

# ASIAMONEY



**THE CORE TEAM**

*Seated (L to R) Luci (specialist back office), Stuart (specialist equities). Standing (L to R) Marquis (specialist back office), Vikram (specialist fixed income) Yoshi (specialist fixed income).*

## SHAHANI ASSOCIATES STANDS TALL IN TOKYO

AN EXCLUSIVE REPRINT FROM ASIAMONEY MARCH 2012

## Japan

### Secondary Debt (Bonds Sales and Trading, Fixed Income Research, Credit Derivatives)

#### BEST CONTINGENT FIRMS

RANK	FIRM	%
1	Shahani Associates	40.91
2	Homewood Group	23.86
3	New Millennium Group	20.45

#### BEST RETAINED FIRMS

RANK	FIRM	%
1	Heidrick & Struggles	39.09
2	Shahani Associates	24.55
=3	Egon Zehnder International	16.36
=3	Pemberton Stewart	16.36

#### BEST HEADHUNTING EXECUTIVES

RANK	NAME	FIRM	%
1	Vikram J Shahani	Shahani Associates	30.00
2	Steven McCrindle	Heidrick & Struggles	25.29
3	Matthew Miller	Homewood Group	11.76

### Middle/Back Office (Accounting & Auditing, Operations, Marketing, Human Resources, etc.)

#### BEST CONTINGENT FIRMS

RANK	FIRM	%
1	Robert Half	21.35
2	Robert Walters	15.22
3	Shahani Associates	15.17

#### BEST HEADHUNTING EXECUTIVES

RANK	NAME	FIRM	%
1	Steven McCrindle	Heidrick & Struggles	10.43
2	Marquis Perez	Shahani Associates	9.63
3	Guy Howard	Hays	9.22
=4	Vikram J Shahani	Shahani Associates	7.22
=4	David Price	Robert Half	7.22

## Japan

### Best Contingent Headhunting Firms (Accumulative % for all categories)

RANK	FIRM	%
1	Talent2	9.03
2	Heidrick & Struggles	7.18
3	Shahani Associates	7.11
4	Sheffield Haworth	6.99
5	Robert Walters	6.76

### Best Headhunting Executives (Accumulative % for all categories)

RANK	2011	NAME	FIRM	%
1	=19	Steven McCrindle	Heidrick & Struggles	16.93
2	2	James Graham	Talent2	4.91
3	=4	Bruce Baker	Sheffield Haworth	4.83
4	15	Bryan Koslow	Professionals Japan	4.32
5	-	Vikram J Shahani	Shahani Associates	3.58

### Best Headhunting Firms for Contingent Service

RANK	FIRM	%
1	Talent2	9.56
2	Heidrick & Struggles	7.90
3	Robert Walters	7.68
4	Shahani Associates	7.25
5	Tiglon Partners	6.59

# Shahani Associates stands tall in Tokyo

The recruitment consultant was voted the best fixed income recruiter in Japan in ASIAMONEY's Headhunters Poll 2012. Vikram J Shahani, Managing Director of the company, offers insight as to how he and his team meet the expectations of demanding investment banking clients and talented individuals.

***Congratulations on being voted the best Fixed Income recruiter for Investment Banking in Tokyo for 2012. You work in a crowded and highly competitive area. How do you believe that your business managed to get voted to the top spot?***

**Vikram J Shahani [VS]:** The straight answer is that we know our market. We truly understand our clients' businesses, the areas they want to grow in and the career opportunities therein. We are relentless in getting to know and engaging with the relevant candidate pool. This puts us in a very strong position to play an advisory role with both clients and candidates. The result is, more often than not, the candidate we recommend for a role is the best the market can offer.

***With so many recruiters calling candidates, why do candidates stick with you?***

**VS:** Based on feedback I get, candidates find our information recent, detailed and relevant. We have a clear reason when we are talking with the candidate. We are sensitive to the candidate's goals and that is evident in our discussions with them. The idea of 'Putting People First' creates clarity of thought and action in the minds of our consultants when engaging candidates.

***What is your advice to clients and candidates during the hiring process?***

**VS:** Keep it simple and be as transparent as possible. If there are issues, either on the employer side or the candidate side, flag them upfront and talk about what has been done or is being done to make it better. A good recruiter can add a lot of value in advising and setting up this communication.

***You have mentioned that you are a boutique and independent recruitment firm. Is this an advantage or a disadvantage when compared with older and bigger competitors?***

**VS:** Being a boutique firm has a few advantages. We tend to function in fewer areas but our focus is quite deep and we tend to set the industry standard. We are less distracted by virtue of the fact that we are specialists. We don't enter a market until we are sure we will dedicate resources to be the best for our clients and candidates.

Since we rarely advertise and do not participate in public job forums, our consultants are focused on dedicated research that aims to map and reach the best in the market. As a result, the quality of our work benefits tremendously.

***What trends do you see in the financial markets in the year ahead?***

**VS:** We see softness in the market. Tough times need better performance and results. Better people on your team will make the difference between success and failure. Our dedicated research based candidate sourcing and interview techniques allow us to bring the best human



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resources to clients who are truly trying to do better and create a brighter tomorrow. We have a lot of faith in the innovative ability of our clients and know that the best years are still to come.

***One of your colleagues was voted as the second-best recruiter for Back Office placements. What are your plans for 2012?***

**VS:** We are currently dedicated to Japan and will continue to do our best in fixed income front office and back office. We have started equity recruitment in Japan from the beginning of this year. I am happy to announce that equity clients and candidates can expect the same level of service that our fixed income and back office clients and candidates enjoy.

The quality of our work and delivery at the highest possible levels are very important to me. Growth in our next decade will continue to be underpinned by robust effort for high-quality performance. ▲

**S H A H A N I**  
PUTTING PEOPLE FIRST

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Creative solutions for your hiring needs.

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