



SPRINGING UP IN APAC

Join us in bringing great people to
great organisations across Asia Pacific.

SPRING PROFESSIONAL

YOUR NEW CAREER HIGH STARTS HERE



Join the Team

Spring Professional is a fast growing international recruitment firm specialising in the sourcing and recruitment of middle to senior level professionals and specialists.



Our Specialisations

Our teams have a strong focus on their core specialties:



Corporate Functions



Life Sciences



Engineering



Property & Construction



Finance & Accounting



Supply Chain & Logistics



Financial Services



Sales & Marketing



Information Technology



Regional Reach, Global Opportunities

Tap into our regional and global networks for instant access to talent around the world:

Our Global Spring Network

- **Europe**
 - France
 - Italy
 - Poland
 - Portugal
 - Spain
 - Turkey
 - U.K.
- **India**
- **Chile**



Dedicated resources to support your every move



State of the Art Systems

Our integrated ecosystem and top of the line front office system combines advanced sourcing technology with efficiency and convenience.



Talent at Your Fingertips

We have an advanced database of candidates across the Asia region who have extensive experience in all our specialisations.



Marketing Firepower

We have resources committed to performance in social networking, mainstream media, and industry networking.

81%

**of our employees agree that our facilities
contribute to a good working environment**

*Results from the Great Place to Work Survey, 2016



“

**We are the
fastest growing and the
most digitally advanced
recruitment
consultancy firm
globally.**

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WHAT DRIVES A SPRING PROFESSIONAL

Our brand attributes are pivotal to how we act, how we are perceived, and how as a company we grow.



Expert

We fully understand and are knowledgeable about the sectors that we support.

We invest in people that can operate at the highest level, and continually learn and always strive to educate our clients and candidates as well as ourselves.

We are world-class and results-driven.



Consistent

We are consistent in how we operate and how we serve. We aim for consistency with clients, candidates and colleagues - and how we operate both locally and internationally. With this consistency also comes dependability and excellent teamwork.



Caring

We care about the relationships that we develop with those that we connect with and we care about the importance and the value of the recruitment services that we provide.

This commitment to caring is also prevalent in our honesty and openness, allowing trust and respect to be developed.



Brave

We are brave in how we approach our clients and candidates and how we challenge ourselves.

We offer brave solutions and we are never afraid to be entrepreneurial and to bring fresh and exciting ideas to those who we connect with.

We are always passionate in how we communicate our solutions.



ADVANCING YOUR CAREER

Fast track your recruitment career - at Spring Professional, we value talent and have a meritocratic career development structure in place for our employees.

Consultant

Focused on developing your client and candidate databases, you will engage in a myriad of recruitment activities, including sourcing, interviewing, and placement.

Roles

- Principal Consultant
- Senior Consultant
- Consultant
- Associate Consultant

Manager

Tapping into your industry specialisation, our managers manage a team of 2 to 5 consultants, ensuring their teams achieve their maximum potential and activity levels, while achieving their targets simultaneously.

Roles

- Senior Manager
- Team Manager
- Assistant Manager

Director

Enterprising and highly driven, our directors manage team(s) of more than 6 consultants. While ensuring targets are met, the ability to attract and train high potential consultants is an integral part of this role.

Roles

- Managing Director
- Country Director
- Director
- Associate Director



360 Degree Consultancy Approach

Sourcing, Assessment, Consultation

All our consultants are full cycle recruitment specialists. Dedicated in the proficient delivery of an expert-to-expert approach, we provide effective recruitment and change management solutions for our clients



MAXIMISING YOUR POTENTIAL

We recognise learning & development is an integral part to creating high performance teams and we seek to help you achieve your career goals - fast.

When you join the Spring Professional team, you will have access to a wide range of development tools:



Onboarding Journey Programme

Hit the ground running with our interactive induction programme



Structured Development Programme

Laying the groundwork for sales and operational excellence



Online Learning Centre

Round-the-clock access to online learning materials



Service Excellence Courses

Hone your customer service skills to become truly world-class



Sales Leadership Courses

Whip your selling skills into shape with our intensive sales courses



Spring Academy

An intensive three-day sales academy focusing on strategy development and the usage of sales tools and systems.



Adecco Academy

Continual learning experiences through customised training programmes.



Top Talent Programme

Accelerating career development for our top talent



Leadership Development Programme

Developing the next generation of high-calibre, creative leaders



Senior Leadership Development Programme

Experiential development activity developed and designed with the INSEAD Business School in France



MBA Highlights Programme

A short intensive course compacting critical business areas for better management



I3 Leadership Programme

Delivering cutting edge theory and experiences to best equip leaders.



TAKE YOUR CAREER BEYOND BORDERS

We embrace local & global mobility, and provide limitless opportunities for our consultants to learn and grow across different brands and countries.

Experience new markets, industries, and countries with our mobility programmes.



Our Global Network

With 79 offices across 16 countries in Asia and Europe, our Spring network allows for boundless mobility opportunities.



The Adecco Group Connection

As part of the Adecco Group, our mobility options spans across not just borders, but across brands as well.



Grow Your Personal Global Network

Build a truly international network by meeting new people from beyond your office.

Looking for a non-permanent international experience?



Short Term Exchange Programme

Job swap! Take over another colleague's role for at least a month - this could be in different branches, brands, or even countries in the Spring and Adecco networks. A shorter exchange as compared to a transfer, it is an excellent step towards international mobility.



High Performers Exchange Programme

A one-way, short term international exchange programme for high performing colleagues in the Group. Offering opportunities to share and help other colleagues on professional development and business challenges, participants will shadow each other for real-time day to day learning.



YOU'RE IMPORTANT

76% of our consultants feel that they make a difference to the world of Spring and are treated as a full contributor regardless of their positions

*Results from the Great Place to Work Survey, 2016



RECOGNISING OUR ACHIEVERS

Our culture of excellence sees a culture of rewards as well. Spring Professional believes in rewarding the good work done by our consultants.



The Great Spring Escape

Top achievers, pack your luggages and be treated to an all-expenses paid luxurious vacation to an exotic locale! Our regional incentive programme recognises and rewards our best performing team members for their outstanding performance.

Our past destinations include:



Japan



Vietnam



Dubai



Bali



Local & Regional Incentives

Our teams are also rewarded on a local and regional basis, with each office having individual incentive programmes to kick your competitive side into high gear!

Our past prizes:



Apple Watch



F1 Grand Prix
Tickets



New Year Cash
Bonanza



Spring
Excellence
Awards



GIVING BACK TO SOCIETY

We are passionate about improving lives, and this includes those of our local communities.



Spring Cares

As part of our commitment to making a difference in our society, our teams are encouraged to engage in local community outreach activities.

Our official CSR programme, Spring Cares, sees our teams making a direct contribution back to our communities.

From food packing to on-site distribution, the efforts of our Singapore team have helped to provide basic necessities for lesser privileged families and individuals across Singapore.



Win4Youth

As part of the Adecco Group, our teams actively contribute towards the group's CSR programme, Win4Youth, by raising funds for disadvantaged children through sporting activities.

Every year, we make an impact on the lives of more than 3 million people and their families.



BE PART OF THE TEAM

71% of our consultants feel right at home with their team and colleagues, the camaraderie between them creating a socially friendly and welcoming atmosphere.

*Results from the Great Place to Work Survey, 2016



BENEFITS & REWARDS

Hard work should always be rewarded. Spring Professional offers a competitive range of benefits and rewards to all our team members.



Remuneration & Incentives



Competitive remuneration and commission scheme



Rewards for team and individual performances



Health & Insurance



Excellent health and accident coverage by one of the top insurance providers



Dental, optical and health screening



Lifestyle & Welfare



Birthday holidays



Time off for Sports



Birthday celebrations



End of Year parties



Parental leave

