



www.global-solutions.net

 **GLOBAL**
SOLUTIONS
the recruiters network

INTRODUCTION

Global Solution was established in the UK in 1998 to focus exclusively on staffing for the Human Capital sector. In 2005, we embarked on an ambitious expansion plan overseas and since then we have built an international platform with hubs covering North Asia, South Asia, Australia, Japan, the Middle East, Europe, and the United States.

We work with a tight client base covering a deliberate mix of human capital services:

Recruitment / Search / Outsourcing / Payroll / Staffing

Over the years, we have tweaked our model and approach to suit the needs of the market and ended up with a highly research, delivery and candidate driven methodology covering the portfolio of roles in the market from C level to researchers.

Fast Facts:

- Established in 1998
- Physical offices in our core international location: USA for the America, APAC and Middle East
- Client partners average 17 years of tenure in the industry
- Two tier research function
- Over 6,000 placements since launch
- Helped launch over 53 start ups in Asia



WHAT WE DO

Candidates

Our sweet spot with candidates has typically been mid to senior management with a strong network of relationships and hundreds of senior appointments made, especially in APAC. Of course demand for these hires is slim with the real volume in fee earning consultants which is the core of our placements. Good fee earners want good researchers hence we have built a strong bench of support staff, especially in search.

Clients

We have listened carefully to our candidates and built a deliberately diverse suite of clients covering a mix of sectors right across the range of service offerings. The concentration with these clients is with small to medium, typically owner managed firms and across the board the common themes are: strong, committed and compelling leadership, good remuneration structures, well-run operationally tight support functions but most importantly good platforms - existing clients, strong databases and good brand equity.

Services

Over the years the traditional recruitment placement offering has led us naturally to a further suite of add on solutions.

Consulting and Advisory: Helping clients choose sectors and geographies in which to expand their business.

Company Formation and Planning: Using business partners to find the most cost effective and efficient solution to establish entities, sometimes through M and A.

Merge, Acquire and partnering: Helping clients achieve their growth plans through strategic partnerships and outright acquisitions.

Training and Development: Helping clients groom their teams through consulting and training.



HOW WE DO IT

OUR GLOBAL SOLUTION - INTERNATIONAL

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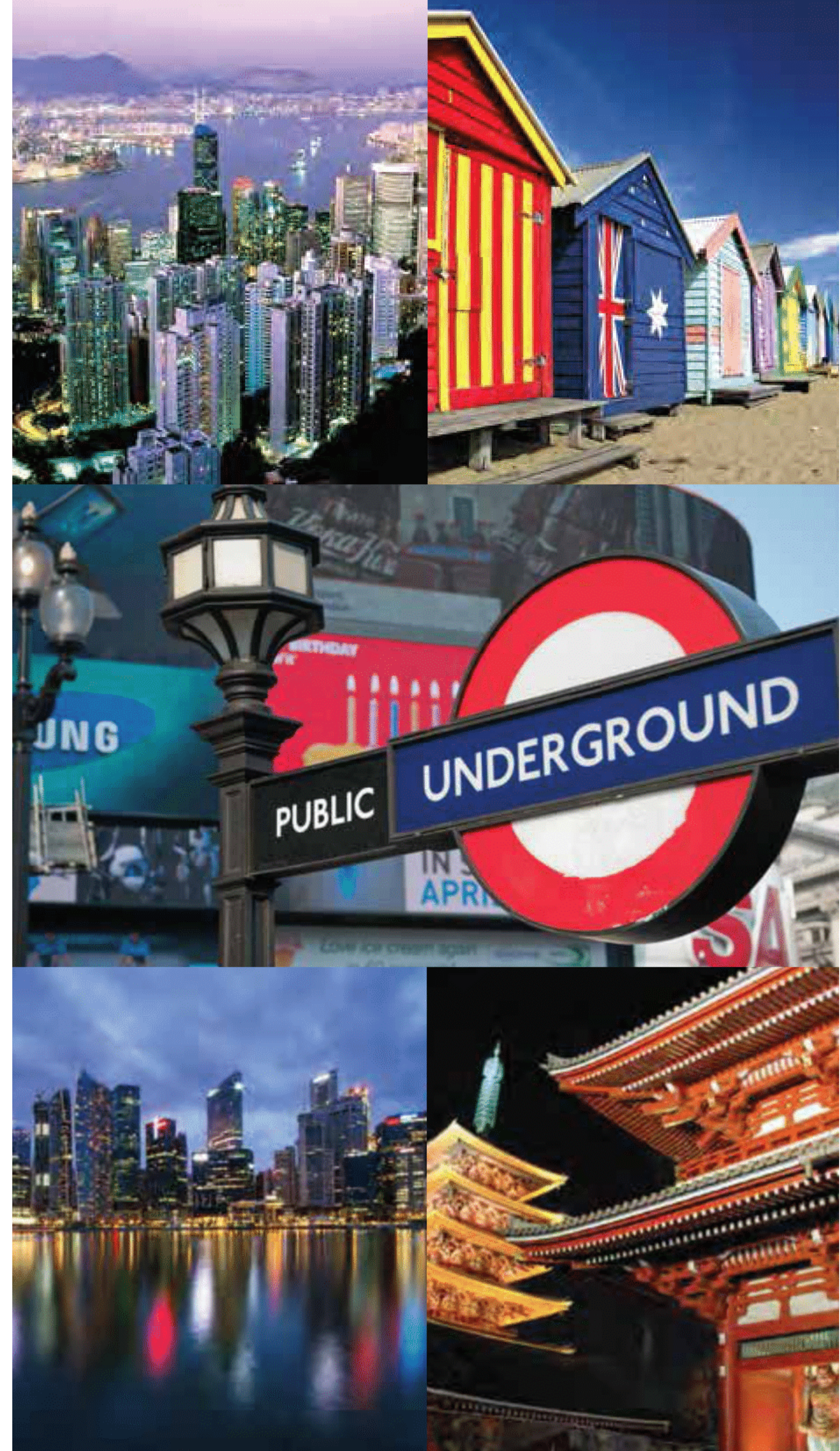
We launched our first overseas office in 2005, quite deliberately in Sydney to capitalise on the flow backwards and forwards of candidates, both first time travellers and returnees.

The next year we leveraged this concept into Asia, on Australia's doorstep and we now have three hubs in the region. Joining up the dots is Dubai and of course our home - the UK. These are physical, staffed offices in which we have long term Global Solutions team members of whom **92%** have lived in another country and **60%** have lived in three countries or more.

This creates a huge knowledge base which we use to our advantage offering a truly consultative, international placement solution to clients and candidates. This is built around knowledge, empathy and practice experience. This is backed up by detailed brochures covering cities, countries and regions covering a variety of topics from salary surveys, cost of living, tax, culture, sightseeing tips and so on.

We have completed over **450** international placements and on the client side we offer practical start up advice to overseas companies looking to establish roots in new cities and counties, the tally of starts ups in Singapore alone is **43** under our direction between 2009 and 2014.

We believe the international concept is a critical solution for companies looking to add head count, for individuals we feel the "international stint" adds colour to a CV and allows to grow professionally and personally. It's something we are passionate about.



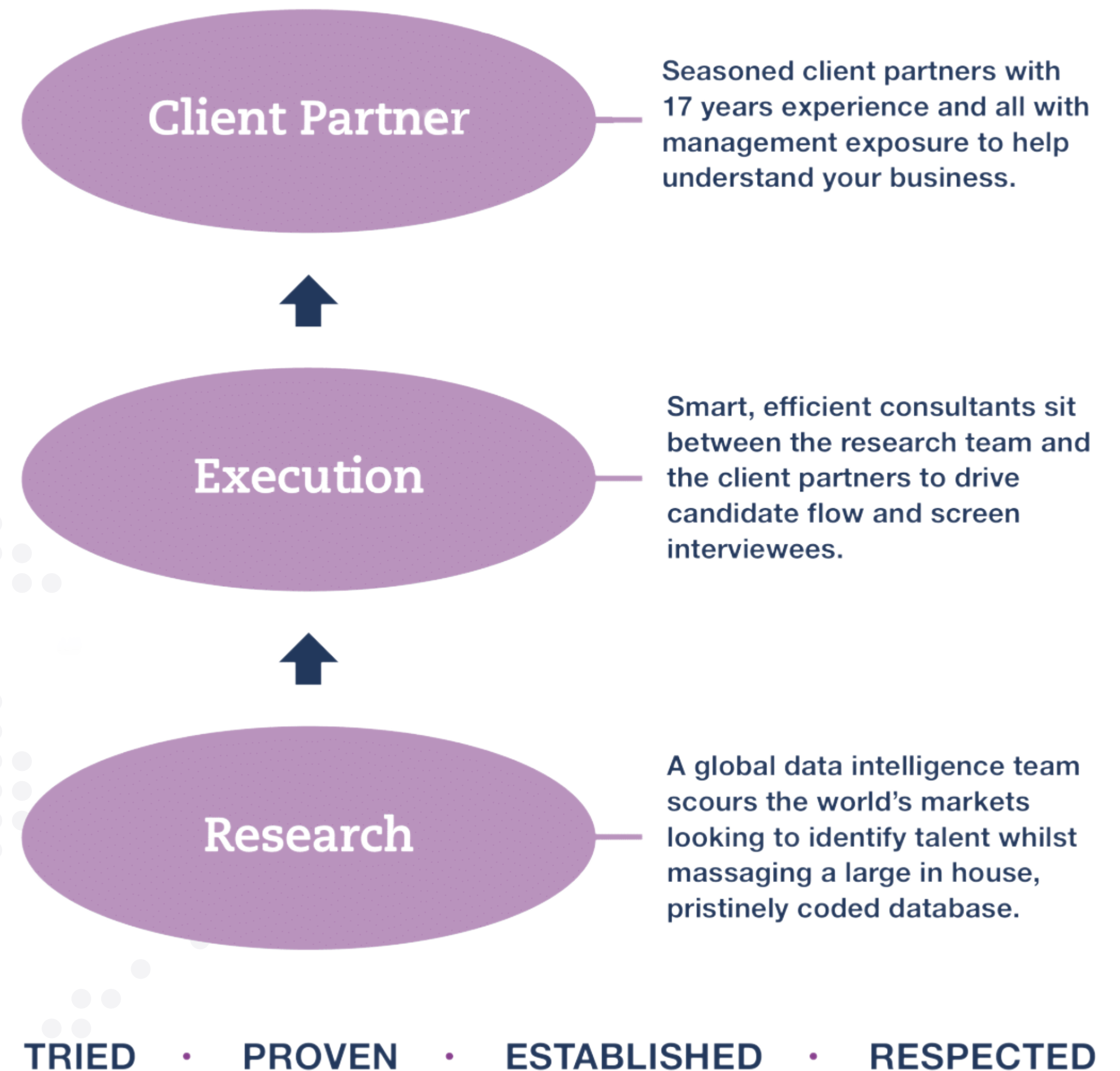
HOW WE DO IT

OUR GLOBAL SOLUTION - RESEARCH

At Global Solutions the core of our methodology is built around research. Accumulating knowledge, dispersing around our teams, organising it intelligently and having it at our fingertips through A grade technology.

You make a lot of mistakes in sixteen years and we like to think over time we have built a research and execution platform that bolts together the components of delivery to create a powerful, well oiled machine that harnesses the strength of our 80,000 strong database providing our global teams with up to date market intelligence, maintaining a firm grip on the market maps.

We operate a two tier research structure ; firstly we massage information, we ensure it's up to date and refreshed regularly rotating an active tracking list of 23,000 candidates globally on a three monthly basis, this information is pumped through to on the ground execution teams who work alongside client partners.



OUR SECTORS

Over the years we have broadened our portfolio of clients and now we have a broad matrix of them that sit within the suite of human capital service providers covering : search, recruitment, staffing, body shopping, outsourced recruitment and HR services. We make sure we maintain a cross section of clients that sit within each area thus offering something for everyone.

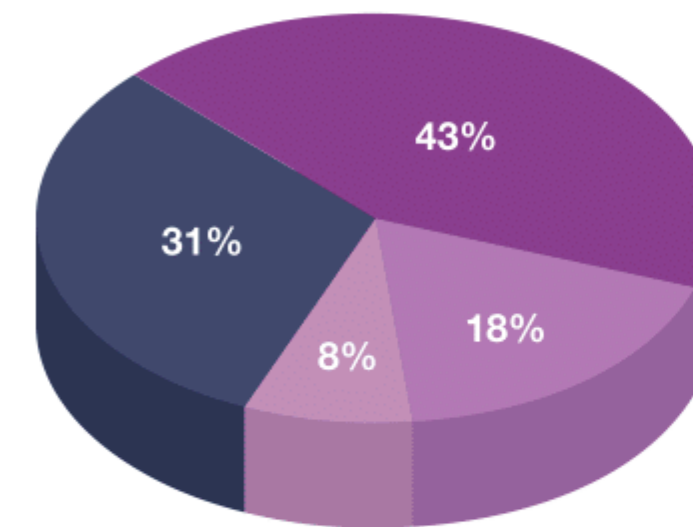
Startups

In Singapore alone we effected over 43 starts up between 2009 and 2014. Our offering covers market analysis, business planning, tax and formation advisory and execution, introduction to professional advisors and of course the initial staffing and on boarding.

M and A and Seed Capital

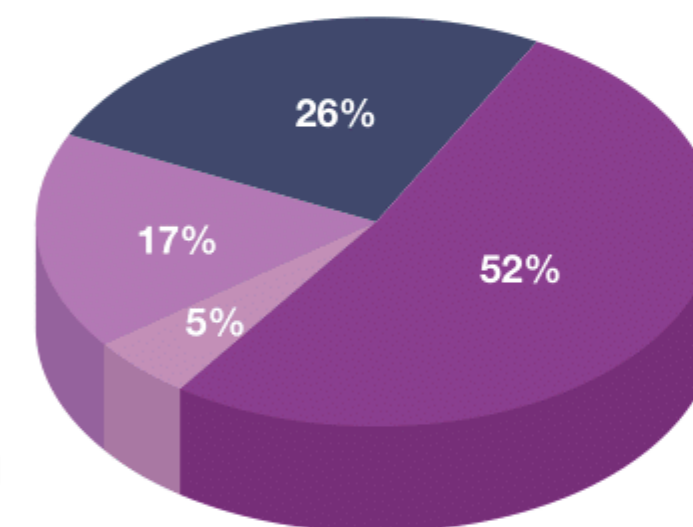
Our M and A offering is the natural evolution from being in business for a while and engaging with directors, owners and the C level as both clients and candidates. It's the obvious choice for companies wanting dynamic growth. We have effected introductions and deals with multi million dollar contract business's as well as small solo offices.

We have worked with a number of investors over the years who provide the usual mix of funding, shared service and advisory to entrepreneurial wannabe MD's.



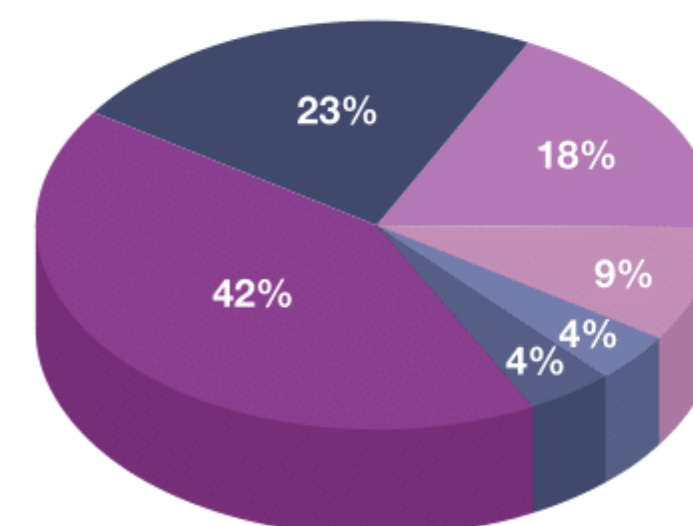
Portfolio of placements in fee income

43% Consultants
31% Management
18% Research and Execution
8% Other



Portfolio of placements in volume

52% Consultants
26% Research and Execution
17% Management
5% Other



Breakdowns of service sectors billed into

42% Recruitment
23% Search
18% Staffing
9% Outsourcing
4% Internal Recruitment
4% HR Services


CONTACT US


United States

- 539 W Commerce Street Dallas, TX 75208
- 330 Fifth Avenue New York, NY 10001

Singapore

- 7 Temasek Boulevard #12-07 Suntec Tower One
Singapore, Singapore 038987

 +1 (214) 300-1630 (United States)

 +65 9796 8518 (Singapore)

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