

INTRODUCTION

ASCENT GLOBAL PARTNERS' aim is to provide the highest level of recruitment services to both our clients and candidates around the world, while at the same time providing a professional and exciting work environment, where our employees can build their careers.

Ascent Global Partners takes pride in providing its clients with superior front office and HR business solutions. Founded in June 2012, the firm is headquartered in Tokyo under the careful guidance of Representative Director John Byrne. Initially specializing in the Japanese equities market the company has grown exponentially to cover fixed-income, asset management, wealth management and insurance. Ascent Global Partners consultants' vast experience in working across the financial services industry in Japan and the APAC region is founded on integrity and excellence. AGP takes pride in becoming the preeminent boutique recruitment firm for the financial sector. With our combined industry experience of upwards of fifty years, AGP's clients are assured in the knowledge that we will find the most highly skilled and accomplished personnel to fulfil their specific hiring needs. We are committed to developing long term relationships with our partners and providing them with many years of steadfast service.

Current Business Sectors

- Equities
- Fixed Income
- Asset Management
- Wealth Management
- Insurance

Our Approach

Ascent Global Partners offers a bespoke recruitment service tailored specifically to each client's needs. We engage closely to ensure the most appropriate and successful business approach.



FOR CLIENTS

Knowledge

At Ascent Global Partners we take pride in and stand by our knowledge of the APAC market. We aim to bring our clients the most relevant and up to date information and be a true resource for helping them grow their businesses. Each of our team members is an expert in their given capacity and takes pride in keeping astride of the changes and developments inherent in their industries.

Culture

Every market is influenced by the culture in which it resides. At Ascent Global Partners we address Japanese culture with the utmost sensitivity and adapt our international approach to the nuances therein.

Strategy

Ascent Global Partners applies a range of recruitment strategies according to client needs. These include retained, exclusive, contingent and customized team build-out strategies. It is exceedingly important to us that our client's needs are carefully considered and addressed effectively.

Partnership

At Ascent Global Partners we wish to foster long term relationships with our clients. In order for these relationships to prosper we believe in developing strong partnerships built on dedicated service. In addition to finding the best potential recruits we offer advice on best recruitment practices, market salaries, competitor movements, organizational breakdown and strategic hiring opportunities.

Integrity

At Ascent Global Partners we value integrity in our work. Our approach to business always considers the lasting significance of our efforts and commitment. We value long term relationships and ethical standards over short term gain. Our business is only as strong as the relationships we foster on both the client and candidate side. Honesty, integrity and commitment are the foundations on which we have built our service.

“To give real service you must add something which cannot be bought or measured with money, and that is sincerity and integrity.”

– D. Adams

“If you have knowledge, let others light their candles in it.”

– M. Fuller

SEARCH STRATEGIES

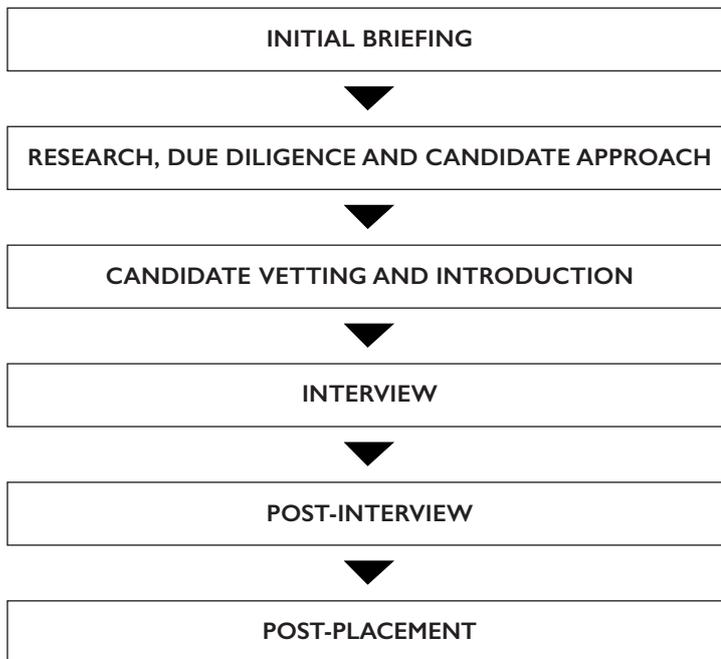
Retained Search

Retained search is *our premier service* and guarantees delivery on a search. Retained searches are typically used when a search is:

- **Confidential** in the case of replacing an incumbent or a new business area.
- A **senior level** search where the client expects the search to be conducted in a professional and timely manner with leveraged market expertise.
- A **thorough** market search (competitor candidates, headcount, revenues etc.) requiring a dedicated consultant where research and market intelligence reports are expected.
- **Streamlined** and process driven with regular reports.
- For **new business** entering Japan that doesn't want or has yet to establish a HR function.

Our consultants in the past have worked successfully on a number of retained searches, delivering 100% of the time.

PREMIUM RETAINED SERVICE



Exclusive Search

An exclusive search enables us to work for an agreed period with a client during which time we present as many relevant candidates for a search as possible. This time is usually 4-8 weeks after which period the client is entitled to redefine the search criteria or open the search up to other channels.

An exclusive assignment represents a strong commitment from our clients and Ascent Global Partners' effort and assured service reflect this.

Contingent Search

A contingent search is a process whereby Ascent Global Partners is remunerated upon the successful completion of a search assignment. This style of search doesn't bind Ascent Global Partners' consultants to successfully completing the mandate however we approach these searches with the same attitude and commitment that can be found throughout all facets of our work. Ascent Global Partners' consultants have completed hundreds of these assignments in the past.

Customized Team Build-out

This strategy is structured towards emergent clients who don't typically have a HR presence on the ground and wish to establish or expand their business in Japan. With this type of search we typically work on a retained or exclusive basis with our clients.

Ascent Global Partners has years of experience helping clients to build their businesses in Japan.

Who Are Our Clients?

Our client base consists of Tier 1 Global and Domestic Institutions and Tier 2 Domestic and International Institutions. Ascent Global Partners is proud to have worked with and continue to work with the leading financial institutions from around the world.

FOR CANDIDATES

The right path

Career paths are important. At Ascent Global Partners we understand this better than anyone. We are entrusted by our candidates to offer guidance and support towards choosing the right career path.

Mutual trust

Ascent Global Partners strives to become the long-term trusted partner of our candidates by listening to them, displaying a deep understanding of their field and offering appropriate and fruitful consultation.

Integrity

In line with our company standards we treat all of our candidates with the highest degree of integrity, discretion and professionalism.

JOHN BYRNE
REPRESENTATIVE DIRECTOR



JOHN is the founder and Representative Director of Ascent Global Partners. He began his career in recruitment in 2002 and has established a reputation as a reliable and proactive business partner. John is currently responsible for business development, executive search and managing the Japan office of Ascent Global Partners. Prior to his work at Ascent Global Partners, John worked at a global front office retained firm where he specialized in the Japanese Equity Market. In this position he ranked among his peers as the top biller globally in the financial recruitment space.

John received his education in Ireland where he graduated with a degree in Software Engineering. After working for Sun Microsystems (now Oracle) for three years, John moved to Japan where he began his recruitment career. He later worked as Business Development Manager for an IT firm before returning to recruitment and in time developing his own successful firm.

He has successfully placed many executive level candidates - including Branch Managers, Managing Directors and Business Heads - for major international financial institutions. John's achievements have been based on initiative and integrity and have established him as one of Tokyo's most reliable and sought after recruitment consultants.

John lives in Tokyo with his wife and three wonderful children.

CHU FANG CHIANG
DIRECTOR



CHU joined Ascent Global Partners as Director in March 2015, bringing with her more than ten years of recruitment industry experience. She specializes in front office Fixed Income, Currency, Commodities, Multi-Assets Structured Products and Private Banking.

Chu has successfully built a highly regarded reputation as a committed and dependable consultant since she began recruiting in 2004. On multiple occasions Chu has been ranked as the top Japan biller at her respective recruitment firms.

Chu developed and fortified her financial knowledge with a Bachelor's Degree in Banking from the National Chengchi University in Taiwan and followed this with a Master's Degree in Science from the United States. She is an adept linguist as a native Chinese speaker with fluency in English and Japanese. Prior to joining Ascent Global Partners, Chu worked as a senior consultant at two Asian search firms where she concentrated on recruitment within the global markets area.

She has successfully completed assignments at Managing Director, Director and VP levels for Sales, Trading and Structuring positions at both Major International and Major Japanese financial institutions based in Japan.

Chu's passions include travel and taking care of her adorable pet dogs, Cherry and Lemon!

COVERAGE AREAS

Equities

- Agency Trading
- COO and Management
- Derivative Sales and Trading (OTC and listed)
- DMA
- Foreign Equity Sales and Sales Trading
- Investor Relations (Corporate Access)
- Portfolio Sales and Trading
- Prime Brokerage
- Quantitative strategists
- Research
- Sales
- Sales Trading

Fixed Income

- Credit Sales, Structuring, Trading
- Fixed Income Research & Strategists
- Futures and Options
- FX Sales, Structuring, Trading
- Rates Sales, Structuring, Trading
- Structured Products Sales and Structuring

Asset Management

- Analyst/Strategist
- Management
- Portfolio Manager
- Product Development
- Product Specialist
- Relationship Manager
- Sales & Marketing

Wealth Management

- Private Banker
- Product Development

Insurance

- Accounting
- Actuaries: Life, Non-Life & Consulting
- Agency Sales
- Brokers: Re-insurance & Retail
- Corporate Distribution
- Corporate Planning
- Direct Marketing
- Financial Planning
- IT Systems
- Life Insurance
- Non-life Insurance
- Operations
- Re-insurance
- Risk Management
- Underwriters: P&C and Medical