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# Robert Walters Specialist Professional Recruitment

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ROBERT WALTERS

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New York | California | Austin | Toronto

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# Introduction to Robert Walters



**\$1.4b**

GLOBAL REVENUE



**1985**

FOUNDED IN 1985



**4,200**

EMPLOYEES



**65**

NATIONALITIES REPRESENTED  
WITHIN THE GROUP

Operating across five continents, with offices in over 31 countries, Robert Walters is one of the world's leading global specialist recruitment consultancies. Distinguished by our long-standing expertise, expert market intelligence and specialist teams, we're the trusted hiring partner for employers looking to drive their business forward with the best market talent.

Our North America office network spans 4 locations in California, New York, Austin and Toronto, with our teams supporting highly specialist appointments across a range of professional disciplines.

## Regions we recruit in:

### The Americas

Brazil  
Canada  
Chile  
Mexico  
USA

### Europe

Belgium  
Czech Republic  
France  
Germany  
Ireland  
Italy  
Netherlands  
Portugal  
Spain  
Switzerland

### United Kingdom

### Other International

South Africa  
Middle East

### Asia Pacific

Australia  
China  
Hong Kong  
Indonesia  
Japan  
Malaysia  
New Zealand  
Philippines  
Singapore  
South Korea  
Taiwan  
Thailand  
Vietnam

**31** WE RECRUIT ACROSS  
COUNTRIES GLOBALLY



# Our North America Practice



GO TO MARKET



FINANCE AND  
BUSINESS OPS



PRODUCT MANAGEMENT  
AND DATA



ENGINEERING



DESIGN



PEOPLE OPS AND  
TALENT



LEGAL, COMPLIANCE  
AND RISK

# Our Practice Heads

## North America



**Peter Milne**

Managing Director  
North America  
peter.milne@robertwalters.com



**Elliot Jackson**

Director  
Austin  
elliot.jackson@robertwalters.com



**Martin Fox**

Director  
Canada  
martin.fox@robertwalters.com



**Emilie Vignon**

Associate Director  
California  
emilie.vignon@robertwalters.com



**Robert Moseman**

Associate Director  
New York  
robert.moseman@robertwalters.com



**Adam Woolley**

Associate Director  
New York  
adam.woolley@robertwalters.com



# Notable Placements

## North America

Product & Data	
ROLE	COMPANY
Senior Director of Product	Bread
Group Product Manager	Chord Commerce
VP of Data	Updater
Director of Product, Analytics	Avetta
Head of Product	Complyant
Director of Product	Enzo
VP Product and Growth	Claim
Principal Product Manager	Course Hero

Go-To-Market	
ROLE	COMPANY
SVP of Marketing	Exodus
VP of Growth	Misfits Market
Head of Brand	Curology
VP of Marketing	Better Place Forests
CMO	OKCoin
Director of Lifecycle	SimplePractice
Director of Digital Marketing	Medature
VP of Marketing	Luma Health

Finance & Business Operations	
ROLE	COMPANY
CFO	JAXJOX
VP, Global Controller	Impact
Head of FP&A	Latch
VP of Revenue Operations	Northspyre
CVP Operations	Honor
VP Finance	Everlaw
Sr. Director of Finance	Fivetran
Accounting Manager	Vontive
Corporate Controller	Zico Rising
Senior Director, Controller	Plyxis Oncology
Director of Customer Success	Next Trucking
Chief Financial Officer	Coinsquare
Head of Finance	Gamehive
FP&A Business Partner	Wish

**07** SPECIALIST TECH  
RECRUITMENT DIVISIONS

# Notable Placements

## North America

### People Ops and Talent

ROLE	COMPANY
Chief People Officer	Community
Head of People	Triplebyte
Recruiting & Onboarding HR Specialist	Create Music Group
Head of People	ZEFR
VP of People	Curri
Chief HR Officer	Ben Entertainment Group

### Design

ROLE	COMPANY
Head of Design	Gem
Head of Design	Chime
Product Design Manager	Eden
Director of Product Design	Teleport
Senior Product Designer	Digit

### Legal, Compliance & Risk

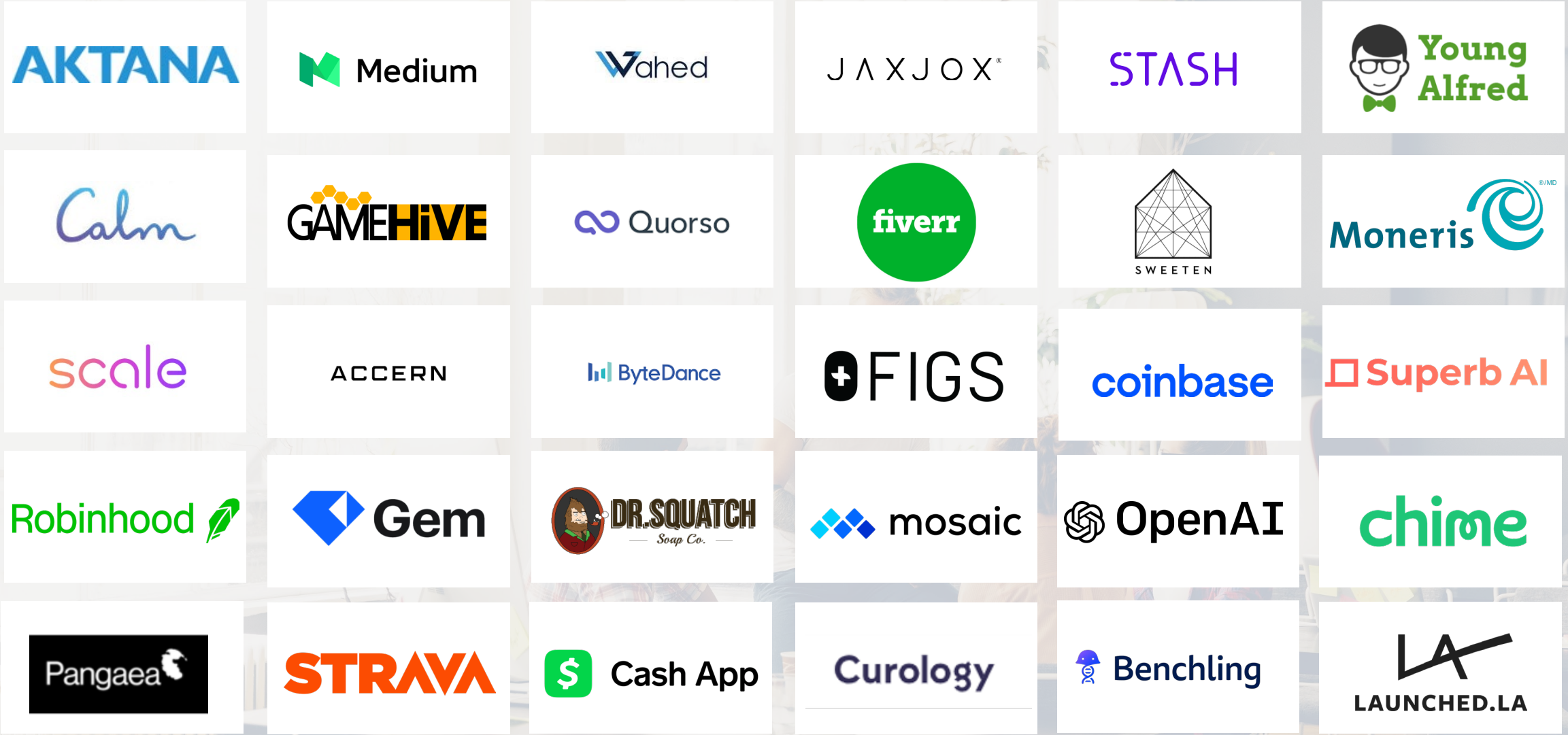
ROLE	COMPANY
Global General Counsel	ByteDance (TikTok)
Chief Compliance Officer	OKCoin
Chief Compliance Officer	LibertyX
Deputy Chief Compliance Officer	Wahed Invest
Senior Counsel, Advertising Technology	ByteDance (TikTok)
Director of Compliance	Stash
Chief Compliance Officer	Cash App
Manager Strategy Decision Support	Moneris
Chief Privacy Officer	Tricon Private Equity

### Engineering

ROLE	COMPANY
CTO	Young Alfred
VP of Engineering	Sweeten
Director of Engineering	Updater
Engineering Director	Vida
Senior Manager of Machine Learning	Medium
Senior Backend Infrastructure	Async Labs
Sr. Frontend Engineer	Class101
Sr. Frontend Engineer	Curri
Sr. Full Stack Engineer	Supergreat



# Our Diverse Client Base



# Client Testimonials



**AKTANA**

Quick, personable, professional, and above all, good people to work with. I've no hesitation saying that they are our favorite recruitment firm. I recommend them wholeheartedly.

**David Ehrlich, CEO**



**Medium**

Robert Walters helped us fill a number of key leadership positions at Medium. Their network is deep and broad, and they have a truly collaborative approach. I love the team and recommend them highly.

**Andy Doyle, COO**



**scale**

Robert Walters is quick to calibrate on our target profiles, effectively pitching our company and working tirelessly to help secure the best candidates. We really appreciate their help.

**Richard Ni, Head of People**



**Calm**

They've found us some great people. They're fast, friendly and very well connected. I've worked with many recruiters over the years and the RW teams are without doubt my favorites.

**Michael Acton Smith, Co-founder & CEO**



**Plixer**

Robert Walters is excellent - great kick-off meeting to identify our needs then very quick to deliver several strong candidates to choose from.

**Paul Piccard, CTO & SVP of Engineering**



**chime**

The team at Robert Walters has placed key people across our business. They quickly calibrate to our expectations for a role and consistently send high quality candidates our way. The team is really a pleasure to work with.

**Zach Smith, VP of Product**





## Our Market Position

### Executive Search Board Level



- Riviera Partners
- Daversa Partners
- True Search

### Specialty/Selection C Suite SVP/ VP/ Head of Director Senior Manager



- Robert Walters

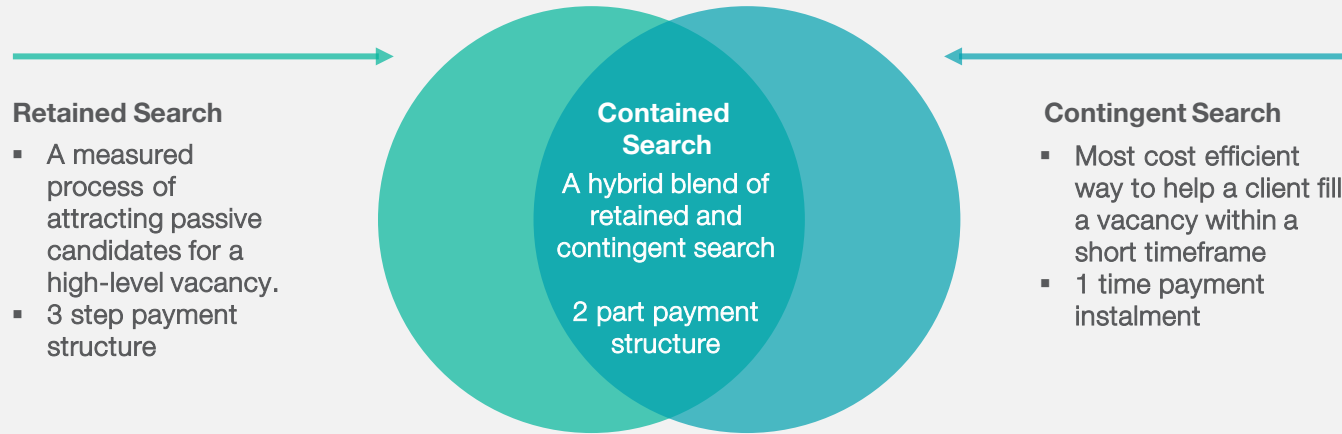
### Staffing agency Non-managerial positions Junior/entry level Temp/contract



- TEKsystems
- Betts Recruiting
- Mondo
- Robert Half

# Our Business

## Business model: contained search



### Retained Search

- A measured process of attracting passive candidates for a high-level vacancy.
- 3 step payment structure

### Contained Search

A hybrid blend of retained and contingent search  
2 part payment structure

### Contingent Search

- Most cost efficient way to help a client fill a vacancy within a short timeframe
- 1 time payment instalment

## Key stats: North America



**281**

Total Placements in 2022



**18**

Avg. Consultants Per Office



**45 days**

Avg. Close Time

## Locations



# Fee Structure

In addition to the enclosed standard terms of business we provide, all other Robert Walters' standard terms and conditions of business will apply as outlined here.

The "Fee" payable to Robert Walters in relation to a specific placement will be calculated at 30% of the Candidate's Salary Package.

Robert Walters does not charge on RSUs/equity, only the first year's guaranteed cash package, and the completion fee is not owed if you find your candidate through another channel as well.

## Our standard contained fee is payable in two stages:

01

An engagement fee of \$15,000 payable immediately on RW's acceptance of the assignment and to initiate the candidate search.

02

A completion fee, adjusted to any salary package changes, payable upon the Candidate's commencement of employment.





# Search Roadmap

## Kick-off meeting

Discuss and understand the requirement, skills and qualifications of suitable candidates with client.

1



## Short listing

Interviewing and presenting suitable candidates to the clients for the requirement.

3



## Offer & negotiation

RW to partner with the client to present candidate acceptable offer and assist with offer negotiations.

5



## Begin search

Research, sourcing, talent pooling, market-mapping and candidate reach outs.

2



## Candidate management

Client interviews, feedback and positive rejection handling.

4



## Acceptance

Offer and acceptance by the candidate.

6



AUSTRALIA  
BELGIUM  
BRAZIL  
CANADA  
CHILE  
CZECH REPUBLIC  
FRANCE  
GERMANY  
HONG KONG  
INDIA  
INDONESIA  
IRELAND  
ITALY  
JAPAN  
LUXEMBOURG  
MAINLAND CHINA  
MALAYSIA  
MEXICO  
NETHERLANDS  
NEW ZEALAND  
PHILIPPINES  
PORTUGAL  
SINGAPORE  
SOUTH AFRICA  
SOUTH KOREA  
SPAIN  
SWITZERLAND  
TAIWAN  
THAILAND  
UAE  
UK  
USA  
VIETNAM

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