

Company Overview

About Us

Strategic Search Partners (SSP) is an established contingency executive search firm that specializes in identifying and placing mid to senior-level talent for regional and international clients.

Founded in 2002 by seasoned professionals from the banking, finance and headhunting industries, SSP has a proven track record of successfully placing front office and mid-office talent across capital markets, private banking, and financial services in Asia, with a particular focus on Singapore and Hong Kong.

Leveraging our consultant's experience and disciplined search methodology, we have expanded our capabilities to include strategic and executive roles in the logistics and supply chain industry.

<https://www.strategicsearchpartners.com>

Areas of Expertise

- *Senior and General Management roles*
- *Front office and mid-office roles in Banking and Finance industry*
- *Mid to senior-level roles in the Logistics and Supply Chain industry*

Search Methodology

Our search process is designed to deliver the best possible results for our clients. It includes the following steps



Define Needs & Expectations

Understand client's objectives, challenges, and culture, and agree on the search criteria and expectations



Research & Sourcing

Leverage on network, database, and other sources to identify and attract potential candidates from target sectors and organizations.



Interview & Evaluate

Screen and interview candidates to assess their skills, fit, and motivation



Present & Manage

Present a shortlist of the best candidates along with their profiles. Arrange and facilitate interviews. Provide feedback and advice throughout the process



Select & Place

Assist indecision, negotiating the offer, and securing acceptance



Follow Up

Provide ongoing support and follow-up to ensure a successful transition and integration of the new hire



Consultant - Kai Sieng Fung

With over 20 years of working experience including 15 years of expertise in the executive search industry, Kai Sieng has collaborated with both clients and candidates to deliver a solid track record of successful placements for mid-to-senior level executives, within the banking and logistics sectors.

Prior to rejoining Strategic Search Partners, Kai Sieng served as a Career Development Professional at INSEAD and subsequently an in-house executive search consultant at Toll Group, where he played a pivotal role in strategic leadership hiring, filling key positions in both P&L and technical roles across the region. In his previous tenure with Strategic Search Partners, he led end-to-end executive search engagements for prominent international financial institutions, focusing on recruiting experienced talent in front- and mid-office roles.

Kai Sieng's versatile experience enables him to effectively partner with clients to identify top talent and help them achieve their competitive advantage. In his spare time, Kai Sieng is committed to physical fitness, mental wellness training, and volunteering in his community.

Email: kaisieng@searchpartners.com.sg

Appendix

Selected Successful Placement Types

Senior Management (MD & Above)

C-Level and Executive Roles:

- Chief Representative/CEO (Beijing based)
- Chief Technology Officer / CTO (Singapore based)
- COO (Singapore based); CFO (Singapore based)
- Chief Information Officer, CIO (KL based)
- Chief Risk Officer (Singapore based); Chief of Staff (Singapore based)

Wealth Management / Private Banking & Buyside

- Various Products and Investment Services roles such as Product Specialists, Investment Advisors or Consultants, Research and Trading (Executive Director / Director / VP Level)
- Various Risk and Compliance roles such as Compliance, Operational Risk, InfoSec, etc (Executive Director / Director / VP Level)

Capital Markets & DCM

- Various Sales, Structuring, Trading and Research roles in Fixed Income, Equity and Structured Products (Executive Director / Director / VP Level)
- Various Risk and Compliance roles (Executive Director / Director / VP Level)

Logistics & Supply Chain & Hospitality

- P&L roles Speciality Retail and FMCG (GM Level)
- Technical and Support roles such as Business Development & Strategy, Sustainability, HSSE, Finance and HR (VP / Senior Manager / Dept Head)

Headhunters Poll – Asiamoney

BEST HEADHUNTING EXECUTIVES

- Top 3 Best Headhunting Executives for Fixed Income (Asia Pacific – November 2013)
- Top 10 Best Headhunting Executives for Fixed Income/Debt/Treasury/DCM Categories (Asia Pacific – February 2008)
- Top 20 of most admired headhunters for financial searches (Asia Pacific – February 2007)

BEST HEADHUNTING FIRMS

- “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)