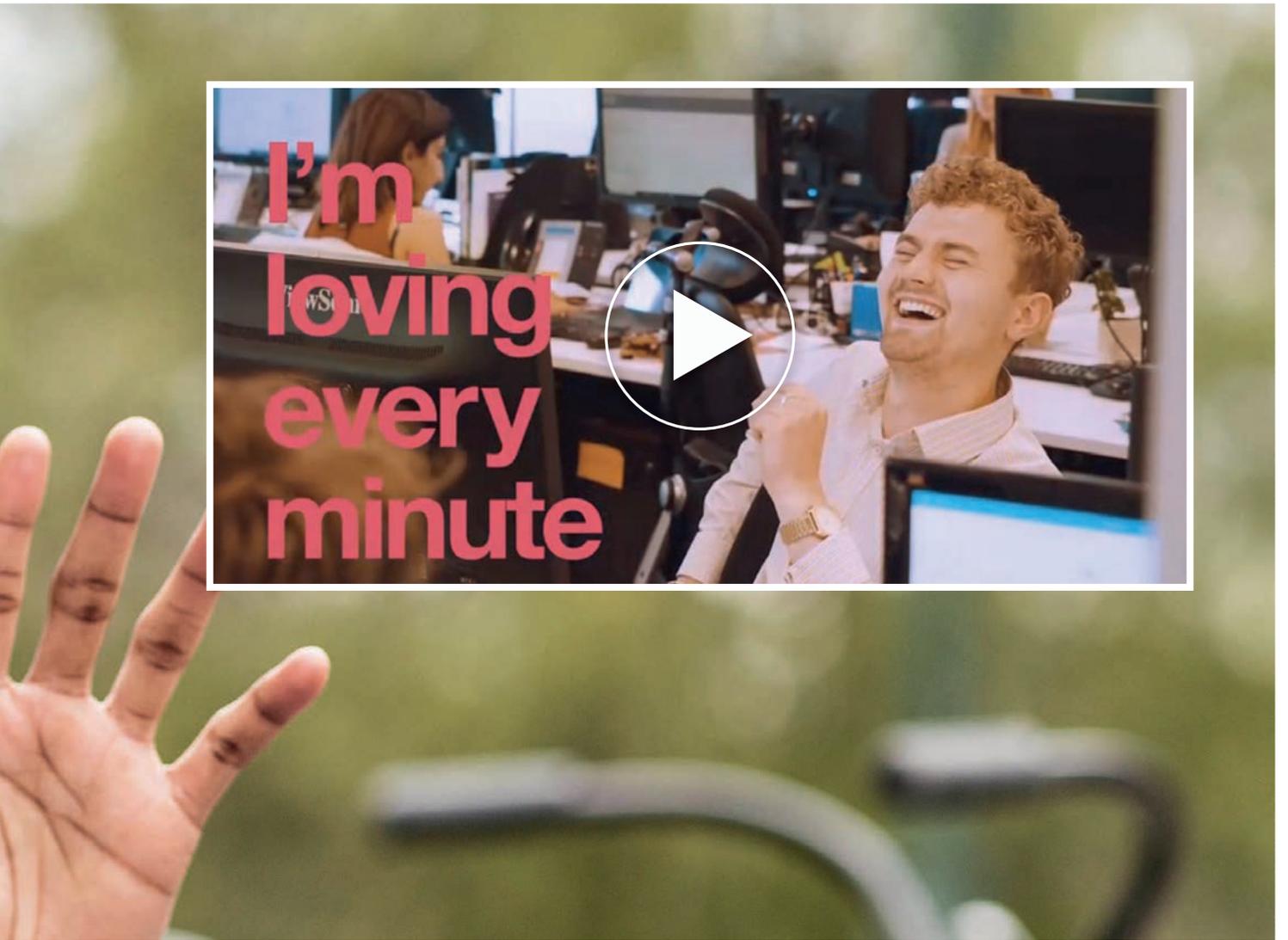


Your career at Robert Walters

For over thirty years, professionals around the world have chosen Robert Walters to help them build successful careers in recruitment. Are you interested in an exciting, fast-paced job with almost unlimited earning potential? Are you looking for a career that stimulates your natural curiosity and enables you to be a trusted expert in your field? You can do all of this and more at Robert Walters.

I'm accelerated career growth

At Robert Walters, you can think of your desk like your own business. While being mentored by our experienced managers, you have the freedom to think like an entrepreneur, combining your ambition, creativity and ingenuity to build your business and take your career to new heights.



I'm a vibrant, dynamic culture

Our culture is built around teamwork. As a result, we don't simply work well together — we have a great time doing it. Each and every one of us brings something unique and diverse to the team, and we're proud of the fun and engaging global community that we've built.

I'm the chance to make a personal, positive impact

We treat candidates and colleagues as individuals, showing them the respect that we would want to be shown ourselves. Our candidates appreciate the supportive, consultative approach we offer, while clients rely on our industry expertise and sector insight to help shape the futures of their businesses.

I'm expert, hands-on training

We'll give you the formal learning and on-the-job training you need to be confident in your role and to think of innovative ways to support your clients and candidates.

I'm a global, high-performance team

We believe that what sets us apart from our competitors isn't just the quality of our service, but the people that make up our global team. Our people aren't just in it for the pay cheque — they're here to think big, tackle challenges and take our business to new heights.

I'm Robert Walters

Accelerate your career



At Robert Walters, your success is our success. A world-leading specialist professional recruitment consultancy, our business is based on the drive, ambition and relationship-building skills of the talented individuals who make up our high-performance teams. So, we offer excellent training and accelerated career development, with the opportunity to develop deep specialist knowledge and explore career opportunities across the globe.



Your first five years

We don't promote based on seniority or length of service — when you join, you have the freedom and the responsibility to manage your own career progression. Our top performers work hard; you'll be expected to hit your targets, build your network and always look out for opportunities to grow. But in return, we'll give you all the tools and support you need to be a success.

Here's an example of how you could progress to senior manager in just five years:

Year 1

Associate Consultant

- Technical training to help you develop the skills you need to be a consultant
 - Build your professional network of new clients and candidates
 - Set objectives with your manager and hit your target
-

Year 2

Consultant

- Continue to develop client and candidate relationships
 - Work with senior team members to strengthen technical skills
 - Start to personalise your career path and focus your sector specialism
-

Year 3

Senior Consultant

- Fine-tune your sector specialism and further develop industry knowledge
 - Develop leadership skills and share knowledge by coaching new joiners
 - Explore international mobility opportunities in one of our overseas offices
-

Year 4

Manager

- Start managing a team of consultants
 - Set ambitious team targets and establish a plan to achieve them
 - Take ownership of financial management and budgeting
-

Year 5

Senior Manager

- Build your team and start managing managers
- Expand your financial management responsibilities
- Set objectives for your continued career development and aspirations



I'm globe-trotting careers I'm Robert Walters

“A few years ago, I was looking for ways to challenge myself in my recruitment career when one of my managers in São Paulo recommended that I consider working at another Robert Walters office overseas. I loved the idea, since recruitment work changes based on the market, and I reasoned that going overseas would help me expand my perspective.

An opportunity in the Philippines really caught my eye, as I had heard that the economy there was rapidly growing with an influx of multinationals and I was excited by what I'd be able to learn there. I was even invited to visit with my husband so that we could decide together whether it was a move we wanted to make.

Although I'd planned to return to Brazil after three years in the Philippines, I found myself wanting to experience life in another new country, so when an opportunity came up at Robert Walters in Vietnam, it sparked my interest.

Once again, I visited and spoke to the team there, learning about the business as well as the local culture and environment — by the end of the trip, I knew it was going to be a great fit for me.

Working abroad has been a great challenge and has opened my eyes to a different side of recruitment in the Philippines and Vietnam. By immersing myself in a new culture, I've been able to learn how to adapt the way I work with my clients and candidates, focusing on their professional and personal motivations in order to build strong, long-lasting relationships with them.”



Silvia Quirino
Manager,
Ho Chi Minh City,
Vietnam

I'm building a future by building futures I'm Robert Walters



"It's always been important for me to find a role that offered excellent progression, so when I joined Robert Walters, I was lucky enough to work with a very ambitious and supportive team. We've grown rapidly over the last few years, so there's been plenty of opportunity to progress. As a result, I've been promoted from associate consultant to associate director within five years.

Having sales experience meant that I came into recruitment with a valuable set of transferable skills, communication and rapport-building. And, through some excellent training programmes, Robert Walters helped me identify how I could utilise and develop these skills to suit a recruitment role. As a result, I've been able to excel in the business development side of my role, successfully building my own candidate and client portfolios.

You determine what you earn in recruitment, which, for me, is a real incentive to aim high. As a top biller, I get excellent quarterly bonuses as well as incredible rewards, like the annual incentive weekend for top achievers — an annual, all-expenses-paid trip to amazing destinations like Phuket, Las Vegas and Siem Reap. It's an incredible experience and something I strive for every year."



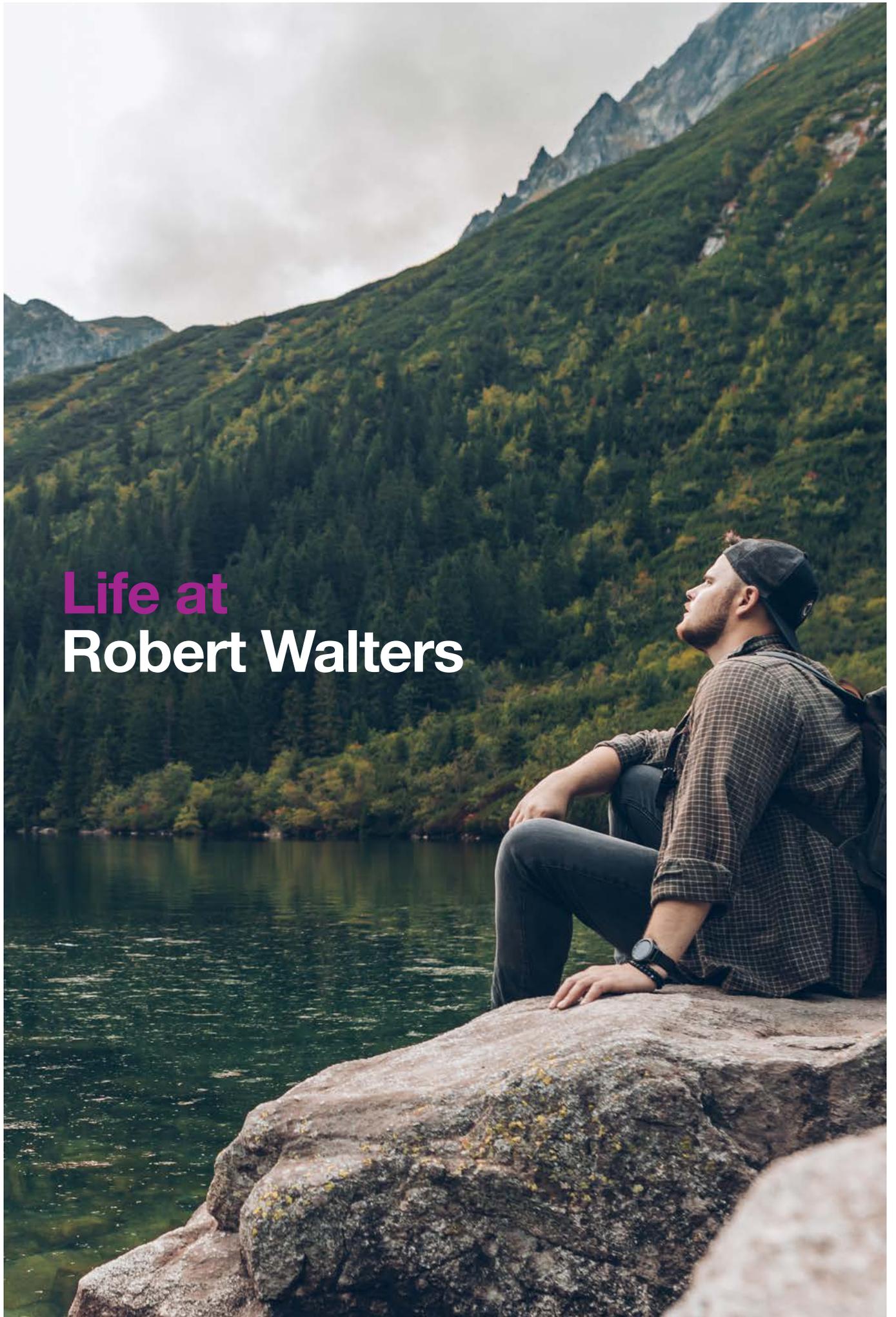
James Perry
Associate Director,
Manchester,
UK



Experience
our vibrant,
dynamic culture



It's people who make the Robert Walters experience so special. A world-leading specialist professional recruitment consultancy, we're a diverse, global family with a strong sense of community at each of our offices. Our teams are supportive, friendly and full of fascinating people with a positive, future-focused outlook, who share ideas, success and rewards openly. So we offer a fun, vibrant and dynamic culture, the flexibility to manage your workload smartly and the high-performance environment to reach your full potential.



Life at Robert Walters



Celebrating your success

Our teams work hard, and we believe in saying thanks for a job well done. That's why we treat our top performers to regular team-based incentives, from days out on the slopes to nights out on the town. Plus, all qualifying high achievers are invited to our annual incentive weekend, an unforgettable all-expenses-paid trip to a luxury destination such as Phuket, Las Vegas or Siem Reap.



The team that plays together

Being part of a top-performing team isn't just about smashing targets. Sometimes, it means letting loose and having a little fun — and our teams know just how to do it! From fancy-dress days at the office to sensational summer parties and more, having fun is part of our DNA.



Supporting your community

At Robert Walters, you'll have lots of opportunities to give back. Whether it's raising money for charity or volunteering at local shelters and welfare centres, our teams have fun working together to make a big impact on the communities where you live and work. You'll also have an additional day of paid annual leave that you can use to support causes that are important to you.



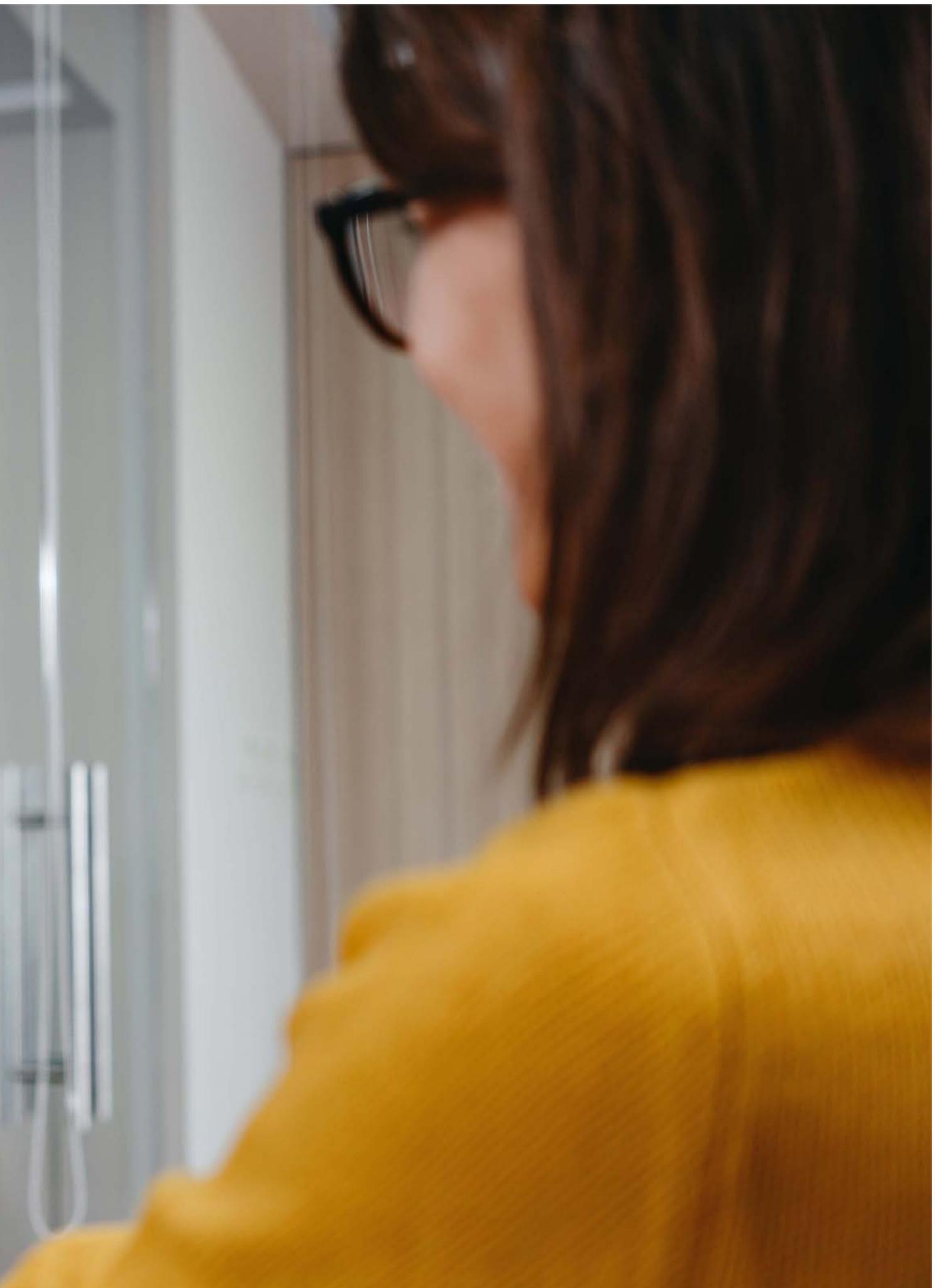
A workplace as unique as you are

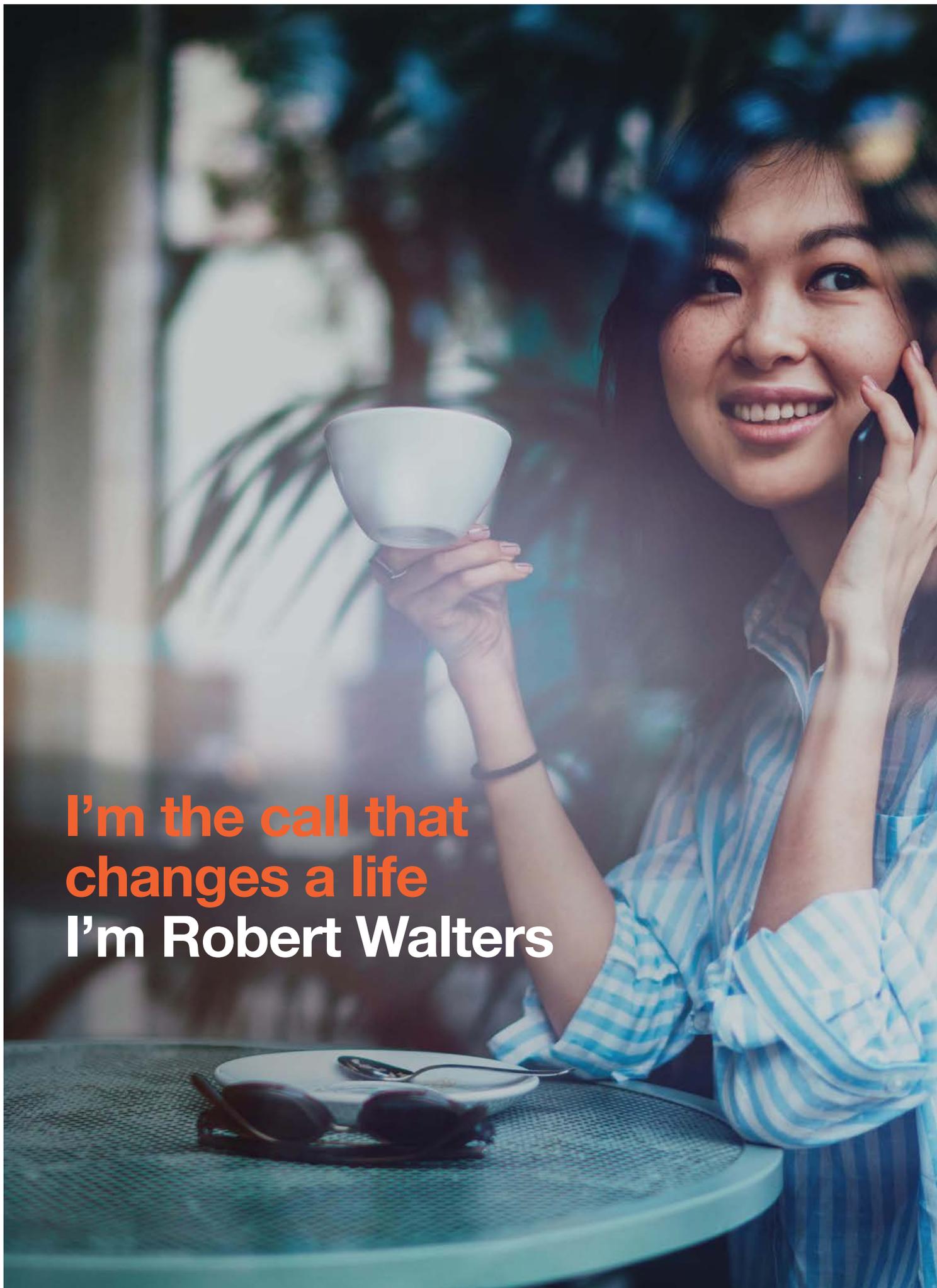
With an international team spanning 31 countries around the world, we know that our diversity is our strength. We are a proud equal-opportunities employer, striving to create a working culture that recognises and celebrates the unique cultures and communities that comprise our global team.



Make a personal positive impact

At Robert Walters, it's people who make the difference. We give our people the autonomy and flexibility to act like entrepreneurs, take opportunities and drive our growth. Matching high-calibre candidates to high-profile businesses where they'll thrive, you'll have a personal positive impact on some of the biggest global brands, while playing a key role in shaping the careers of some of the world's top talent.





**I'm the call that
changes a life
I'm Robert Walters**



“I remember working with a candidate who was looking to relocate to Johannesburg, having spent the previous two years working as a finance manager in Durban. Each weekend, he would drive six or seven hours to Johannesburg to see his wife and two little boys — only to drive all the way back to be at his desk each Monday morning.

I finally found him a role that I thought would be a match, and after several rounds of interviews, we were both delighted when they eventually offered him the position. When I met up with him, I could see the gratitude in his face; for him, this wasn't just a new job, but a new chapter for his family. That's when I realised the impact I could make as a recruiter.

Of course, recruiting takes patience and resilience. Like any job, it can be challenging, but if you're perseverant, it can also be extremely rewarding. Whether it's reuniting a family, sparking a lifelong friendship between colleagues or helping someone turn their passion into a career, I'm proud to look back and see the impact I've had on people's careers and lives. They appreciate the time and care that I put into the process, and that's helped me build really strong, long-term relationships with candidates throughout their careers.”



Jasmine Araujo

Principal,
Johannesburg,
South Africa

“I'm proud to look back and see the impact I've had on people's careers and lives.”



Our social responsibility

We're committed to remaining a force for good in both our local communities and the wider world, as well. Since 2008, we've been a constituent member of the FTSE4Good index, which recognises the measures we've taken to reduce the impact of our operations on the environment and society while proactively investing in a sustainable future for people and communities around the world.

Transforming Tsavo with Global Angels

Since 2016, we've worked with the Global Angels Foundation, an international development organisation, to support sustainable projects in Tsavo, Kenya. In addition to the Group's financial investments, each year we give eight staff volunteers the opportunity to travel to Tsavo and work on key projects alongside the local community.

Learn more about our work with Global Angels at:
www.robertwaltersgroup.com/globalangels

A culture of global giving

Each of our offices supports local charities through a wide variety of fundraising initiatives that take place throughout the year, but the volunteering event of the year is undoubtedly our Global Charity Day. Launched in 2012, Global Charity Day sees employees from across the Group contributing their creativity, athleticism and passion to raise as much money as possible for their chosen charities. Recent fundraising activities have included marathon walks, dance lessons and even competitive eating challenges.



Develop yourself with expert, hands-on training



Robert Walters people want to hit the ground running — and then just keep on accelerating. To support them, we give them hands-on training and development that is second to none. Working alongside experts, you'll have the chance to develop deep sector expertise and gain insight from the very best in the business. A world-leading specialist professional recruitment consultancy with a reputation for accelerated career growth, we'll give you the tools and support to plot your own international career path.

Learn from the best

We offer a range of training opportunities that suit every type of learner, putting you in control of your development. From classroom training sessions to our online learning portal, we'll make sure you have the hard and soft skills you need. High performers will also benefit from regional masterclasses where you'll meet with and learn alongside the best our business has to offer.

Be a Global Explorer

Even though we're an international business, we like to think we're still one big team. Our top performers can take advantage of our Global Explorer programme, which offers the chance to spend a week working in one of our locations overseas. While there, you'll share and learn best practices, expand your global Robert Walters network and learn new skills and ways of working.

A world of opportunity

Why not turn your career into a new adventure? Once you've worked here for two years, and you're performing well, you'll have the option to transfer internationally. Working abroad not only gives you an international perspective, but opens up new avenues for your career at Robert Walters — in the last two years alone, we've facilitated more than 100 international transfers.

I'm real-world expertise I'm Robert Walters

“As an IT project manager, I'd never really planned to work in recruitment. Once I learned more about it, though, I felt like it was something I should have been doing all along. In a lot of ways, the basic concept was pretty much like my previous job — talking to clients to understand their requirements, then working to deliver a solution that works for them.

When I joined as an associate in 2017, I had the support of my senior colleagues, who helped me settle in, learn about recruitment and start building my client portfolio. Now, as a senior consultant, it's rewarding to see how the time I spent building relationships with clients has paid off — they now come directly to me because they trust me to find the best person for the job.

So, if you're a professional who enjoys working with clients and you want to use your skills and experience to help people fulfil their career goals, this is the job for you. Your technical knowledge will be a huge advantage; you'll be able to reassure both clients and candidates that you understand exactly what they need in order for the placement to be successful. Most importantly, because the culture here is all about teamwork, you'll have a great support network available to you — everyone really wants you to succeed, and we all celebrate one another's successes.”



Madhuri Srinivasa
Senior Consultant,
Tokyo,
Japan

Be part of a high-performance team





At Robert Walters, our people are our business. So, we treat them like the high-performance professionals they are. We give them the autonomy and flexibility to deliver amazing results. And we foster teams that nurture and support one another. As a world-leading specialist professional recruitment consultancy, we offer the attractive personal rewards and team-based bonus you'd expect in a professional services organisation. That way, we're all working towards the same shared goals, while inspiring each other to reach our full potential.

We're in this together

As a business, we're all about long-term relationships, and that means taking our time to do things the right way, rather than focusing on quick wins. For example, our non-commission model and discretionary bonus structure mean that consultants are genuinely focused on doing the right thing for clients and candidates, rather than just chasing fast money — this has helped us foster a more positive working culture that actually incentivises teamwork and collaboration.

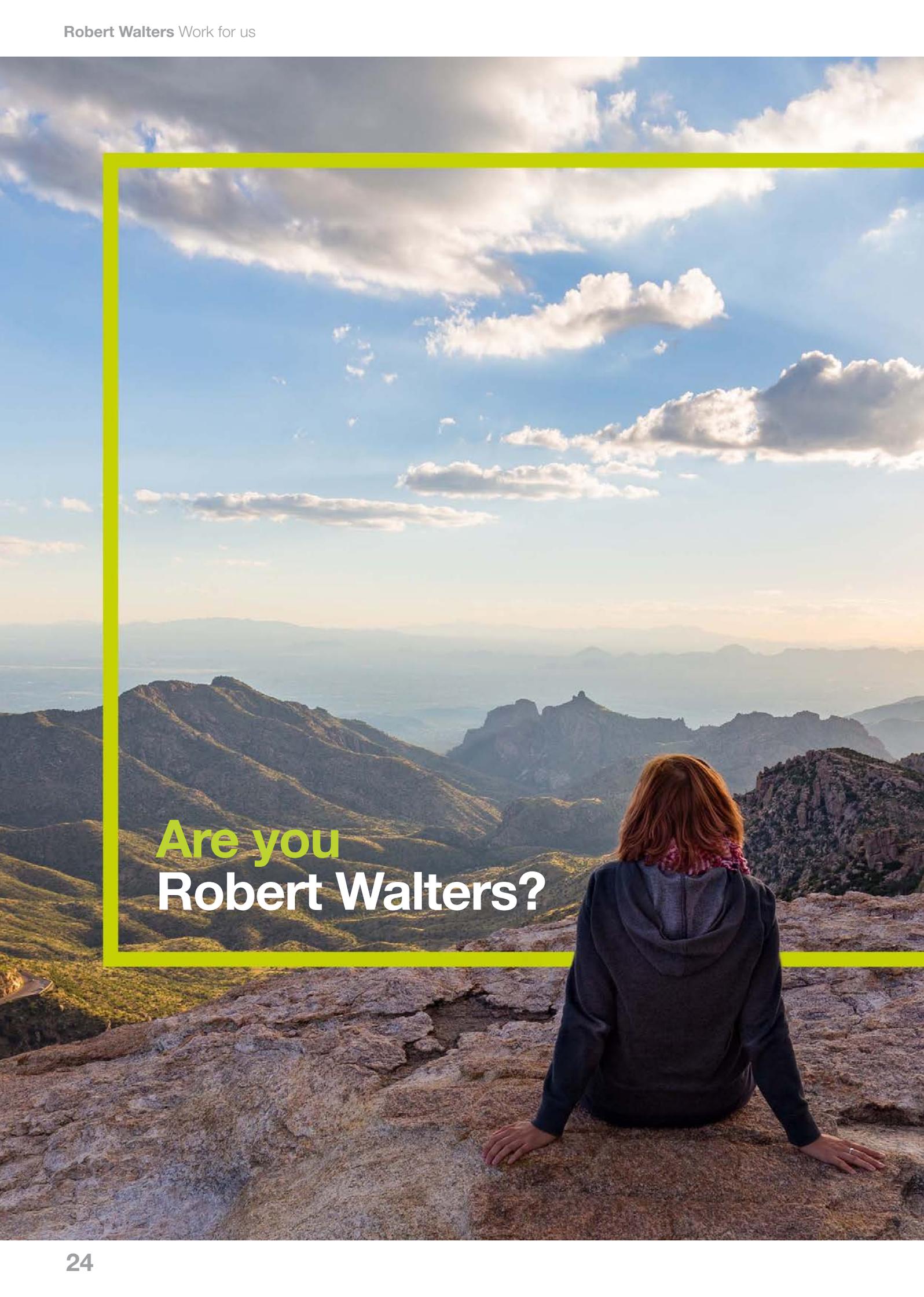
Unleash your inner entrepreneur

Supported by your manager and colleagues, you'll have the freedom to go as far as your ambition will take you. Our consultants are motivated by that sense of autonomy — it spurs them on to continue developing their knowledge and expertise, building a wide network of clients and candidates and becoming the go-to specialist within their industry.

Experience the high life

Top performers are treated to an exciting range of team-based incentives and experiences to celebrate their hard work. From fabulous food at five-star restaurants to beach-front barbecues and ski trip getaways, we treat our consultants to the best. As a result, they're motivated to continue delivering

As a world-leading specialist professional recruitment consultancy, we offer the attractive personal rewards and team-based bonus you'd expect in a professional services organisation.



**Are you
Robert Walters?**



We're proud of the diverse cultures and communities represented across our global team. But no matter who you are or where you come from, there are a few characteristics that we look for in all our employees, which will help set you up for success in your career.

You're motivated and resilient

Our people are self-starters. That means you need to be organised, driven and able to plan ahead. You also know how to keep calm under pressure and stay positive when things don't go your way.

You're in it to make a difference

Achieving your ambitions will mean helping others achieve theirs. Our team is passionate about powering people and organisations to fulfil their unique potential — you'll need to be, too.

You bring your unique, authentic self to work — every day

Our vibrant, dynamic working culture is the culmination of the diverse skills, traits and personalities of our global team. Maintaining that culture is a daily responsibility that we all share.

You're hungry to grow and learn

Just like our clients and candidates, we're looking for problem solvers and creative thinkers. You'll need to bring a natural curiosity to your role and a willingness to continuously improve yourself.

You're a team player, through and through

Our non-commission model and team-based rewards are hallmarks of our culture of teamwork and collaboration. That's because at Robert Walters, when one of us succeeds, we all do.

Just like our clients and candidates, we're looking for problem solvers and creative thinkers.



What we offer

Around the globe, we offer a range of outstanding perks and benefits as a reward for the hard work and commitment of our people. The following are just a few examples of how we say 'thanks' for a job well done.

Learn and develop yourself

No matter what your background, we'll give you the support you need to be successful. Our industry-leading training focuses on the practical aspects of recruitment, as well as soft skills like communication and relationship building. Plus, our online learning portal features dozens of courses to help you take control of your learning and build your skills at a pace that suits you.

International mobility

Being part of a global business means having access to global opportunities. Once you've worked for us for two years, and you're performing well, you'll have the option to transfer internationally to one of the 31 countries in which we operate. In the last two years, we've facilitated over 100 international transfers.

Celebrate your milestones

We're looking for people who want to build a long-term recruitment career with us, so we offer various perks and rewards for long service. For example, all staff who complete ten consecutive years with us are rewarded with a trip to any destination in the world where we have an office.

An agile approach

We offer a modern, flexible working culture for our people, where they have the autonomy they need to be the best and achieve a good work-life balance. To support this, we've introduced 'smart working' across the business and invested in Microsoft Surface Pros for each of our consultants, enabling them to be agile in a fast-paced environment and responsive to the needs of clients and candidates.

We're also building a unified global team through Workplace by Facebook, providing a simple and fun way for colleagues around the world to communicate, engage and collaborate with one another like never before.

Local benefits

In addition to perks and benefits offered to employees across the globe, Robert Walters Japan provides an array of benefits to motivate our people and reward them for their continuous commitment and efforts.

Mentorship programme

Apart from extensive skills and job training, we also offer a voluntary mentorship programme to help our people achieve their full career potential at Robert Walters. Through the mentorship programme, our employees can seek guidance and direction on professional matters from a member of the management team.

Incentive lunches & dinners

We have a unique company culture of celebrating our people's wins and successes, and one way of doing so is through our incentive lunches and dinners. When our employees take on the challenge and achieve great results, we believe in rewarding their efforts.

Extended lunch hours

We believe that maintaining a good work-life balance is integral to our people's wellbeing and productivity. To support this, our employees have the option to take 2-hour extended lunch breaks up to twice a week. All they need to do is either begin work an hour ahead or end an hour later. Whether it's to take care of errands, squeeze in a mid-day workout session or pick up a new hobby, we provide flexibility for our people to lead fulfilling lives.



About us

What we do

At Robert Walters, we're on a mission to be the world's leading specialist recruitment consultancy. We're driven by our passion for helping clients to hire world-class talent, and supporting candidates to build meaningful careers through roles that they love.

We specialise in permanent, contract and interim recruitment across multiple sectors, and our purpose as a business is to power people and organisations to fulfil their unique potential. After all, as recruiters, we have a unique and important part to play in the long-term success of companies and jobseekers alike. When it comes to fulfilling our purpose, we're guided by our core principles:

- Teamwork is embedded in everything we do and is a cornerstone of the way we work.
- We always act with integrity — the ongoing success of our business is owed to our long-term relationships built on trust.
- We have a passion for helping clients and candidates and seeing them achieve their organisational and career goals.

- We believe in the power of innovation and technology to build a global workforce that is more diverse and inclusive than ever before.
- Our people are unwavering in their commitment to delivering quality in all they do.

Robert Walters is part of the Robert Walters Group, which also includes Resource Solutions, our market-leading recruitment process outsourcing business, and Walters People, our specialist staffing brand, matching candidates to finance and business support roles.

How we grow our business

The Group's strategy for growth is centred on international expansion and discipline diversification. But we haven't grown by simply snapping up our rivals — we've done it by making sure we deliver on our promises. Over the years, we've built a reputation built on integrity and quality of service that's cemented our reputation as the recruiter of choice, trusted by the world's leading organisations and professionals.

Contact us

Tokyo

Shibuya Minami Tokyu Building 14F
3-12-18 Shibuya, Shibuya-ku
Tokyo 150-0002
T: 03-4570-1500
E: info@robertwalters.co.jp

Osaka

Pias Tower 15F
3-19-3 Toyosaki, kita-ku
Osaka-shi, Osaka 531-0072
T: 06-4560-3100
E: info@robertwalters.co.jp

Learn more on social media



RobertWalters.Japan



@RobertWaltersLife



@RobertWaltersJP



Robert Walters Japan

Australia
Belgium
Brazil
Canada
Chile
Czech Republic
France
Germany
Hong Kong
India
Indonesia
Ireland
Japan
Luxembourg
Mainland China
Malaysia
Mexico
Netherlands
New Zealand
Philippines
Portugal
Singapore
South Africa
South Korea
Spain
Switzerland
Taiwan
Thailand
UAE
UK
USA
Vietnam