

**Financial
Services &
Asset
Management**

**Talent
Acquisition**

Why Achievers?

Achievers is a renowned executive search firm specializing in **Financial Services & Asset Management Industry**. It was founded by a veteran Industry Leader who has successfully developed a local fund house into one of the largest Asia's independent asset managers. Our consultant team is consisted of seasoned industry executive search specialists each with an average of 10 years' consulting experience. We have been growing rapidly and have strong presence in the market in terms of tremendous successful placements, short search time with success and quality candidates that impress our clients. We have also been recognized for being highly experienced, reputable, efficient and are remarkable for our extensive network and knowledge in the Financial Services & Asset Management Industry.



Our Values



Unique culture and characteristics

Achievers has unique culture and characteristics. Our competitive edges build on our deep industry and functional expertise, strong business acumens and an unparalleled level of insight and knowledge in our talent acquisition service.



We are also from the industry

Our team is led by a former CEO in the Industry and our specialist consultants focus exclusively on this sector with more than 60 combined years of industry experience.



Unparalleled understanding on your needs

As also from the industry, our deep knowledge of your business enables us to have unparalleled understanding on your hiring needs.



Be your ambassador in the market

We believe talent acquisition is not a one-off service. We treasure long term partnership and we aim to be your ambassador to promote your company as the "Employer of Choice".



Tailored solutions

We understand each assignment is unique. We provide personalized talent acquisition strategies and handle job orders in accordance with your priority and urgency.



Know the candidates

We have many years of experience in in-house hiring of all functions in the industry and thus give us a better grasp in terms of candidate quality.

Our Specialization

Over the past years, we have been one of the most preferred business partners for many large and most prestigious **Financial Institutions & Asset Managers**. We have built a track record of delivering success to Asia Pacific's Asset Management, Hedge Funds, Private Equity, Wealth Management and Capital Markets companies and help them attract, recruit and retain their best talents.



Asset Management



Hedge Funds



Private Equity



Wealth Management



Capital Markets

Testimonials

It was nice speaking with you this evening. Appreciate the insights you shared on opportunities as well as the industry trend. These are helpful information for me to be aware of how the asset management industry is evolving.

*Director, Sales and Relationship Management,
a US-based top-tier Global Asset Manager*

I would like to acknowledge your professionalism and tenaciousness. The team has extensive resources and strong network, you are truly tune with our organization and our recruitment goals and have always been responsive to my needs, thorough and detailed. Not only do you have a good rapport and working relationship with me, you established the same connection with my close counterparts.

*Human Resources Director,
a Top-notch Global Asset Manager*

The Achievers recruiter helped me get a job within a month of my first meeting with him. He even provided me with resources that helped me gain greater insight into the field I wanted to go into. This prepared me well for the interview as it gave me a lot of knowledge about the job I was applying for. The commitment goes beyond the signing of the employment contract; his support and follow-up even after I was hired makes him unique. That was a unique experience and I do strongly recommend Achievers to my friends and business contacts with recruitment needs.

*Equity Portfolio Manager,
a Leading Mainland Asset Management Company*

Our Management Team



Timothy Tse

Timothy is the Founder of Achievers Talent Acquisition. Before founding Achievers, he was the Group CEO for Value Partners Group during the past 10 years, one of Asia's largest independent asset management firms with AUM of US\$15 billion. He assumed a leadership role in devising corporate strategy, as well as managing the company's business development, sales and operations, amongst others. He drove the group's China business initiatives as well as overseas businesses, including Taiwan, Singapore and London. He has extensive knowledge in investment management industry and solid experience in capital markets.

Timothy was recently the Vice Chairman, Executive Committee & Board Member for Hong Kong Investment Funds Association (HKIFA), Executive Committee Member for Alternative Investment Management Association (AIMA) and International Partners Committee Member for Asset Management Association of China (AMAC). Currently, he serves Product Advisory Committee for Hong Kong Securities and Futures Commission (SFC) and as a Panel Member for Hong Kong Securities and Futures Appeals Tribunal.



Dorothy Fok

Dorothy is the Director of Achievers Talent Acquisition. An industry expert with more than 15 years of successful experience in full life cycle Recruiting and Human Resources. She graduated with a Bachelor Degree in Human Resources in year 1999, and further obtained a Master Degree in Communication from the Chinese University of Hong Kong in 2003.

Dorothy began her career as HR Manager with a multi-national company, she oversaw the entire HR operations for Hong Kong and Japan, managed full spectrum of HR duties on different levels, including budgeting, cost planning & control, recruitment, employee retention, C&B and training coordination.

In 2006, Dorothy founded Essentials Recruitment Limited. Owing to fast growing presence and speedy development, it was later acquired by Comrise Inc., a US-based leading staffing and consulting firm headquartered in New Jersey in 2012. She continued to serve as a General Manager to lead the continuous growth of the company until 2014.



James Tan

James is the Director of Achievers Talent Acquisition. He was previously heading up a team of ten in Banking & Finance for one of the largest UK-based recruitment firms.

James started his recruitment career in Singapore before moving to Hong Kong around 7 years ago. A veteran with more than 10 years of Executive Search experience under his belt, he comes with a track record of senior placements across Asia Pacific.

A proven practice head with extensive management experience, he was recently nominated for "Manager of the Year" in recruitment global awards in 2015 and 2016.

Track Record

Achievers has an impeccable track record in **Financial Services & Asset Management** executive search. Below is a selection of our recent successful placements in past months.

<p>Deputy CEO</p> <p>at an Asset Management Company of a leading Chinese Insurance Group</p>	<p>Managing Director, Head of Risk Management</p> <p>at a top-notch Chinese Financial Holdings Group</p>	<p>Marketing Director</p> <p>at a leading Financial Holdings Group</p>	<p>Head of Operations</p> <p>at a TMT focused Private Equity Firm</p>
<p>Executive Director, Investment Banking Corporate Finance</p> <p>at a Korea-based Global Financial Institution</p>	<p>Head of Fixed Income Portfolio Management</p> <p>at a NYSE listed Wealth and Asset Management Company</p>	<p>Equity Portfolio Manager</p> <p>at a leading Asset Manager in Hong Kong</p>	<p>Product Governance Manager</p> <p>at a UK-based top tier Global Asset Manager</p>
<p>Executive Director, Investment Banking DCM</p> <p>at a Korea-based Global Financial Institution</p>	<p>Vice President, Human Resources & Administration</p> <p>at a Beijing-based Asset Management Company</p>	<p>Vice President, Compliance</p> <p>at a NYSE listed Wealth and Asset Management Company</p>	<p>Vice President, ETF</p> <p>at a well-established Chinese Asset Manager</p>
<p>Manager, Business Applications & Projects</p> <p>at an Asset Management arm of a leading Local Bank</p>	<p>Marketing Director</p> <p>at a listed Chinese Securities Institution</p>	<p>Director, Sales & Business Development</p> <p>at an Award-winning China-based Boutique Asset Manager</p>	<p>US Equity Trader</p> <p>at a leading China-based Hedge Fund</p>

Community and Media

The Government held the Career Fair 2019 under the Pilot Programme to Enhance Talent Training for the Asset and Wealth Management Sector (WAM Pilot Programme) on January 12.

Achievers' CEO and Founder – Mr. Timothy Tse, was one of the speakers, sharing his view on the future development and job market of WAM sector in Hong Kong and PRC.

Achievers Recruitment Limited is one of exhibitors, and our team was there as program ambassadors to share their knowledge and experience with the future generation. Three of our colleagues were invited to take part in the CV clinic, serving as CV Doctor, advising undergraduates on their CV writing skills.



Achievers have made it to the finalists of Asia Recruitment Awards 2019!



- Best Recruitment Entrepreneur Timothy Tse, Founder and CEO
- Best New Recruitment Agency Achievers Recruitment



People Feature: China WFOE hiring, salaries to heat up in 2019

Article published on January 2, 2019
By John Sedgwick

As more global asset management companies enter and build up their onshore businesses in China, the search for experienced, bilingual executives is set to become increasingly competitive and challenging.

There are now more than 50 wholly foreign-owned entities owned by foreign asset managers in China, covering qualified domestic limited partnership and private fund management business lines, many of which have been set up in the past year or two and are still searching for new hires.

"WFOEs are like a pack or a group and tend to hire quite simultaneously for similar roles," says Ei recruitment manager for Morgan McKinley, who has liaised with around 80% of the foreign managers in China over the past few years.

At one point in the middle of last year, seven or eight firms were looking to hire a legal and compliance vice president level, and "that became a bit of a dog fight", he says.

Building up teams

In the past 24 months, many departmental heads have been hired, but the next 12 months will see China mainly adding to their sales and investment teams, and also for functions such as fund operations and information technology.

But with the high number of foreign firms entering China the local talent pool is running out. Zhu may increasingly look to overseas Chinese working in Singapore, Hong Kong, the U.S. or Europe or offer very attractive salaries to return to China.



Timothy Tse, Achievers Recruitment

Timothy Tse, founder and CEO of **Achievers Recruitment**, a Hong Kong-based recruiting firm, has clients with their WFOE business recruitment, and believes that **institutional and wholesale sales development professionals will be most in demand in 2019**.

People Feature: China WFOE hiring, salaries to heat up in 2019



People Feature: Bracing for job cuts: where else can Asia's fund execs go?

Article published on February 27, 2019
By John Sedgwick

Following a spate of redundancies across fund firms in Asia so far this year, with more layoffs predicted, many in the industry may be concerned about their future, if they are not already exploring new career options that is. Recruiters



Asia fund execs to get lower bonuses this year: recruiters

Article published on December 6, 2018
By Ysrael Dumasig, Kylie Wong

Fund executives in Asia should expect a drop in bonus payouts after a tough second half of 2018, with some firms having already implemented initial cost-cutting measures, recruiters say.

Amid trade war and interest rate concerns, many global fund houses have suffered significant outflows this year. For foreign firms, their Asian businesses are generally doing better, but some companies also started seeing outflows from the region in the third quarter, according to Timothy Tse, founder and CEO of **Achievers Recruitment**, a Hong Kong-based recruiting firm specialised in asset management.

As a result, some fund houses have begun reducing operating expenses. Firms have not yet gone to extreme measures such as large-scale layoffs, and salary increases, which are typically 3% to 4% in Hong Kong, are likely to remain stable, but the impact on bonuses is much bigger, Tse says, citing his recent conversations with Hong Kong-based fund firm CEOs.

Chinese firms in Hong Kong tend to be very generous on bonuses, with some firms offering up to 18 to 36 months of pay to investment staff last year, but this year they are expected to be a lot more prudent on bonus payouts, Tse says. But Tse declines to give any actual figures as they vary greatly from firm to firm.

Will Tan, Singapore-based managing partner at executive search firm Principle Partners, believes bonuses for fund executives could go down around 15% to 20% this year.

"Looking at how markets performed this year, the lower bonuses should not come as a surprise," he says.

Tan believes there will be limited hiring activities in the first half of 2019, given the many challenges fund management firms faced this year.

people to identify other opportunities at Achievers Recruitment.

ing for new positions who have strong profiles.

relationships with institutions such as asset managers also suggests considering options at wealth managers are available.

Community and Media



The Hong Kong Society of Financial Analysts (“HKSFA”) held the HKSFA 3rd Career Conference - Unearthing the Opportunities in HK Asset and Wealth Management Industry sponsored by **Achievers Recruitment Limited** was successfully concluded with Full House on 16 March 2019. The conference was well received by guests and participants. It provided them with an interactive venue to exchange their career views and we have received very positive feedback from both our speakers and audience.

This is a three-panel session where our distinguished speakers shared their views on how our audience can best position themselves in their careers to take advantage of the latest Hong Kong’s financial market trends and development, role as global asset & wealth management center and latest FinTech landscape.

List of our Distinguished Speakers

1. Dr. Jess Tang, General Manager and Head of Asset Management, China Merchant Securities Asset Management
2. Mr. Ronnie Wu, CIO and Founder, Penjing Asset Management
3. Mr. Jim Veneau, CFA, Head of Fixed Income Asia, AXA Investment Managers Asia Limited
4. Mr. David Chang, CEO, Franklin Templeton Investments (Asia) Limited
5. Mr. William Chow, Deputy CEO, China Life Franklin Asset Management
6. Ms. Eleanor Wan, CEO, BEA Union Investment Management Limited
7. Mr. Gary Chan, CEO – Greater China, The CFO Centre Hong Kong
8. Mr. Christophe Lee, Founding Partner, JP Asia Partners
9. Mr. Kenneth Shih, Head of Sales & Marketing, AQUMON



Thanks for the support from Achievers and we are sure the audience got a fruitful takeaway on an informative Saturday morning.
HKSFA 3rd Annual Career Conference



Interesting facts about Achievers



Turnaround Time

Within 3 days from job order placed date



Conversion rate

Over 70% of our candidates will be shortlisted for interviews



Average lead time for each job assignment

30 days from job order placed date to closing

Our Recruitment Expertise

Asset Management

- Equities / Fixed Income / Hedge Fund / Private Equity / Alternative
- Analysts / Research
- ETF
- Quantitative
- Trader / Dealer

Sales & Investor Relations

- Sales / Business Development (Institutional / Intermediaries)
- China Sales / WOFE
- Marketing / Digital

Middle & Back Office

- Product
- Operations
- IT
- Finance
- Human Resources

Risk, Legal & Compliance

- Compliance
- Legal
- Risk Management
- Audit

Capital Markets

- Investment Banking
- Corporate Finance
- ECM / DCM
- Treasury

Geographical Coverage



Contact us today and learn more about how we can meet your organization's talent needs or enhance your own career.



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