

TMB Executive Search

Delivering value through tailored search and selection strategies



In addition to conventional idea generation and candidate resourcing, TMB has a strong track record in 'creative' searches

TMB Executive Search's creative search and selection processes have placed professionals from other areas of finance, industry, consulting, accounting and regulatory bodies into investment roles. Today these professionals are highly regarded Portfolio Managers, Investment Directors and No: 1 ranked equity sector analysts.





EXECUTIVE SEARCH
エグゼクティブ・サーチ

Delivering value through innovative search & selection strategies

TMB Executive Search is a boutique financial services search firm providing search & selection services to traditional asset managers, hedge funds, private equity funds, investment banks, brokers and other financial services firms through its global and Japan/Asia focused units.

Utilizing our market knowledge and business acumen we devise tailored and innovative search & selection strategies to assist our clients in achieving their long term goals. To individual professionals we are trusted career advisors.

TMB operates on a retained, contingency and advisory basis. We design and operate multiple service models customized to pinpoint how we deliver value to our clients most effectively.

TMB has close to two decades experience advising financial services firms on associate to senior level appointments globally.

Client Portfolio:

Traditional Asset Managers

Hedge Funds

Private Equity Funds

Multi-Managers / Fund of Funds

Investment Consulting Firms

Brokers

Investment Banks

Rating Agencies

2010 Client Service:



- 55% Retained
- 25% Exclusive Contingency
- 20% Contingency

2010 Client Portfolio:



- 40% Traditional Asset Managers
- 35% Alternative Asset Managers
- 25% Brokers, IBD, Rating Agencies, other



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Our team has experience in advising and recruiting for both established operations and market entrants in Japan, Asia, EMEA and North America

Investment Management Practice

Our Investment Management Practice advises traditional asset managers, hedge funds (L/S Equity, Event-Driven, Activist) and Private Equity funds across diverse investment styles and strategies (including Fund of Funds) on appointments globally through our Japan/Asia and global units.

Placements include: Chief Investment Officer (CIO), Investment Director, Head of Investment Research, Head of Alternative Investment Consulting, Head of Fund Marketing, Portfolio Manager, Senior Investment Analyst, Senior Portfolio Analyst, Associate Investment Analyst.

In addition to recruiting current investment professionals, TMB has a successful track record in 'creative' searches; recruitment of professionals from other areas of finance, industry, consulting and accounting for investment roles.

Research Practice

Our Research Practice has a successful track record in the placement of associate to highly rated Institutional Investor, Greenwich and Nikkei ranked sell-side Japan equity analysts across various sectors (incl. Banks, Non-bank Financials, Retail/Consumer, Autos, Pharma, Electronics, Telecoms, Machinery, Real Estate), research sales professionals and fixed income and credit analysts covering both corporates and financials.

Investment Banking Practice

Our Investment Banking Practice focuses on recruiting ECM and Corporate Finance/M&A professionals from Associate to Director level for global U.S. and European investment banks through our Japan/Asia and global units.

Advisory Practice

Our Advisory Practice provides advisory services and thought leadership on a wide range of issues including candidate resourcing, search & selection strategies/design, compensation and reward planning.

Our Investment Management practice has close to two decades experience advising traditional and alternative asset managers across diverse strategies on appointments globally.

Nominated in Asiamoney headhunters polls Buy-side/Hedge funds Japan

The diversity of our team's experience within and outside of finance equips us with the multiple perspectives and insight to provide a valued service to our clients and individual professionals

Our Team

Our team and consultant advisors have a combined experience across multiple functions and sectors within and outside of finance; investment research, investment management, investment banking, management consulting, corporate (corporate planning/strategy) with large corporations and SMEs.

Our consultative approach inputs not only our knowledge of candidate resources but also our commercial and business acumen.

Our team has experience in advising and recruiting for established operations and market entrants during periods of both economic expansion and economic downturn.

TMB Executive Search is highly regarded for its exemplary ethical and professional standards. Our firm's culture ensures our continuing commitment to these standards and is further reinforced by our strategy and the policies and protocols we have as part of our modus operandi.

We care about the success of our clients and individual professionals and bring a deep sense of ownership to all the projects we are assigned.

We define our track record NOT by the number of placements we make but by the quality of the placements. We define quality by the tenure of the investment professionals that we have placed with our clients and by their contribution to performance.

We design and operate multiple service models customized to pinpoint how we deliver value to our clients most effectively

Retained Search

Formulation of tailored and innovative search and selection strategy on behalf of client; based on agreed requisites. Provision of market intelligence to assist in formulation of effective search and selection strategy.

Compilation of target candidate list, using market knowledge, database and network of contacts from local, regional and international markets based on desired candidate profile and clients' organisational culture, strategy and objectives.

Communication with and assessment of potential candidates from target list.

Arrange and co-ordinate meetings between client and candidate with full briefings provided to both parties prior to and after every meeting.

Liaise and co-ordinate with both client and candidate, providing objective feedback, assessment and advice throughout interview process.

Conduct reference checking and discrete due diligence on key candidates.

Transition management between signing of offer by candidate and commencement of employment, so as to ensure a smooth transition for both parties.

Contingency Search

Our contingency and exclusive contingency searches incorporate many of the components of our retained services. Cognizant that the client may be utilizing their own internal and other external resources, TMB seeks to firstly assess how it can add complimentary value to the search & selection processes and then tailor its services accordingly.

Advisory

TMB provides advisory services and thought leadership on a range of issues including candidate resourcing, search & selection strategies/design, compensation and reward planning.

Utilizing our market knowledge and business acumen we devise tailored search and selection strategies to assist our clients in achieving their long term goals.

A comprehensive understanding and equal consideration of client and candidate perspectives from the outset is critical

We seek to work closely and transparently with our clients through regular communication with and involvement of senior executives and human resources. This allows us to comprehensively assess the characteristics and dynamics of a position from multiple perspectives, target our efforts more effectively, and enhance idea generation.

Successful firms seek to appoint professionals that will add value to their organizations and to secure the long term commitment of their executives and associates to the firm. Achieving this goal begins with the search and selection process and TMB considers it critical to ensure that client and candidate perspectives are equally considered.

We develop an intimate understanding of our client's business goals and strategy, acquire insight on the responsibilities and expectations of a position in the immediate term and how these may progress and evolve over time. We examine our client's team structures and composition, leadership and reward planning schemes.

Equipping selected candidates from the outset with a comprehensive understanding of the culture and goals of the firm they are joining and their prospects for career progression are critical for both successful hiring and retention.

Our philosophy is simple: To have the interests of our clients and candidates at the forefront of our agenda



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International track record Global perspective...Local insight



Representative placements & assignments by location & function:

Tokyo

CEO, Asset Management
CIO, Japanese Equities
Director, Head of Alternative Investment Consulting
Investment Director, Private Equity
Portfolio Manager, Japanese Equities
Head of Japan Equity Research
Head of Fund Marketing
Senior Portfolio Analyst, Multi-asset/strategy FoF
Product Specialist
Director, Financial Institutions, Fixed Income Research
Director, Japan/Asia Insurance, Credit Research
Vice President, M&A Advisory
Senior Investment Analyst, Financial Sector
Senior Investment Analyst, Consumer Sector
Senior Investment Analyst, Manufacturing Sector
Senior Investment Analyst, TMT Sector
Investment Analyst, Small Caps
Investment Analyst, Principal Investments
Associate Investment Analyst
Senior Sector Analyst (various sectors, sell-side)
Junior Analyst (various sectors, sell-side)
Director, Japanese Equity Sales
VP, Japanese Equity Sales Trading

New York

Advisor, Global Products, Multi-Asset/Strategy
Portfolio Manager, Global Renewable Energy
Portfolio Manager, Global Real Assets
Associate Director, M&A, TMT
Associate, M&A, Global Healthcare
Senior Portfolio Analyst, Private Equity Fund of Funds
Senior Investment Analyst, Japanese Equities
Portfolio Manager, Japanese Equities
Portfolio Manager, Japan/Asia Equities
Senior Investment Analyst, Japanese Equities
Senior Investment Analyst, Japan/Asia Equities
Vice President, Japanese Equity Sales

London

Portfolio Analyst, Private Equity Fund of Funds
Director, Alternative Investments
Head of Fund Marketing
Portfolio Manager, EAFE Industrials
Portfolio Manager, Japanese Equities
Investment Analyst, EM Financials
Investment Analyst, Japan/Asia Industrials
Senior Investment Analyst, Japan Equities
Investment Analyst, Pan-Asia Equities
Director, Japanese Equity Sales

San Francisco

Associate Director, Asia team, Private Equity
Investment Analyst, Global Tech
Senior Investment Analyst, Pan Asia Equities

Singapore

Investment Director, Asia Real Estate
Portfolio Manager, Asia Equities
Senior Investment Analyst, Small Caps, India & ASEAN
Senior Investment Analyst, Pan Asia Equities

Hong Kong

Portfolio Manager/Analyst, Asia Financials
Portfolio Manager, Japan Equities
Investment Analyst, Asia Technology
Investment Analyst, Asia Industrials
Senior Investment Analyst, Japan Equities

UAE

CIO, EAFE Equities
Head of Principal Investments

Frankfurt

Portfolio Manager, Pan-Asia Equities

Paris

Senior Investment Analyst, Asia Equities

Geneva

Associate Director, Alternative Investments
Director, Hedge Fund Research
Portfolio Manager, Asia Equities

Boston

Investment Strategist, Global Equities
Global Sector Analyst, Global Equities