



# PER

IN SEARCH OF  
RECRUITMENT  
RESEARCH  
ANALYSTS  
FOR PER'S  
SINGAPORE  
OFFICE

[PER-people.com](http://PER-people.com)

THE RIGHT PEOPLE  
FOR SECURING  
THE RIGHT PERSON

# PER RESEARCH | CLASS OF 2020

OUR RESEARCH TEAM IS GROWING TO SUPPORT OUR EXPANDING INTERNATIONAL BUSINESS



# ABOUT PER

FROM GARAGE TO GLOBAL: UNCHANGING VALUES UNDERPIN 25 YEARS OF GROWTH AND EVOLUTION

## OUR STORY

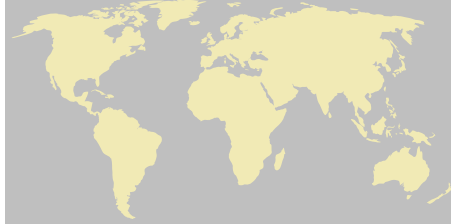
Ours is a garage start-up story, something that will be familiar to many in venture capital and private equity

After emerging from a decade-long career as an investor at 3i in the 1990s, Gail McManus received a call from a former colleague looking for new recruits for their growing fund. Inspired to utilise her deep knowledge of this burgeoning industry and her established network of seasoned investors, Gail returned the call, took on her first mandate and established PER

Gathering a team of former investors around her, Gail built a recruitment company firmly rooted in the industry it serves. The first-hand investment experience of our leadership team has been fundamental in establishing and cementing our reputation as market leader in the field. Our opinions are valued, our advice is insightful and our commitment to the sector is second to none

Nearly 25 years and over 2,500 placements later, we continue to evolve alongside private markets, all the time finding exceptionally talented people to underpin its ongoing growth and development

## OUR GLOBAL REACH



We are 60 people working in seven locations across three continents, we have a fully international network, collaborating across borders through sophisticated systems and strong personal working relationships

Our international research team is the central resource for our global network

## AT THE HEART OF PRIVATE MARKETS

Our deep network, expert judgement and generous heart make us a leader in our field

Every day, we form the connections and build the teams that shape the future of this dynamic, international industry

We are committed to improving diversity by working with our clients and the wider industry to promote change



## PER – A PEOPLE BUSINESS



25% of PER's employees focus on research



23% of PER's team have worked here for over a decade



30% of PER team members were promoted in 2020

## PER IN NUMBERS

2500  
PLACEMENTS

300  
PLACED  
IN 2020

25  
YEARS IN  
BUSINESS

# THIS ROLE AND ITS IMPORTANCE

RESPONSIBILITIES, OPPORTUNITIES AND THE APTITUDE WE ARE LOOKING FOR

## RESEARCH ANALYST

ATTACHED TO OUR SINGAPORE OFFICE

The networks built by our Researchers form the foundation of our business. In this essential role, you'll develop and nurture the relationships with clients and candidates that set PER apart



We will guide you through the intricacies of private markets and train you to use leading-edge recruitment technology to pinpoint people with the skills our clients need



You'll be immersed in this exciting and dynamic sector from day one, engaging with extraordinary people who are shaping global financial markets



Opportunities abound in our fast-growing business for people with the right aptitude and attitude

## A UNIQUE OPPORTUNITY; A BRIGHT FUTURE



*PER is a place where someone with drive and ambition can learn and grow in a highly supportive and friendly environment*



HARRY GWYNNE  
RESEARCH CONSULTANT

For the past 25 years, we have grown and evolved alongside private equity, developing services as the market diversifies and expanding across continents as clients globalise

Historic levels of investment in private markets is creating unprecedented demand and we are continually evolving our business to meet it

Our Researchers support the consultants by identifying and engaging with candidates across industries relevant to private market investment funds



## KEY COMPETENCIES

YOU HAVE ...

- The personal discipline to strive for the best answer
- The confidence to articulate your ideas and follow them through
- The commitment to achieving successful outcomes
- The desire to build long lasting relationships
- High-level spoken and written English and Mandarin
- The right to work in Singapore

YOU CAN ...

- Demonstrate great listening skills and ask insightful questions
- Deliver to the highest standard with immaculate attention to detail
- Consistently deliver high quality verbal, written, formal and informal output
- Problem-solve and always go the extra mile to delight your clients

# RECRUITMENT PROCESS, COMPENSATION AND DEVELOPMENT

HERE'S HOW WE'LL SELECT AND REWARD OUR RESEARCH ANALYSTS

## WE VALUE ABILITY OVER PREVIOUS EXPERIENCE

### THAT'S WHY:

You'll meet the team you'll be working closely with and get a taster of day-to-day activities

You'll spend time with the PER people involved in your training, development and progression within the group

We encourage you to be proactive throughout the process, letting us know what's important to you and what you're looking for in a fulfilling career

If it looks like we could be right for each other, you'll speak to members of our Senior Leadership Team



## COMPENSATION & BENEFITS INCLUDE

**A competitive base salary and the opportunity for results-based compensation progression**



Team-based discretionary bonus



Entry into group company profit share scheme after 12 months



25 discretionary days holiday



Based in our Singapore office



Great social impact strategy, including a volunteering day



Career progression and continuing development is important to us; we'll do all we can to support your professional journey  
Ours is a results-oriented business and we reward success

# MEET SOME OF OUR TEAM MEMBERS

OUR CLOSE-KNIT TEAM WORKS COLLABORATIVELY TO PROVIDE SUPPORT AND ENSURE SUCCESS



## GAIL MCMANUS

FOUNDER AND MANAGING DIRECTOR

Gail is a passionate member of the private equity community and is actively involved in developments that shape the sector, from compensation strategies to diversity, ESG and mental health. Gail oversees strategy and uses her first-hand industry experience and extensive network to support the work of the Research Team.



## SHARON CHAMMAH

HEAD OF RESEARCH

Sharon has been part of the PER team for over 10 years; leading the research effort on senior searches. Sharon also manages and trains our researchers, providing guidance as they develop their careers.



## LINN CHENG

HEAD OF ASIA

Managing our business in the Asia Pacific region and oversees our Singapore office. She works closely with global private equity funds, alternative investment managers and institutional LPs to build their teams across investment, fundraising and investor relations.



## JACK FU

REGIONAL GENERAL MANAGER

Jack focuses on investment and investor relations roles across Asia. His clients include private equity firms with investment strategies spanning buyout, growth and venture capital.

# THE NEXT STEPS

HOW WE'LL DECIDE IF WE'RE RIGHT FOR EACH OTHER

## STAGE 1: GET IN TOUCH LIKE WHAT YOU SEE? LET US KNOW!

On the next page, you'll find details on how to contact us and get the ball rolling

## STAGE 3: EXERCISE IMPRESSIVE! TIME FOR A TEST RUN

You'll be invited to undertake a small case study with the Singapore team. It's a great way to discover how we work and will go some way to cover most aspects of the role of a researcher at PER

## STAGE 5: FINAL INTERVIEW YOUR TIME TO SHINE

Meet with Gail McManus to discuss our strategy and your career aspirations  
We'll be looking for high performing individuals with a passion for recruitment



## STAGE 2: INTERVIEW WE'RE INTERESTED; LET'S TALK

You'll meet with members of our Singapore team to talk about the role and your motivations

## STAGE 4: OPQ LEARNING ABOUT YOU

You'll be invited to complete an online personal questionnaire that helps us think about how you would fit into the business and how we can support you to ensure you can achieve your true potential. We will talk through the report with you.

# HOW TO APPLY

WE'RE LOOKING FORWARD TO HEARING FROM YOU

**CLICK THE LINK BELOW TO  
REGISTER YOUR INTEREST**

**YOU JUST NEED TO LET US KNOW:**

- Your name and email address
- Where you heard about this opportunity

**CLICK HERE  
TO APPLY**





