



Opportunity is yours to take



Robert Half International



Robert Half is ...



If you like working with people and seek a rewarding career in an expanding field, there is no better job than one in the recruitment industry, particularly with Robert Half International.

Every day, our expert recruitment professionals assist individuals in finding employment and companies in locating skilled workers. Exploring opportunities in this industry allows you to impact people's lives for the better.

Robert Half is the leading firm in professional recruitment services, and by joining our company, you'd be part of the best team in the business. What makes us the right place to build your career? Read on to find out.

... Growing

One of the best things about our business is that our services are consistently in demand. We provide companies with the talent they need to grow and succeed. And we offer the individuals we place new avenues for advancing their careers through temporary, permanent and temporary-to-permanent job opportunities.

The recruitment industry currently exceeds US\$250 billion in global revenues, so tremendous growth potential exists. In fact, recruitment is predicted to be among the fastest-growing industries in the years to come.

As the population ages, and baby boomers exit the workforce, there will be growing demand for professionals to replace these workers. In some cases, workers will delay retirement to take advantage of the demand for their experience.

A shift is underway in how businesses manage their human resources. More companies are incorporating temporary and project professionals into their overall staffing mix to gain flexibility and reduce costs. Because of our deep expertise and unparalleled reputation, Robert Half is ideally positioned to help organisations adopt more flexible staffing models and effectively adapt to demographic shifts.

There are many businesses that have never used a professional-level temporary worker before. What does this mean for you? In addition to our significant roster of existing customers, more than 90 percent of companies are your potential prospects.

The bottom line: The market for our services — and your potential for success — is virtually limitless.

Robert Half is ...



Above: Members of the Robert Half Melbourne team

... Respected


Robert Half is frequently recognised for our unwavering commitment to service, professionalism and workplace excellence.

- Again named to **FORTUNE®** magazine's "World's Most Admired Companies" list, ranking #1 in our industry in service quality and innovation. (March 21, 2011).
- Named by **The Great Place to Work Institute** to its lists of Best Workplaces in several countries.
- Named to the **Forbes Global 2000**, a list of the top public companies in the world.
- Frequently named to the **BusinessWeek 50** list of best-performing companies.
- Appeared in the inaugural **Newsweek** list of the greenest big companies in the United States (Sept. 28, 2009).

... Successful and stable

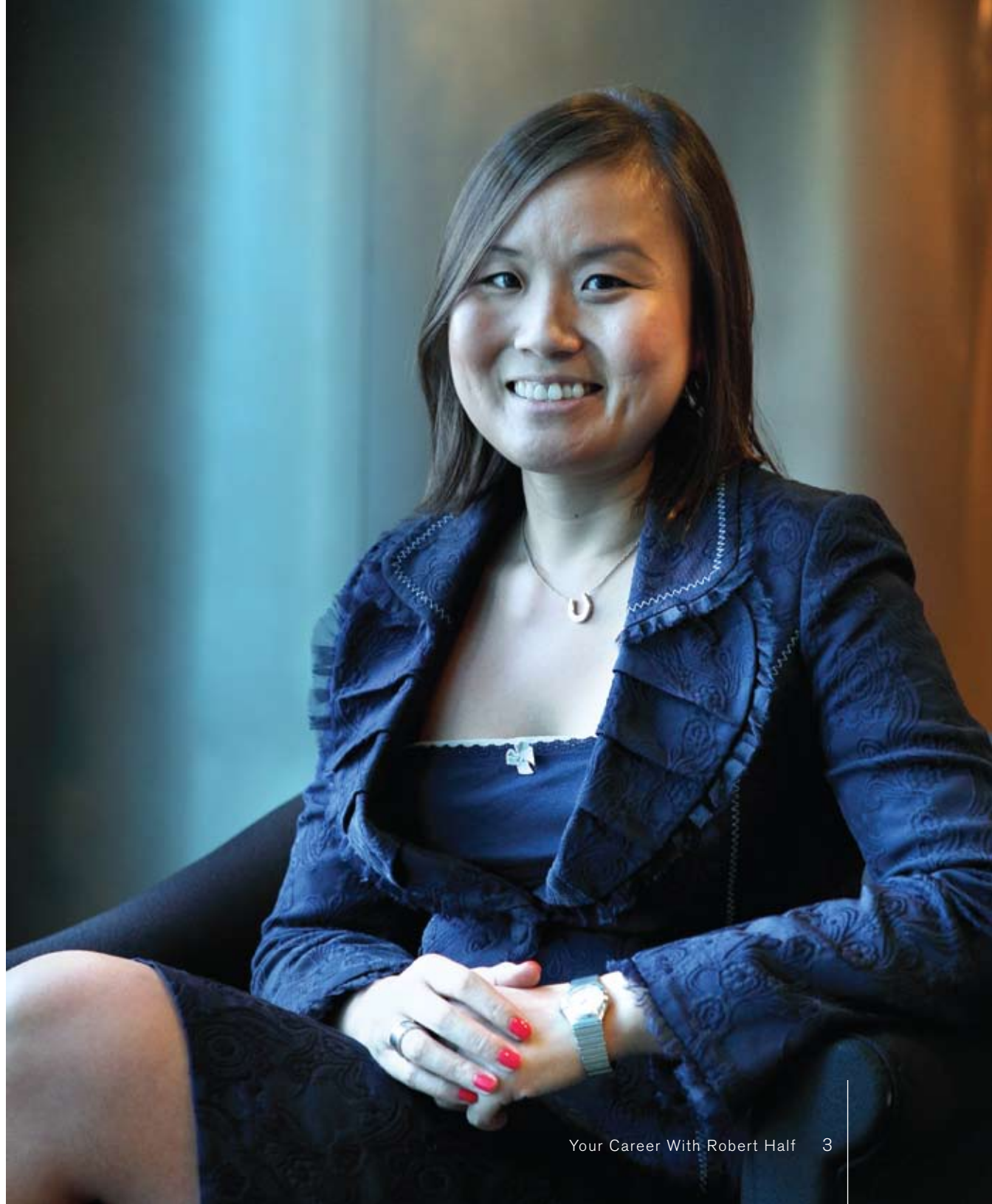
Robert Half has been the leading firm in our industry since 1948, and you can be confident we will continue to set the standard for many years to come.

We have a proven track record of outstanding financial performance. Robert Half is traded on the New York Stock Exchange, and we were the first staffing firm added to the widely tracked S&P 500 index. Our financial success is rooted in the quality and stability of our leadership team. In our more than six decades in business, the company has had just two CEOs, founder Robert Half and current chairman and CEO Max Messmer. In addition, many members of our senior management team have been with the organisation for 20 years or more. These facts clearly demonstrate that our organisation has built an outstanding culture.



"I was first drawn to Robert Half for its strong presence globally and the values it upholds. I enjoy working with management who lead by example and we have a team of people who are dedicated to excellence. The back office infrastructure is also by far one of the best and truly supports our daily work."

— Stella Tang, Singapore



Robert Half is ...

... A pioneer

Robert Half helped pioneer specialised recruitment services. We were the first business to focus exclusively on the placement of accounting and finance professionals.

Robert Half also introduced the concept of the professional-level temporary worker in the mid-1970s. Before then, interim assignments were primarily clerical in nature. Now, professional staffing is the fastest growing segment of the industry.

Today, we continue to set the standard. For example, our proprietary technology platforms are the most advanced in the recruitment industry, allowing you to quickly identify individuals who match your clients' unique requirements and provide the highest level of customer service. We also leverage online training systems to help you build new skills and maintain an edge in your local market. And we are identifying new ways of reaching hiring managers and job candidates through Twitter, Facebook, LinkedIn and other social media. We constantly explore the latest technology to build visibility for our brands and make it easier for you to serve clients and job candidates.



"I joined Robert Half for the opportunity to work with and learn from top field professionals and senior management at the best global recruitment firm. The excellent training and mentorship my colleagues and I have been afforded by Robert Half is why we are seen as a cut above the competition in quality of service, and why we will continue to increase our market share."

— David Price, Tokyo



"I started my career with Robert Half in London focusing on recruiting temps on the finance and accounting division. After a move to Australia, I was then approached to start up the Perth operation in 2008. With hard work and support from management, I steadily advanced. I'm now part of the senior management team and feel lucky to be in a position to help others achieve their goals."

— Edward Cross, Perth



A job and company you will feel good about



Robert Half was founded on the principle of “Ethics First,” and this motto is more than a company tradition. It represents the values at the heart of our business. We are in the people business, and we seek employees who have a passion for helping others.

We help people

Every two minutes, someone finds a new job through Robert Half. Our employees feel good about their work because they know they’re making a meaningful impact in real people’s lives and, in the process, helping companies to grow. It’s a role that’s both professionally exciting and personally fulfilling.

Our employees are experts in their field and are actively involved in the local business community. They participate in job fairs, give presentations to industry groups and regularly consult with clients on hiring trends in their market.

Our commitment to fairness and diversity

Our founder, Robert Half, was a leader in the fight against discriminatory employment procedures in the staffing industry. In fact, in the early 1960s, he launched a letter campaign and testified before the U.S. Congress about the unfair hiring practices that were common at the time.

We remain as focused on fairness and diversity as he was. Robert Half has implemented a wide range of initiatives in support of these values, including diversity recruiting programmes, diversity training programmes and award-winning supplier diversity programmes.



"I feel very fortunate to be working at Robert Half, a global organisation with a unique and powerful recruitment model that has helped me succeed. I am proud to have helped build our business into one of the pre-eminent financial services teams in Hong Kong."

— Elaine Lam, Hong Kong



A job and company you will feel good about

Leading by example

Robert Half professionals worldwide balance their business efforts with an array of community relations activities that bring us closer to the companies and people we serve. From team-building volunteer activities to individual contributions, our Leading By Example programme offers many opportunities to support the non-profit organisations that mean the most to you.



We support numerous charities across Asia Pacific and Robert Half and its employees are dedicated to donating and offering time to join in fundraising activities. Every employee in the Asia Pacific region is offered two additional days leave per year which allows them to pursue activities with their nominated charities on company time.

In Australia, we support the Starlight Children's Foundation which brightens the lives of seriously ill and hospitalised children and their families. Each year, our employees volunteer by selling merchandise on Starlight Day. In addition, we hold events with our clients and candidates to raise further funds for this worthwhile cause.

In Singapore, we donate to the Straits Times School Pocket Money Fund which has been set up to provide children of poor families with pocket money for school.

In Japan, we raised ¥100,000 to provide aid to the worst hit areas of the Tohoku earthquake and tsunami. The money was used to fund a two tonne truck to make the seven hour drive north to deliver much needed fresh fruit and vegetables, food, clothing, books and toys. The truck was loaded by Robert Half employees and was unloaded at Hirota Elementary School in Rikuzentakada, Iwate Prefecture, currently a shelter for hundreds of people who lost their homes in the tsunami.

August 2010 saw four members of the Robert Half leadership team embark on The National Three Peaks Challenge, which involved climbing the highest mountains in Scotland, England and Wales within 24 hours. The objective of this adventurous feat was to raise funds for our nominated charities around the globe which included the American Cancer Society, Motor Neurone Disease

Top right: International directors participate in the Three Peaks Challenge.

Bottom right: Robert Half Japan employees volunteer to pack supplies for earthquake victims.



Association, World Cancer Research Fund UK, SOS Children's Villages and UNICEF. After successful completion of the challenge, a total of US\$9,652 was raised for these charities.

Globally, Robert Half employees regularly participate in fundraising events for the American Heart Association, Big Brothers Big Sisters of Canada and the UK-based Motor Neurone Disease Association. In Continental Europe, our employees are longtime supporters of SOS Children's Villages. From teaching Junior Achievement's elementary school curriculum to organising donations of food through the Mutirão de Alimentos programme in Brazil, our teams enjoy sharing their time and talents outside of the office.

Green is good

It's no accident that Robert Half appeared in the inaugural Newsweek magazine list of the greenest big companies in the United States. Even though we provide a service — not a product — we support a sustainable environment throughout our operations globally. We use recycled and mixed-source paper, reduce paper usage by maximising electronic resources, and leverage telecommuting to reduce travel. We also work with our landlords to create energy efficient environments in buildings that are close to public transport.



Tools to succeed

Whether you're just switching jobs or making a career change, we have the tools you need to get up to speed quickly and be successful in your new role. And the best part is, you can rely on our training and support programmes throughout your career. Robert Half offers an abundance of resources to aid you that smaller recruitment firms simply can't provide.



Above: Members of the Robert Half Hong Kong team

State-of-the-art technology and systems

We have more than 7 million of the most highly skilled and experienced professionals in our worldwide database. We use proprietary match technology to help you locate just the right individual or team for a client's unique needs. Our exclusive software applications also allow you to effectively manage your contacts and client outreach efforts.

For example, our database marketing technology allows us to automatically deliver targeted communication tied to specific business activities. As a result, you're able to work more efficiently and maximise your productivity.

New-hire orientation

Many of our recruitment professionals started their careers as accountants, bankers or sales managers. When they join Robert Half, the recruitment industry is often completely new to them. We go to great lengths to provide you with the guidance and tools necessary to become comfortable and productive as soon as you join the company. New hires participate in a series of training programmes that combine online, classroom and one-on-one coaching to learn more about our business. We also provide mentoring opportunities and the chance to learn from successful veterans within your office.

Ongoing professional development

Robert Half will continue to invest in you as you progress in your role. For instance, RHI University, our popular web-based training academy, features more than 10,000 courses, audio seminars and resources to help you enhance your marketing efforts and build relationships with customers. We also have dedicated training facilities where we host in-person workshops to help you hone your craft.



Advancement opportunities

We have a long tradition of promoting from within. In fact, many of our field executives and managers started in entry-level positions and worked their way up. In addition, when you join Robert Half, a world of opportunity opens to you — literally! We have 350 staffing locations across the globe and provide employees with the chance to pursue new roles with the company in other cities, states or even countries.

Corporate and administrative teams

Our Corporate Services teams handle all back-office operations, from client billing to human resources to technical support. And each office has a highly capable team of administrative professionals to assist you. As a result, you're able to focus on just one thing: your business.



"I joined Robert Half because it is a truly global recruitment firm and it also offers a genuine career path for its employees. I have been fortunate to work in three markets for Robert Half – Sydney, Edinburgh and now Melbourne – and have thoroughly enjoyed my time working with professional, ethical and driven recruitment teams."

— Stephen Langhammer, Melbourne

Tools to succeed

Global advertising and public relations programmes

Every time a potential client or candidate hears the Robert Half name in a TV segment, or sees our research in an industry publication, we're making your job that much easier. We reach more than 10 billion people each year through our marketing and public relations efforts. When contacts already know who Robert Half is and what our name stands for, the door is already open for you.

Our initiatives include:

- National and local marketing and public relations support
- Full-colour brochures and collateral
- Country websites with job search and job alert capability
- Comprehensive email marketing programme for both job seekers and employers
- A strong presence on search engines and social media sites
- Development of high quality rich content such as our video and podcast series
- Trade show and job fair programmes
- Articles on leading industry websites and career portals

In addition, Robert Half is the industry's leading resource on hiring and careers. We conduct research on average starting salaries in our areas of specialisation and produce accompanying salary guides for hiring managers and other professionals.

We also regularly survey employees and hiring executives to identify emerging workplace trends. We share our findings through articles, advice booklets and white papers. This enables you to serve as an expert resource for clients, candidates and professional contacts.



Above: Members of the Asia Pacific senior management team

"A company is all about its people and opportunities. I feel privileged to work at Robert Half as I have been given the opportunity to work with the best people in the industry. Robert Half has also given me international mobility in my 8 years of tenure and most importantly a career path that I have always desired for myself."

— Pallavi Anand, Hong Kong

“Robert Half’s marketing and PR efforts are a great support to our sales teams. From video content and podcasts to eBooks and salary guides, our dedication to innovation has seen us lead the way in providing value added materials in a variety of formats. Our clients and candidates appreciate the effort we make to ensure their hiring and career needs are met.”

— Andrew Brushfield, Melbourne

Endorsements and alliances

Each of our specialised recruitment divisions has established business relationships with premier industry organisations, publications and software manufacturers.

We have more than 30 alliances across our lines of business worldwide.

These influential connections reinforce Robert Half’s leadership position and demonstrate to clients and job seekers why we are the most respected name in specialised staffing. They also expand the size of your target client and candidate pool by putting you in touch with local industry leaders. As a new employee, you come in with a ready-made network of contacts.



Rewarding your talent

At Robert Half, we place a premium on talent and reward top performers accordingly. Robert Half offers one of the industry's most competitive combinations of pay and bonus incentives to encourage individual performance, foster a competitive spirit and give you control over your total compensation.



Above: Members of the Robert Half Sydney team

Comprehensive benefits

Robert Half offers a comprehensive package of benefits to eligible employees across Asia Pacific, including:

- Loyalty leave
- Career breaks
- Paid maternity leave*
- Charity leave - two days paid per year
- Employee referral programme
- Employee assistance programme
- Flexible work practices
- Anniversary of service awards programme

For details on country-specific benefits packages, please contact your local Robert Half office.

**Available in Australia, New Zealand, Hong Kong & Singapore only*

“The company has given me an opportunity to find a job that I feel passionate about every day but also has provided a career path within a fast-paced, energetic and exciting industry. It’s given me the opportunity to actually realise my own potential and enabled me to develop skill sets I didn’t know I had. The company hires amazing people who are driven, dedicated, professional and fun to work and socialise with.”

— Megan Alexander, Auckland



Celebrating employees

Recognising and rewarding employee achievements is part of Robert Half’s culture. We view our top professionals as star performers, and we celebrate their accomplishments. Our Reach for the Stars recognition event — a multi-day celebration with executive management at a five-star locale — pays tribute to the contributions of standout recruiting professionals. Awards are divided into numerous categories, including “Rookie of the Year” — which could be you!

If you are self-motivated, energised by a fast-paced atmosphere, and share our commitment to ethics and integrity, there is no better place for you than Robert Half. We have ongoing opportunities for ambitious professionals who seek a rewarding career in the recruitment industry.

Right: Reach for the Stars winners from the International Zone



Our brands

We operate five recruitment divisions in Asia Pacific, each of which specialises in a different professional discipline. Our well-known brands include:

- Robert Half Finance & Accounting: temporary and permanent accounting and finance professionals
- Robert Half Financial Services Group: temporary and permanent banking and financial services professionals
- Robert Half Management Resources: senior-level financial professionals on a project and interim basis
- Robert Half Technology: contract and permanent technology professionals
- OfficeTeam: temporary office and administrative support professionals

Robert Half also is the parent company of Protiviti, a global business consulting and internal audit firm composed of experts specialising in risk, advisory and transaction services. To learn more about Protiviti, visit protiviti.com.

Join our team

Career opportunities

Our available positions include:

Recruitment consultant — Recruitment consultants form the core of our teams. They identify job candidates with in-demand skills and develop relationships with new and existing customers that may be in need of our services.

Division manager/director — Division managers/directors oversee the operations for an entire line of business within an office. They manage individual recruitment consultants and identify new opportunities specific to their specialised field. Division managers/directors also have the opportunity to develop their own books of business.

Senior manager — Senior managers typically oversee multiple lines of business. They hire and train staff, oversee the day-to-day operations of the team, and strengthen Robert Half's presence in the local marketplace.

If you or someone you know is interested in working for Robert Half, give us a call or visit the Work for Us pages of your local country website for more information.

Australia: roberthalf.com.au/work-for-us


China: roberthalf.cn/work-for-us

Hong Kong: roberthalf.com.hk/work-for-us

Japan: roberthalf.jp/work-for-us

New Zealand: roberthalf.co.nz/work-for-us

Singapore: roberthalf.com.sg/work-for-us



"I feel lucky to be an employee of Robert Half. I'm provided with the right support and advice to help grow my business. Robert Half has the backing of a large, international company but also has the unique ability to adjust to the needs of local markets."

— Noriko Komai, Osaka





Founded in 1948, Robert Half International (NYSE: RHI) is the world's first and largest specialised recruitment firm. Our divisions place professionals on a temporary, temporary-to-permanent, interim and permanent basis in the accounting and finance, financial services, technology and office administration fields.



To find the office nearest to you, visit roberthalf.net