



KING DEUX SEARCH AND CONSULTING

By King Deux Group

KingDeux.com



**+70,000 exclusive
candidates from 5
locations and 3
continents**



Who we are

At King Deux Search & Consulting, we specialize in delivering bespoke talent solutions in the buy-side front office and beyond, empowering your portfolio companies across diverse commercial sectors. Our service is full-suite and extends to your affiliated businesses to maximize your return on our partnership and your investments.

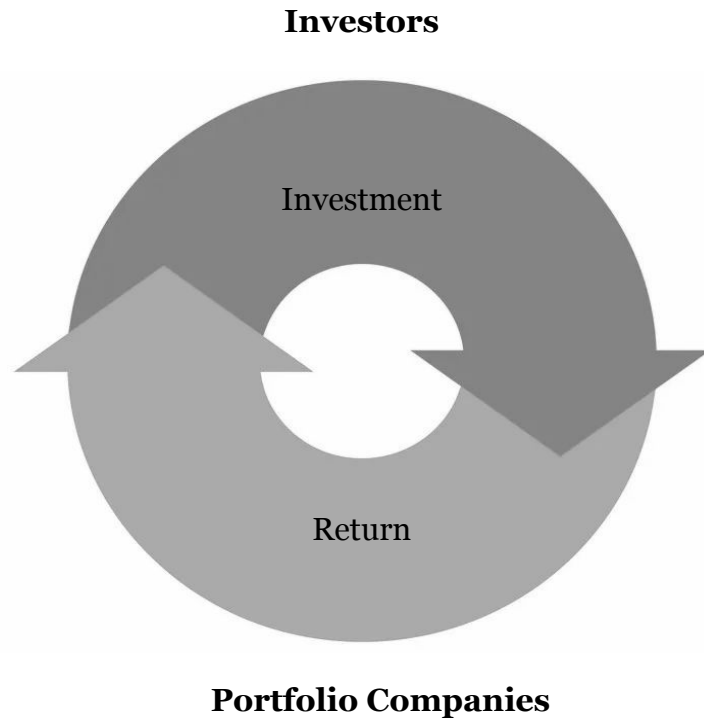
Our team of seasoned counselors boasts extensive connections within the capital market and commercial industries, as well as a profound proficiency in investment and business languages, affording us exclusive access to a network of elite talents.

King Deux aspires to be an excellent representative of your brand, not only to the professionals you hire but also to the broader talent market, showcasing your values through our team.

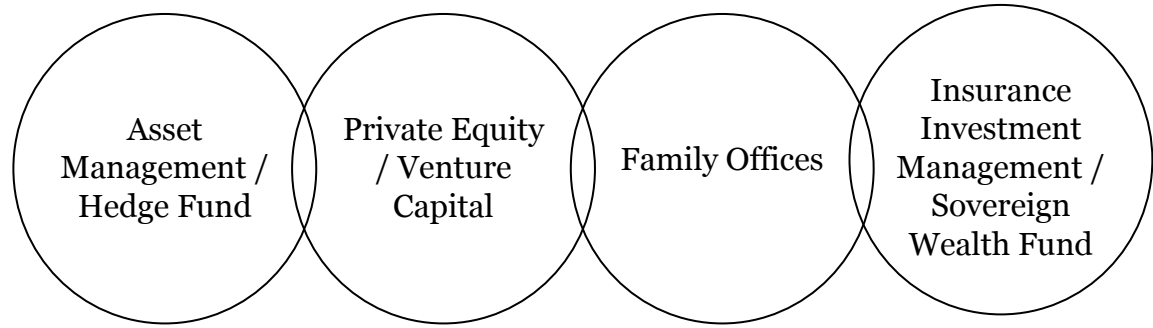
Join us in fostering a thriving ecosystem for your business, where our partnership and unwavering support for your success stand as our paramount priority.



The ecosystem

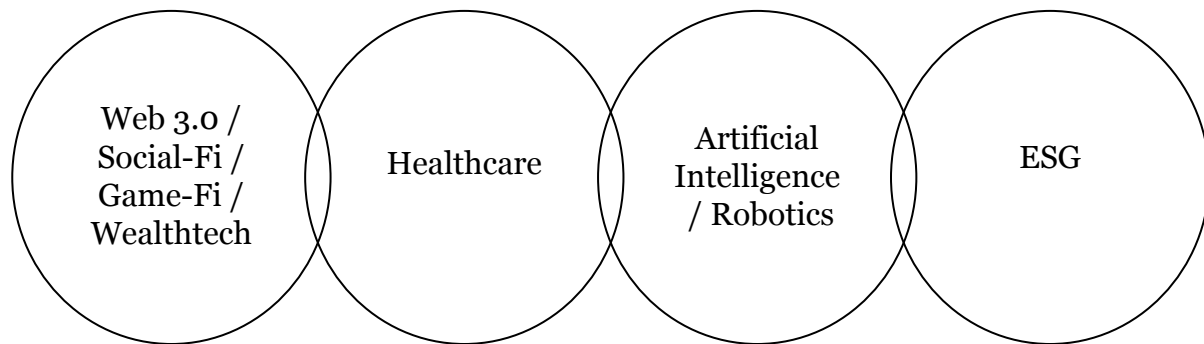


Area we cover - For Investors



- Investment & Research
- Portfolio Management & Asset Allocation
- Fund Management
- Fundraising & Investor Relations
- Sales & Distribution
- Corporate Accounting
- Reporting & Control
- Internal Audit
- Digital, Innovation & Information Technology (IT)
- Business Analysis & Project Management
- Full Stack Engineer
- Human Resources & Business Support

Area we cover - For Your Portfolio Companies



- C-Suite
- Sales & Marketing
- ESG / Sustainability
- Digital, Innovation & Information Technology (IT)

- Business Analysis & Project Management
- Full Stack Engineer
- Accounting & Finance
- Human Resources & Business Support
- Strategy & Investment

Our presence



Recent track record

Family Offices & Funds

Single Family Office	Investment Manager, Equity Analyst
Multi Family Office (EAM)	Executive Director, Relationship Manager
Private Equity Fund	Finance Controller
Venture Capital Fund	Fund Operation / Admin
Multi Family Office	Internal Audit Manager

Portfolio Companies

Fintech	Country Manager, India
Alternative Energy	Chief Financial Officer, Shanghai
Alternative Energy	Head of Sales, Greater China
Wealth Tech (Digital Asset)	Director, Business Development, MENA
Social - Fi	Community Manager, Hong Kong



Our values

Infinite Perfectionist

We are here to grow, improve, and achieve with you. We set high standards in our service and relentlessly pursue them. Our unwavering dedication to perfection will help us stand out from the crowd and achieve unparalleled success. Let us be your trusted partner in this journey as we collaborate to unlock new opportunities and achieve remarkable results.

Your best brand advocate

Your success is at the heart of our mission. We are committed to represent your brand with utmost authenticity, aligning ourselves with your vision and values. As your brand advocate to the talent market, we strive to effectively communicate your message, highlight your unique strengths, and attract top-tier talent to your organization. You can rely on us to be your trusted partner in promoting your brand and elevating your business to new heights

Your back rock for success

At our core, we believe that the right team is the foundation of success. As your talent partner, we are dedicated to helping you build and maintain that foundation. Through our consultation and expertise, we work with you to create a team that is the perfect fit for your organization. We understand that every team is unique, and we take the time to get to know your organization's goals, culture, and values. With this understanding, we can help you find the talent that will drive your success. Together, we can create a team that will ride the years and challenges with you, and achieve success beyond your expectations.



Bespoke solutions

- Contingency Search
- Confidential Executive Search
- Retained Search
- Staffing, Contracting & Secondment
- Benchmarking & Market Mapping
- Talent Solutions Advisory & Talent Market Branding Consultancy



Partner-centric consultative approach

Consulting session

At our consultancy, we are dedicated to providing expert consultation on recruitment best practices to help you find the best possible talent for your organization. We insist on a consultation meeting with your team in person to gain insight into your job requirements, vision, and values, this allows us to represent your brand with delicate authenticity.

During the consultation, our experienced consultant will provide tailored advice and recommendations on best practices, including compensation benchmarking, search direction, and necessary assessments as part of screening. We will work closely with you to develop a customized recruitment plan that aligns with your organization's unique needs and goals.

Our expert consultation, combined with our dedication to understanding your needs comprehensively, sets us apart as a trusted partner in recruitment.

Search Proposal

At our consultancy, we believe that a successful recruitment process requires a tailored search strategy that is aligned with your organization's unique needs and goals. Together, we will agree on a customized search strategy that includes target profiles, key sourcing channels, and a clear timeline. We are committed to providing you with regular feedback throughout the process.

We understand that trial and error is often inevitable in niche searches, but we remain highly targeted in our selection of profiles for each strategy. Together, we will refine and modify the search strategy as needed to ensure that we identify the best possible talent for your organization.

Our goal is to uphold King Deux excellent service level while providing you with a recruitment solution that meets your unique needs and helps your organization thrive.



Partner-centric consultative approach (cont)

Presentation and Selection

At King Deux, we are committed to providing our clients with an effective and efficient screening process. We hold ourselves to a high standard and only present candidates who meet our firmwide criteria. Prior to presenting a candidate, we take the time to meet, understand, and connect with them on a personal level to ensure the best possible match with your expectations. We are dedicated to facilitating your recruitment process in every way possible, from salary negotiation to expectation management and offer management. Our experienced consultants have a proven track record in managing front-office candidates in various situations, mitigating risks and costs for our clients.

Post placement care

At King Deux, we strive for infinite perfectionism in our services.. We offer a comprehensive approach to ensure a smooth onboarding process for your newly identified talent. This includes monthly interactive consultations between your team and the candidate to align expectations and troubleshoot any potential issues. Our goal is to help the talent quickly adapt to their new environment and hit the ground running, ultimately contributing to the success of your organization.

Key sourcing channels

The KDS Team	18+ consultants / researchers globally (2024 June)
Premium Market Outreach	>50,000 candidates outreach / day
Career Website	Organic view +7000 visits / month (2024 June)
Premium Job Boards	top-up exposure to relevant candidates globally
King Deux community	+69,000 candidates in capital & commercial market (2024 June)



Words from founder

King Deux is founded with a heartfelt vision to become a one- of-a-kind search firm that brings together our visionary clients and exquisite talent of our firmwide standard.

We strive to differentiate from our competitors by living and breathing our values each day, each meeting, each call with everyone who walks into the door of King Deux Search & Consulting.

We believe that recruitment is so much more than an introduction but more of your life-long, entrusted career partner where together we perfect ourselves in this career of infinite opportunities.

We welcome you to be part of our journey while we are thrilled to become yours.

Highlights of founder

- Over 8 years of expertise in financial services industry with front office as forte
- Top biller at Hays and Randstad for consecutive years
- Build up front office desk from Randstad from scratch across PE/VC, Private Banking Asset Management, RBWM, Corporate Investment Banking
- Trained up top billers in the industries over past years



Scarlett Chan
Director

Highlights of director

- Over 7 years of experience in recruitment across the APAC & Greater China region
- Specializes in recruiting senior and C-level roles within the commercial sector, with expertise spanning Sales & Marketing, Digital, and Corporate functions, among others
- Encompasses a diverse range of industries such as Real Estate, Hospitality, IT&T, and Professional Services
- Was back to back top biller at Randstad and consistently led a high-performing team



Oscar Lam
Associate Director

Highlights of associate director

- Over 7 years recruitment experience within Commerce & Industry and Banking & Financial Services sectors
- Specialised in Accounting & Finance in hiring Mid to Senior level for Banking & Financial Services and Commerce
- Successful track records with Property, Medical Device, F&B, 3PLs, Foreign Bank, Family Offices, Asset Management and Security Brokerage clients including:
 - European CorpBank - Financial Control Function (Filled the whole team of 4)
 - Family Office - Corporate Accounting and Fund Operations positions
 - Investment Companies - Assistant Finance Manager (FRR)
 - Chinese iBank - Product Control, Transfer Pricing + PRC Tax Positions
 - Semiconductor - Assistant Finance Manager (Pre- IPO)
 - Medical Device - Financial Controller



Hear from our partners

“ King Deux has been instrumental in setting up our founding team. Our requirement is understood and perfectly represented. We are able to identify our team efficiently. ”

Multi-Family Office, Managing Partner / Co-Founder

“ Partnering with King Deux has been smooth and consultative. Not just a recruitment partner but a comprehensive talent solution partner in financial market. ”

American Long-Only Asset Manager, Chief Investment Officer

“ I met a few recruitment professionals and King Deux was among the best in terms of the approach, insights and demeanor. ”

International Media & Entertainment Company, SVP of Marketing

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To Live On, Beyond