



Cross-Cultural Legal Talent

OG Situation Analysis

Our client was a growing fixed income hedge fund with offices in Asia and Europe. We had worked with them for three years since they had first set up their business and had placed multiple candidates, including C-suite talent, with them. Having earned their trust, the client came to us with a delicate assignment: they wanted to hire a head of legal counsel. The ideal candidate needed to be an Asian national who would be able to talk to and sit with Asian regulators and be accepted by them. At the same time, though, the client wanted the candidate to have been educated at a top US school and to have experience at a top US or UK legal firm.

“This was a tough search as the exacting requirements from our client meant that the number of suitable candidates was extremely small. Fortunately Stuart Halfen was able to use his extensive network in Asia to identify someone with all the skills we needed.”

Graham Smith, Partner, Options Group

OG Approach

It was clear from the start that the search would require finding the few candidates that matched the client's ideal profile. Graham Smith, a Partner in our London office, and Stuart Halfen, a Director and head of our Sydney office, began quietly sourcing in both London and Asia. They spoke to roughly 35 people and over four months they identified 12 candidates. Out of those, two emerged as the strongest contenders.

OG Results

The successful candidate fit the profile perfectly. He received a BA and a LLB from universities located in Asia and a JD from an Ivy League law school. His experience included working across Asia for a top five international law firm, a top 50 international law firm; a Billion Dollar Club hedge fund and a major international consulting firm. The search closed in nine months; Graham and Stuart found the proverbial needle in the haystack.

Contact Us

OGiQ@OptionsGroup.com

Americas

New York +1.212.982.0900
Bogotá +57.(1).358.2602
São Paulo +55.11.4082.9010

EMEA

Frankfurt +49.(0)69.971.941.10
London +44.(0).207.448.0100
Zürich +41.43.497.3048

Asia Pacific

Hong Kong +852.2155.1300
Mumbai +91.22.6129.3200
Singapore +65.6809.2802
Sydney +61.2.8249.8335
Tokyo +81.3.6228.7460