

shape the future of work as a specialist recruiter



great
people
great
opportunities

 **randstad**

Staffing | Specialised Recruitment | HR Solutions | Inhouse Services



our regional footprint

Randstad is one of the world's largest recruitment and HR services providers, with Asia Pacific operations in Singapore, Hong Kong, Malaysia, China, Japan, India, Australia and New Zealand.

Representing more than 90% of the global HR services market, we take the lead in shaping the world of work and have become an integral part of today's employment market. Helping talented people develop their potential and providing clients with the best people to reach their goals is what drives us every day.

about Randstad

Our journey began with two enthusiastic students, an old bicycle, 500 Dutch Guilders and a dash of entrepreneurial spirit. They had the appetite and drive to excel in their careers. Since opening our doors in 1960, Randstad has remained focused on our purpose-driven mission to shape the world of work by placing over 600,000 candidates per day into both temporary and permanent job positions. We maintain our spot as one of the largest specialist recruitment firms in the world while promoting an entrepreneurial culture within our offices.

shaping the world of work

Our passion is matching the right people into the right companies to help develop their potential and to connect companies with high performing talent to drive business impact.

our capabilities

Randstad specialises in delivering solutions in the field of specialised recruitment and HR services.

Our services include temporary staffing and permanent placement of candidates. Through our unique Inhouse Services concept, we also offer dedicated on-site workforce management. In addition, we provide many other HR solutions such as Recruitment Process Outsourcing, Managed Services programs, payroll services, leadership development and outplacement services to name a few.

It's this range of services that enable us to represent over 90% of the global HR services market.

our recruitment capabilities across southeast asia

specialisations	hong kong	singapore	malaysia
accounting & finance	+	+	+
banking & financial services	+	+	+
corporate & secretarial support	+	+	
engineering	+	+	+
human resources	+	+	+
life sciences	+	+	
information technology	+	+	+
sales, marketing & communications	+	+	
supply chain & procurement	+	+	

randstad APAC in numbers



8
countries



200
offices



3,200
professionals



'Great People, Great Opportunities' expresses the commitment Randstad and its employees have made to each other. It specifies what Randstad offers in return for its employees' contribution and performance.

Anyone who works for Randstad is assured of working with the industry's best talent.

Our employees consistently tell us that career development opportunities, the professionalism of co-workers, and our vision and values are unique in the world of recruitment.

Great People Great Opportunities

our promise to you



great people

There are 32,000 talented & diverse employees with a wide variety of individual characteristics, perspectives & experiences from across the global community.



great opportunities

We offer you a clearly mapped career path throughout your career with Randstad. With a commitment to 80% promotion from within, the opportunities to progress vertically or horizontally will be supported with an individual development plan.



a great employer

We have a culture where success is celebrated, no matter how big or small. We trust each other and value openness and honesty in our working relationships.



a great brand

As one of the largest in the world, Randstad represents over 90% of the global HR services market.



great culture & values

We focus on creating an environment where all our employees feel included and able to perform at their best. We value entrepreneurship and reward & recognise achievements.

We're no different from the companies we work with. Our people are our biggest asset and it's our commitment to continuously create opportunities that help our staff in their success.

supportive management

Your manager will provide you with ongoing support and guidance to set you up for success. You'll start your career at Randstad with a clearly defined set of goals. This personal plan - created collaboratively with you and your manager - will not only ensure you reach your goals but that you also experience and celebrate milestones along the way.

Your manager will also support you to ensure you have the knowledge required to implement Randstad's best practice processes correct. These processes will help you clearly define markets of high potential so you spend your time and energy where it counts - where the opportunities are!

technology platforms

From access to clever sourcing techniques, video interviewing technology and mobile apps that reduce administration, to having one of the industries first fully responsive websites, these platforms are industry leading and are there to support you in your success with Randstad.

thought leadership resources

Randstad prides itself on leading the industry worldwide in our position as a thought leader. Each year, we invest in a range of HR and employment-related research projects that help employers to shape their HR strategies and drive strategic business decisions.

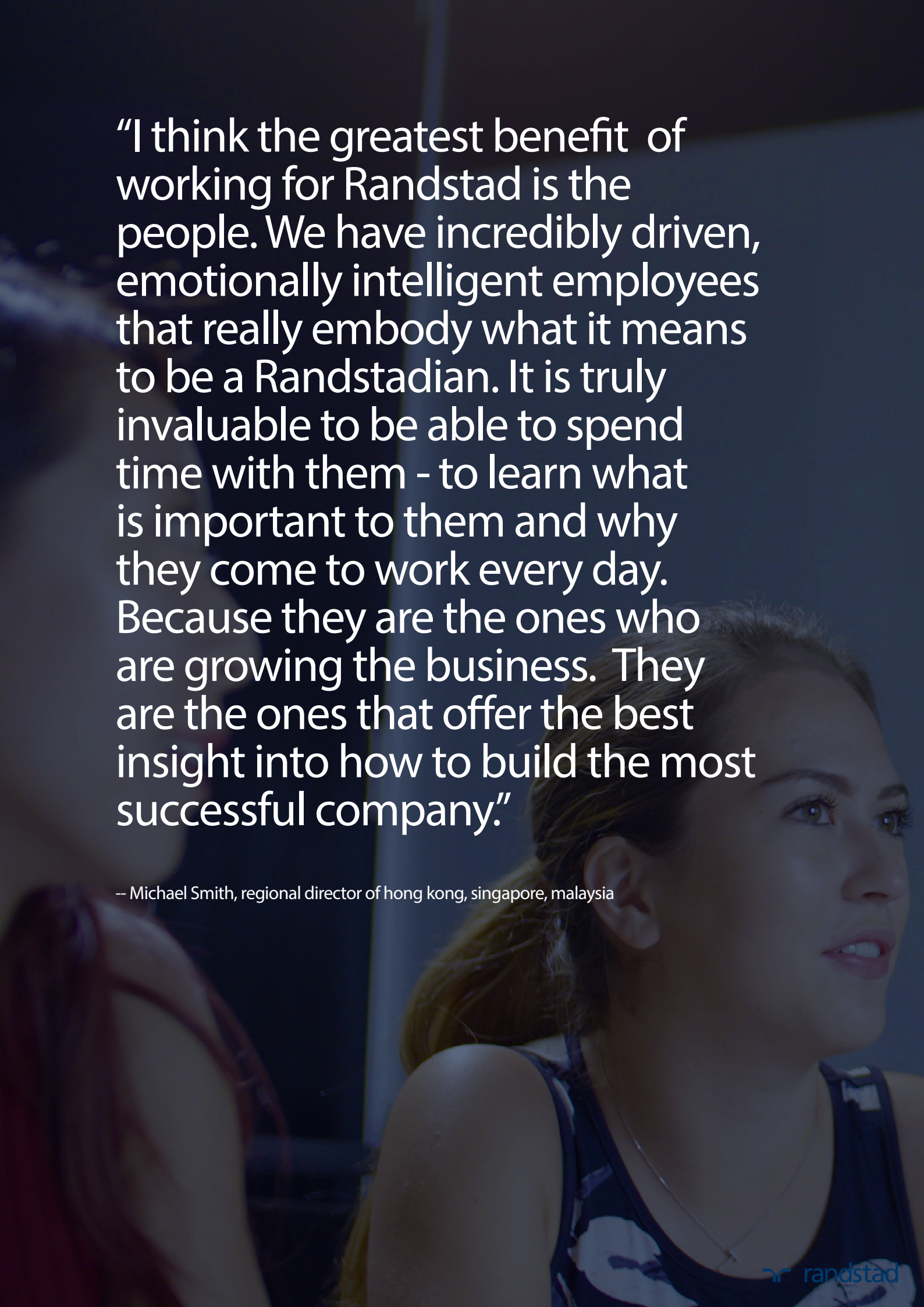
These tools and resources help build the awareness of the Randstad brand and are made available to help our staff to build strong business relationships and ultimately make sure we are top of mind when a job vacancy becomes available.

opportunities to be mobile

Working for Randstad will give you career opportunities locally and globally – whether that be into more senior positions or into another specialisation. Your first role at Randstad is set to be the starting point in your career with us!

corporate social responsibility

For Randstad Hong Kong's employees, shaping the world of work means connecting with the local and global communities. One small act of kindness can make a positive difference. Small acts, when multiplied by many, can begin to sprout extraordinary change. Randstad's CSR wants to #payitforward to HK's local community through a series of initiatives, events, and commitments.



“I think the greatest benefit of working for Randstad is the people. We have incredibly driven, emotionally intelligent employees that really embody what it means to be a Randstadian. It is truly invaluable to be able to spend time with them - to learn what is important to them and why they come to work every day. Because they are the ones who are growing the business. They are the ones that offer the best insight into how to build the most successful company.”

-- Michael Smith, regional director of hong kong, singapore, malaysia

your journey with Randstad



Randstad drives a high performance culture. We recognise that every member of our team impacts our overall performance, and we measure our own success on our ability to recruit the best people in the market. In a snapshot, here's what you can expect from your job as a consultant.

the starting line

- align with a specialist division / job family that best suits your background & interests
- map opportunities within this specialisation with your manager
- access a wide range of sourcing methods

gaining speed

- develop a trusted partnership with your client base (employers)
- work toward picking up job vacancies
- source suitable candidates – either from the Randstad database, or by identifying another sourcing method

the last lap

- match candidates with the vacant job, boss and company culture
- provide ongoing communication with employers throughout the hiring process
- offer support and guidance to candidates throughout the hiring process
- stay connected post placement

striving for perfection

As an official partner of the Williams Martini Racing Team since 2006, Randstad and Williams share the same values of striving for perfection, speed to market, innovation, precision, high performance, teamwork and a commitment to make a difference to society and the people we work with. In 2015, we extended our partnership to launch the Randstad Williams Engineering Academy – the first programme of its kind to mentor students and support their development in their bid to become future Formula 1 engineers.

The team at Randstad is focused on providing you with the training you need at each level throughout your entire career with us. Randstad's learning & development team design and deliver a combination of on-the-job and classroom style programs, including:

Onboarding 12 week program

A 12 week program made up of classroom setting, face-to-face, role play, and on the job learning experiences.

This program consists of three modules; branch/industry induction, practical candidate and job flow and business development skills.

The duration of this program will vary depending on the individual's level of recruitment experience.

Senior consultants, team leaders & manager training

We look to grow, stretch and drive your skills & resilience by giving you the opportunity to participate in regional training programmes, be trained by high-profile external trainers and experience intensive development centers which groom you to ultimately become the next generation of Randstad leaders.

Continuous learning & development

Randstad's continuous learning sessions are available to all staff across Hong Kong. These sessions provide a variety of learning opportunities whether its sales, process or people related.

New and relevant topics are added to the program as the market evolves and business needs change.



Randstad's values inspire honesty, hard work and intelligence. Our three values, 'To know, to serve, to trust', 'Striving for perfection' and 'the simultaneous promotion of interests', combined with our mission to 'shape the world work', mean our people have a benchmark for how they should conduct themselves, drive their work through passion, energy and dedication and positively impact the world around them.

our core values

more than just a pat on your back

Randstad invests in recognising individual and team achievements, as well as acknowledging those who go 'above & beyond'.

directors club

Randstad's Directors Club is made up of 'the best of the best' – sales people who have demonstrated sustained high performance in sales. The Directors Club is for the elite only!

The members are announced at the beginning of each year, based on their performance the previous year. Being a member gives you access to direct coaching on your professional and personal development, three annual team building and rewarding experiences, as well as exposure to Randstad's senior leaders from Hong Kong and the APAC regional hub.

Fritz Goldschmeding supper club

Each quarter, for colleagues who have billed HKD\$500K or above join the exclusive lunch club named after our founder, Fritz Goldschmeding, to celebrate their successes as high performers. The top biller gets to select the restaurant of choice.

high flyers

A regional recognition program featuring one incredible trip for the top two performers across Hong Kong, Singapore and Malaysia.

benefits & rewards

Keeping our great people on board and rewarding them is high on Randstad's list of priorities. It's our way of saying thanks!

Randstad offers competitive salary and bonus structures. But as an employer, we know it's not all about the salary — it's also about the other benefits and the opportunity to have balance and maintain a healthy lifestyle. Here's a few of the things Randstad offers:

'your benefits' membership



Randstad staff receive a substantial discount to The Entertainer and Cheers app, offering two-for-one discounts to restaurants and lifestyle offers. In addition, gift cards for major retailers such as Apple, and reduced gym subscription to Pure Fitness are available upon request.

share purchase plan



Randstad is a Fortune 500 company and employees have the opportunity to enroll in the Share Purchase Plan (SPP). Staff who become shareholders of Randstad are further rewarded with additional shares.

EAP – employee assistance program



The EAP ensures our staff feel comfortable knowing they or their immediate family members can confidentially discuss any work or personal issues that are an inevitable part of life.

make your work worthwhile

www.randstad.com.hk/careersrandstad

Join Randstad Hong Kong as a specialist recruiter.

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