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WHO WE ARE

David Powe Managing Director

After completing his business law degree, David spent two years in post-graduate education, combined with teaching, before heading for Japan as a member of the Wolfers Exchange Scheme. He was seconded initially to Shizuoka Prefecture, before being transferred to the English Department of Tokyo University of Science for two years. Whilst in Japan he was retained as training advisor to a number of local corporations.

On returning to Britain, David joined Nomura International in the Syndication and New Issues Department for Fixed Income. Then followed a number of assignments in Sales: responsibility for Benelux, Manager in charge of Swiss Distribution Team and Director, co-ordinating Central Bank coverage. In 1993, David became Executive Director and Head of Sales for Asia, based in Hong Kong.

In late 1995, David joined Paribas in Hong Kong and became Co-head of the Financing Desk in 1996, based in Singapore. In 1998, David decided to return to the role of Head of Sales, Daiwa Securities, responsible for teams based in Hong Kong and Singapore.

In 1999, David entered the field of executive search, concentrating on professionals for Capital Markets, and has successfully completed assignments for a range of clients based in London, Hong Kong and Singapore. Although the debt markets remain the field in which David has most direct experience (almost fifteen years) his contacts in the financial markets equip him to understand the challenges of building a successful business in a range of differing products and services.

May Lay Director

May has worked within Executive Search since 1992. Prior to joining Strategic Search Partners she was a senior member of the research team with Amrop International in Singapore. As part of the client servicing team she successfully conducted search assignments in Singapore, Malaysia and Indonesia. May has filled senior and middle management positions for American, European and Asian multinational clients within a wide spectrum of industries, ranging from Banking and Finance to Chemical, Automobile, Manufacturing and Consumer Products.

May joined Strategic Search Partners in November 2000 where she has built up strong personal network and database, and worked on assignments in both Fixed Income/Debt Capital Markets and Funds Management/Private Banking in the region. She is fluent in English, Mandarin and speaks some Chinese dialects.

WHO WE ARE

Fung Kai Sieng

Director

Kai Sieng, a Singapore Permanent Resident since 1998, was awarded a study grant to study for his BBA at NUS, and contributed to university life in a number of ways, but notably as member of the swimming team, water polo team and table tennis team.

His career has encompassed working for international firms such as SIA and Maersk in areas such as logistics and market analysis as well as entrepreneurial, cutting edge organizations such as Nissan/Covisint where he was at the frontier of e-commerce. In all these roles, his people skills, especially his ability to communicate well within an international forum, have involved working abroad: notably Japan, USA, Philippines, Germany, Denmark, and Indonesia.

Kai Sieng was active in helping to start up Strategic Search Partners, particularly in the areas of Infrastructure set up and requirements. Now, he is doing both research and consultancy in the firm. His skills in Mandarin and networking abilities amongst young professionals in Asia and graduate schools over the world make him a valuable member of the team.

Henry Chua Teow Kiong

Director

After completing his degree in Economics and Sociology in the National University of Singapore in 1988, Henry worked largely in international banks; notably HSBC, Credit Suisse, and Nomura.

Whilst working for HSBC, he had a six-month stint in Hong Kong in 1990. Henry returned to the Singapore office and was given responsibilities in credit analysis. Promoted to Sales for banking products, he eventually assumed the position of Assistant Team Head of the Special Assets unit of the bank. In Credit Suisse from 1994 to 1998, Henry headed the credit analysis team and was eventually promoted to be a Vice President of Credit Research in the Fixed Income Division. He joined Nomura's Singapore office in 1999 as a First Vice President and eventually headed the Credit Department. Henry left as Director of Credit in March 2006.

Although he is new to executive search, Henry's 17 years in the field of finance have enabled him to be sensitive to the changing needs and challenges of the finance industry, build up an extensive network of senior executives; thereby contributing to the intellectual capital of the firm.

WHO WE ARE

Deepa Balji Associate Consultant

Born in and bred in Singapore, Deepa's origins go back to the backwaters in Kerala, India. She did her basic education in Singapore and scooted off to cold Hull to pursue her graduate and post-graduate studies in Politics and International Business Law respectively.

Deepa joins us from a financial journalism background. She calls herself a newsroom chameleon as she has worked in print with names like IFR Asia, and Debtwire and flirted with the camera at Channel News Asia as a business presenter hosting the breakfast show in Singapore. She decided to hang up her boots in journalism and join us in her search for a more soulfully rewarding career.

With her contacts and reputation in the financial industry, she contributes a new dimension to our team.

Alvin Wee Research Associate

Alvin considers his varied background and wide travels as one of his strengths. Having previously worked as an international conference coordinator, a music journalist, and a small-business owner makes him comfortable interacting with people at all levels, which has proved indispensable in helping him to build his network of contacts in the region.

A Psychology Graduate from the National University of Singapore, Alvin considers Executive Search and Recruitment a natural career choice, where his combination of entrepreneurial spirit and formal training in people skills finds expression.

He began his career in Recruitment as a member of the Banking & Finance team at global staffing firm Kelly Services and he contributes to Strategic Search Partners's strong footprint in front-office, Capital Markets roles by drawing on his familiarity with middle-office and support functions in Private Banking and Asset Management.

WHO WE ARE

Our Area of Expertise

Successful Search Assignments

Capital Markets / Investment Banking

- Vice President, Derivatives Structuring (Singapore based)
- Senior Manager, Corporate Finance (Hong Kong based)
- Senior Credit Analyst, Asia Fixed Income (Hong Kong based)
- Regional Fixed Income Sales (Singapore based)
- Senior Analyst, Credit Trading (Hong Kong based)
- Assistant Manager, Derivatives Marketing (Singapore based)
- Director, Business Development (Hong Kong based)
- Analyst, Corporate Finance (Hong Kong based)
- Credit Bond Trader (Hong Kong based)
- Junior Structurer (Hong Kong based)
- Vice President, Transaction Management (Hong Kong based)
- Credit & Structured Product Sales (Singapore based)
- Sales Team Leader Cash Payment (Singapore based)
- Korean Bank Analyst (Hong Kong based)
- Assistant Manager (Singapore based)
- Bank Credit Analyst SE Asia (Singapore based)
- Head of Debt Capital Market (Singapore based)
- Asset Securitization-Greater China (Singapore based)
- Government Bond Trader (Singapore based)
- Senior Credit Sales-Marketing (Singapore based)
- Associate Director, Sovereign Ratings (Hong Kong based)
- Regional Credit Analyst, (Hong Kong based)
- Structurer-Dealer Asian Products (Singapore based)
- Vice President, Economics Research (Singapore based)
- Credit Analyst Financial Institution North Asia (Hong Kong based)
- Structurer, FX Derivatives (Singapore based)
- Senior Manager, Capital Markets (Singapore based)
- Bank Credit Analyst SE Asia (Singapore based)
- Corporate Advisory & Sales (Singapore based)
- Derivatives Structurer (Singapore based)
- Head Asian Structuring, Credit & Alternative Investments (Singapore based)
- Corporate Credit Analyst (Hong Kong based)
- Trader Fixed Income Trading (Hong Kong based)
- Director Products & Services, Business Development (Singapore based)
- Asian Credit Trader (Singapore based)
- Vice President, Fixed Income Sales (Singapore based)
- Vice President, FIG SE Asia (Singapore based)
- Analyst, Corporate Finance & Origination (Singapore based)
- Associate Director, Corporate Ratings (Hong Kong based)
- Associate, Securitisation (Hong Kong based)
- Corporate Credit Analyst (Hong Kong based)
- Sovereign Credit Analyst (Hong Kong based)
- Head, Equity Transaction Management (Singapore based)
- Asian regional Strategist (Singapore based)
- Director, Emerging Market Interest Rates Strategist (Singapore based)

WHO WE ARE

- Associate, Capital Markets (Singapore based)
- Exotic Credit Derivative Structurer (Singapore based)
- Senior Analyst (Singapore based)
- Director, High Yield Credit Analyst (Singapore based)
- Director, FX Structurer (Singapore based)
- FX Product Sales PRC (Singapore based)
- Bank FX Sales (Singapore based)
- Director, Rates Structurer (Hong Kong based)
- Senior CDO Analyst (Hong Kong based)
- Head of Treasury Singapore (Singapore based)
- MBA Programme Associate (Singapore based)
- Non-Japan Asia FX & Rates Strategist (Singapore based)
- Associate Director, Middle Office Dept (Malaysia based)
- Senior Credit Analyst (Singapore based)
- Head of Treasury Settlement & Futures Operations (Singapore based)
- Insurance Analyst (Singapore based)
- Money Market Desk (Singapore based)
- Analyst, commodities Middle Office (Singapore based)
- Vice President, Credit & Structure Product Sales (Singapore based)
- Head of Corporate Services (Singapore based)
- Senior FX Sales North Asia (Hong Kong based)
- Senior Director, Insurance Credit Analyst (Hong Kong based)
- Director, Credit Structuring (Singapore based)
- Corporate Advisory (Singapore based)
- FX Sales (Singapore based)
- Senior Relationship Manager, Corporate Banking (Singapore based)
- Banking Analyst (Singapore based)
- Senior Relationship Manager (Singapore based)
- Structured Products Solutions Sales (Singapore based)
- Investment Banking Associate (Singapore based)
- Corporate Credit Analyst
- Associate Director, Economist (Singapore based)
- Senior Derivatives Trader (Singapore based)
- Futures Trader (Singapore based)
- E-Platform Futures Trader (Singapore based)
- Assistant General Manager, Head of Singapore Operations (Singapore based)
- Credit Analyst, Energy & Utility (Singapore based)
- Research Associate (Singapore based)
- Senior Associate, Client Services Business Development (Singapore based)
- Futures Operations (Singapore based)
- Fund Manager, Solutions Team (Singapore based)
- Senior Analyst (Singapore based)
- AVP, Capital Management (Singapore based)
- Analyst, Corporate Finance (Singapore based)

Wealth Management / Private Banking

- Product Specialist, Structured Products & Derivatives (Singapore based)
- Financial Planner (Hong Kong based)
- Manager Product Specialist Structured Products & Derivatives (Singapore based)
- Executive Director, Financial Planning Unit (Singapore based)
- Head of FX Options (Singapore based)
- FX Trader (Singapore based)

WHO WE ARE

- Executive Director, Strategic Planning (Singapore based)
- Senior FX Trader (Singapore based)
- Executive Director, Investment Products (Singapore based)
- Credit Structurer, Lending Division (Singapore based)
- Associate Director, Credit Officer (Singapore based)
- Associate Director, Product Development (Singapore based)
- Associate Director, Business Engineer (Singapore based)
- Director, Head of Execution (Singapore based)
- Associate Director, Investment Specialist FX Desk (Singapore based)
- Director, Product Development (Singapore based)
- Head Asian Corporate/Equity Research (Singapore based)
- Associate Investment Specialist Derivatives Desk (Singapore based)
- Product Specialist, Structured Product Securities (Singapore based)
- Authorised Officer, Execution Team (Singapore based)
- Credit Officer (Singapore based)
- Bond Portfolio Manager (Singapore based)
- Execution & Sales Equity desk (Singapore based)
- Fixed Income Advisory (Singapore based)
- Associate Director, FX Option Trader (Singapore based)
- Head Transaction Management (Singapore based)
- Trust Advisor (Singapore based)
- Execution & Sales Fixed Income (Singapore based)
- Associate Director, Business Analyst (Singapore based)
- Director, Investment Counsellor & Business Development (Singapore based)
- Night FX Trader (Singapore based)
- Product Specialist 3rd Party Fund (Singapore based)
- Junior Private Banker (Singapore based)
- Senior Vice President, Strategy (Singapore based)
- FX Trader (Singapore based)
- Credit Support Officer India (Singapore based)
- Associate Director, Key Client Specialist Investment Group (Singapore based)
- Structured Products Dealer (Singapore based)
- Director, Key Client Specialist Investment Group (Singapore based)
- Head of Sales (Singapore based)
- Junior Portfolio Manager (Singapore based)
- Manager, Credit Risk Wealth Management (Singapore based)
- Product Specialist (Singapore based)
- Head of Account (Singapore based)
- Director, Trust Services (Singapore based)
- Assistant to Private Banker (Singapore based)
- Accountant (Singapore based)
- Project Administrator (Singapore based)
- Assistant to Private Banker (Singapore based)
- Team Head, Strategic Analyst (Singapore based)
- Structured Products Execution (Singapore based)
- Private Banker (Singapore based)
- Senior Corporate Finance Advisor (Singapore based)
- Active Advisory (Singapore based)
- FX Specialist (Singapore based)
- Senior Product Specialist FX (Singapore based)
- Operations Executive (Singapore based)
- Director, Investment Consultant (Singapore based)
- Structured Products Dealer (Singapore based)
- Project Manager, Change Management (Singapore based)

WHO WE ARE

- Investment Counsellor/Specialist for Direct Access Client (Singapore based)
- Structured Finance Corporate Advisory Group (Singapore based)
- Team Head, Project Management IT (Singapore based)
- Credit Structuring (Singapore based)
- Assistant Director, Fund (Singapore based)
- Business Engineer Ops Assurance Execution (Singapore based)
- Private Banker (Singapore based)
- Associate Director, Business Manager Indonesian Desk (Singapore based)
- Corporate Partnership Manager (Singapore based)
- Large & Structured Transactions (Singapore based)
- FX Strategist (Singapore based)
- Investment Counsellor (Singapore based)
- FX Advisory & Sales (Hong Kong based)
- Discretionary Product Mandate Manager (Singapore based)
- Head of Equities (Singapore based)
- Order Handling & Execution (Singapore based)
- Investment Funds Distribution (Singapore based)
- Deputy Head of Credit (Singapore based)
- Private Banking Executive (Singapore based)
- Credit Manager (Singapore based)
- Senior Credit Analyst (Singapore based)
- Strategic & Business Development (Singapore based)
- Equity Analyst (Singapore based)
- Fixed Income Research Analyst (Singapore based)
- Head of Credit Operations (Singapore based)
- Investment Consultant (Singapore based)
- Special Solutions Advisor (Hong Kong based)
- Director, Key Client Advisory (Hong Kong based)

Asset Management

- Deputy Head Regional Fixed Income, Life & Institutional Fund (Hong Kong based)
- Senior Manager, Product Maintenance & Control (Insurance) (Singapore based)
- Head of Group Special Asset Management Indonesia (Singapore based)
- Real Estate Credit Analyst (Singapore based)
- Regional Fixed Income Fund Manager (Singapore based)
- Senior Manager, Regional Sales & Marketing International Funds (Singapore based)
- Head of Asian Credit (Singapore based)
- Analyst, Asset Management

Private Equity / Hedge Funds

- Head of Office-Director, Asia Pacific (Singapore based)
- Head of Sales/Marketing Asia Pacific (Singapore based)
- Corporate Finance Specialist (Singapore based)
- AVP, Corporate Finance (Singapore based)
- Junior Equity Analyst (Singapore based)
- Financial Controller Private Equity (Singapore based)
- Portfolio Manager (Singapore based)
- Manager, Hedge Fund Sales (Hong Kong based)

WHO WE ARE

Insurance Companies

- Director, Regional Alternative Distribution (Insurance) (Hong Kong based)
- Director, Corporate Marketing Development (Insurance) (Hong Kong based)
- Head of Quantitative Research, Asia (Insurance) (Hong Kong based)
- Asst Director, Product Development & Mktg Services (Insurance) (Hong Kong based)
- Head of Quantitative Research Asia (Insurance) (Hong Kong based)
- Management information Market Analyst (Insurance) (Hong Kong based)
- Management Program (Insurance) (Hong Kong based)
- Regional Trainer Manager (Insurance) (Hong Kong based)
- Assistant Director, Marketing Services (Hong Kong based)
- Regional Manager, Marketing Services (Hong Kong based)
- Director of Direct Marketing (Hong Kong based)
- Credit Analyst (Singapore based)
- Quantitative Analyst (Singapore based)
- Institutional Sales (Singapore based)

Risk / Compliance / Legal

- AVP, Credit Risk Manager, (Singapore based)
- Local Risk Manager, (Hong Kong based)
- Compliance Manager (Singapore based)
- Internal Auditor (Singapore based)
- Country Risk Officer (Private bank) (Singapore based)
- Senior Legal Counsel (Investment Bank) (Singapore based)
- Legal Advisor (Private Bank) (Singapore based)
- Head of Internal Audit (Singapore based)
- Deputy Head of Credit Risk Control (Investment Bank) (Singapore based)
- Senior Risk Manager Products & Services Asia Pacific (Private Bank) (Singapore based)
- Head of Credit Risk (Singapore based)
- Product Manager Basel II (Singapore based)
- Operational Risk (Private Bank) (Singapore based)
- Legal Counsel Group Treasury (Investment Bank) (Singapore based)
- Energy Risk Analyst (Commodity) (Singapore based)
- Risk & Compliance Manager (Private Equity) (Singapore based)

Media Relationships / Communications / PR

- Assistant Editor Asia (Singapore based)
- Marketing Communications Manager (Private Banking) (Singapore based)
- Client Education Specialist (Private Bank) Singapore based)
- Media Relations (Singapore based)

IT / Administration Support

- Officer Manager, (Wealth Management) (Singapore based)
- E-Commerce Product Manager (Singapore based)
- Project Manager, Product Management IT (Private Banking) (Singapore based)

WHO WE ARE

Human Resource

- Vice President, Human Resources (Singapore based)
- AVP, Group Human Resources (Singapore based)
- AVP Recruitment Human Resources (Singapore based)
- Human Resource Executive (Singapore based)
- Human Resource Specialist (Singapore based)
- Head of Human Resources Asia Pacific (Rating Agency) (Singapore based)
- Resourcing Manager (Singapore based)

Financial Services

- Regional Sales (Singapore based)
- Regional Sales Manager (Singapore based)
- Business Development Manager (Singapore based)
- Key Account Manager (Singapore based)
- IEB Product Manager, Fixed Income (Singapore based)
- Regional Sales Manager SE Asia (Singapore based)
- Data Market Analyst (Singapore based)
- Sales Specialist FX (Hong Kong based)

WHO WE ARE

Headhunters Poll - Asiamoney

BEST HEADHUNTING EXECUTIVES IN ASIA EX-JAPAN

Kai Sieng, Fung Director Top 10 Best Headhunting Executives for Fixed Income/Debt/Treasury/DCM Categories: Asia Pacific **February 2008**

David Powe Managing Director Top 20 of most admired headhunters for financial searches: Asia Pacific **February 2007**

BEST HEADHUNTING FIRMS IN ASIA EX-JAPAN – ALL CATEGORIES Search Partners Strategic Consultancy Pte Ltd

"Top 12" most admired Executive Search firms serving the Asian investment banking universe: Ex-Japan Asia – February 2004 Headhunters Poll fourth annual survey

"Top 29" most admired Executive Search firms serving the Asian investment banking universe: Ex-Japan Asia – February 2003 Headhunters Poll third annual survey

Headhunters Poll Methodology

Asiamoney's fourth Headhunters Poll was emailed to almost 1,000 senior line managers and product managers as well as the heads of human resources at leading universal banks, investment banks, securities houses, private banks and fund management companies in Hong Kong, Singapore, Japan and Australia. A very small number of the respondents are based in the UK, with hiring responsibilities in Asia.