



ZPEED
Recruitment

Your Trusted Recruitment Partner in
C-Suite Executives & Key Talents

About ZPEED

ZPEED is a premium recruitment firm that delivers world-class C-Suite Executive and Key Talent searches for Startups, Scaleups, Venture Capital & Private Equity Firms, Family Offices, and Enterprise clients.

Headquartered in Hong Kong, with regional talent search coverage across Chinese Mainland, Southeast Asia, Australia, and the Middle East. We cover full-cycle recruitment services in Retained, Exclusive, Contingent, or Project-Based.

C-Suite & Senior Executives CEO, CFO, CTO, COO, CCO, CDO, Board of Director, INED, Board Advisor Country Manager, General Manager, Managing Director, Venture Partner		
Sales & Marketing	Innovation Technology	Accounting & Finance
HR & Operations	Digital & Product	Investment

About Our Founder

Tony Chiu is the Founder & Managing Director at **ZPEED**. Currently based in Hong Kong, with regional talent search exposure in Chinese Mainland, South East Asia, Australia, and the Middle East. He speaks fluent Cantonese, Mandarin, and English.

He started his career in the Innovation Technology, and SaaS industry. Since 2017, he has served as a B2B Enterprise Sales professional at **Meltwater** and **LinkedIn**, solving clients' problems by leveraging best-in-class Technology Solutions, including B2B SaaS, Social Media Intelligence, Marketing and PR Tech, Social Commerce, HR Tech, AI Recruiting, Talent and Learning solutions. These industry experiences gave Tony incomparable advantages in understanding the talent needs, in-depth market knowledge, and valuable people connections.

After realizing his true passion for Talent and Career Facilitation, he then pivoted into the recruitment industry by connecting the best-fit Talent with leading Startups, Scaleups, and Enterprises around the globe. He has received multiple promotions & outstanding performance awards at **Randstad** (e.g., **Top 3 Biller of the Year, Performance Club Winner, Customer Excellence Award**), and is responsible for C-Suite Executive mandates at **Wellesley Associates**.

In 2024, Tony started **ZPEED** with an aspiration to deliver world-class recruitment services to Startups, Scaleups, Venture Capital & Private Equity Firms, Family Offices, and Enterprise clients. He always acts as the trusted Talent Advisor to the HR Leaders, Hiring Managers, Founders, and Investors, with a good track record in Mid-Senior and C-Suite Executive placements.



Tony Chiu
Founder & Managing Director

Hong Kong Talent Engage Event: “Hong Kong: A World of Opportunities” For Malaysian Graduates



Hong Kong Talent Engage

20,308 followers

9mo •

Hong Kong Talent Engage (HKTE) successfully hosted an online seminar titled “Hong Kong: A World of Opportunities” last Saturday, providing Malaysia graduates with valuable insights into the ample advantages of pursuing their development goals in Hong Kong.

During the seminar, Ms Anna Au, Deputy Director of HKTE, highlighted Hong Kong's unique advantages of enjoying strong support of the Motherland and being closely connected to the world, which provide abundant resources and opportunities for personal and business advancement. Additionally, she introduced Hong Kong's Talent Admission Schemes and HKTE's supporting services, assisting graduates in planning for their paths for success in Hong Kong.

Navigating the Job Market for Fresh Graduates: Ms Jenny Yuen, Regional Account Manager, Human Capital Solutions, Aon Solutions Hong Kong Limited, shed light on the latest job market overview and comparative pay scales across different regions.

Panel Discussion - Unleashing Your Potential in Hong Kong: Ms Jenny Yuen and Mr Emerson Ong, Senior Manager of Client Development, New World Development Company Limited, engaged in the panel discussion moderated by Mr Tony Chiu, Manager Director, ZPEED Recruitment. The discussion focused on the tips tailored to graduates for career development and how to settle in this vibrant city. Mr Ong, an incoming talent from Malaysia, also expressed passion for working and living in the cosmopolitan Hong Kong.

Macao Startup Day 2025 | “Startup Talent x Greater Bay Area”



Macao Startup Club 呈獻

2025 startup day 澳門創業日

Speaker Line Up 嘉級分享嘉賓

14:30

陳嘉樂
Ricky Chan
Founder
XOXO Beverages Limited
XOXO Beverages Limited (創辦人)

羅啓東
Calvin Sio
Founder and CEO
ZENICE OBJECT TECHNOLOGY CO., LTD.
智物科技有限公可 (創辦人兼首席執行官)

Moderator
招庭謙
Tony Chiu
Founder,
ZPEED Recruitment
ZPEED Recruitment (創辦人)

Fireside
Global Views:
Starting Up in the Greater Bay Area
大灣區新創企業的全球視野

Hear how Macao's unique propositions and talent resources make the city the ideal starting point from Forbes 30 Under 30 Asia 2025 awardee Ricky and founder of Macao's first ISCC PLUS accredited startup Calvin, moderated by young founder Tony.

嘉賓：Forbes Asia 30 Under 30 2025 得主 Ricky，以及澳門首間獲得 ISCC PLUS 認證的新創企業創辦人 Calvin，分享澳門獨特的優勢與人才資源，如何在這座城市成為理想的創業起點。主持：年輕創業者 Tony。

了解更多



Middle East Trip: LEAP Conference at Riyadh, Saudi Arabia



Hong Kong FinTech Week: Global Fast Track 2025 (Service Champion)

ZPEED Recruitment



ZPEED Recruitment is a premium human capital firm that delivers C-Suite Executive and Key Talent searches (e.g., Sales & Marketing, Digital Technology, Artificial Intelligence, Finance, Investment) for Startups, Scaleups, Venture Capital, and Private Equity firms. We are headquartered in Hong Kong, with regional talent search coverage across the Greater Bay Area, Southeast Asia, Australia, and the Middle East.

Visit their [website](#) to learn more

Global Fast Track Offer

- C-Suite & Organizational Planning: Structuring your leadership team for growth from Series A to Pre-IPO.
- Employer Branding Advisory: Enhancing your employer marketing strategy to attract and retain top talent.
- Hiring Tips (Do's & Don'ts) For VC-Backed Startups: Practical talent hiring best practices and success stories from the startup ecosystem

Ideal For:

- Founders and C-Suite Leaders
- HR and Talent Acquisition Professionals
- Direct Hiring Managers

How to claim / If you have any queries :

- Contact Tony Chiu (Managing Director) directly at tony.chiu@zpeed-recruitment.com.

Eligibility and usage information:

- Limited discounted service packages will be offered exclusively to GFT participants if the engagement is made on or before 30 November 2025.



Apply Now



EN / 中 / 繁

Register Interest for 2026

Hong Kong FinTech Week & StartUpweek Festival 2025



Global Fast Track 2025

Launch & Scale Your Tech Future in Hong Kong – Asia's Innovation Hub

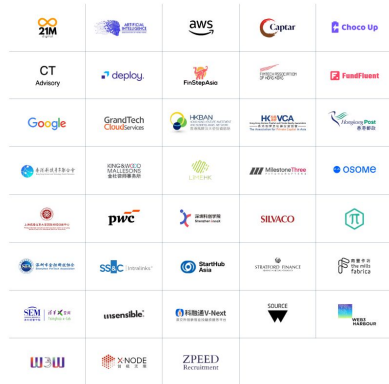
Applications for Global Fast Track 2025 are now closed, but 2026 registration is open. Connect with 120+ investors and corporates – pre-register below to secure your spot for next year.

Register Interest for 2026

Meet our 2025 Finalists

Service & Community Champions

Our Service & Community Champions span a broad range of sectors such as cloud computing, legal services, and marketing, and offer access to supportive networks. They are experts of the region's landscape and can provide advice along with on-the-ground partnerships for growth in Hong Kong and Asia.



Our Talent Search Process

- 1) Client's Needs Discovery & Consultation
- 2) Talent Market Mapping & Candidate Sourcing
- 3) Candidate Assessment & Selection
- 4) Client Interviews Arrangement
- 5) Candidate Offer Management & Negotiations
- 6) Background Check Procedures
- 7) Candidate Onboarding
- 8) Post-Placement Feedback

Our Methodology

- 1) AI-Powered Talent Database
- 2) Job Boards
- 3) Company Website
- 4) Social Media Channels
- 5) Industry News & Reports
- 6) Trusted Candidate Referrals
- 7) Industry & Advisor Network
- 8) Government & University Network



Contact Us

Tony Chiu

Title: Founder & Managing Director

Phone / WhatsApp: (+852) 9105 8962

WeChat: tinghim615

LinkedIn: [linkedin.com/in/tonychiu615](https://www.linkedin.com/in/tonychiu615)

Email: tony.chiu@zspeed-recruitment.com

Website: <https://www.zspeed-recruitment.com>