



Your talent partner to support your regulatory and legal challenges

HELPING OUR CLIENTS DRIVE
GROWTH WITH TALENT



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Understanding your business

We understand that our clients are seeking much more in a talent partner than just securing headcount. It's about leveraging experts who can provide in demand-talent, enabling their businesses to grow and thrive. The Larson Maddox team focuses on placements from experienced to senior executive roles within the regulatory and legal functions, delivering with speed, reach, and accuracy.

Our experience working in complex regulatory environments gives you a competitive advantage to stay ahead of your peers, empowering you to successfully navigate a rapidly evolving landscape. We help attract high-performing professionals and match them with your business objectives, ensuring you have the right team in place to meet your company's goals.



Your talent partner

The Larson Maddox team offers bespoke permanent, contract, and multi-hire solutions from our office hubs across the globe. We work with you to align your business objectives with a robust talent acquisition plan, while providing complementary market research and insights.

A low-angle, upward-looking photograph of several modern skyscrapers with glass facades. The buildings are partially obscured by a large, semi-transparent white rectangular box that serves as a background for the text. The sky is filled with soft, white clouds.

PERMANENT

A company's strength depends on the sustained performance of its workforce. Larson Maddox delivers professionals who believe in your values and are committed to championing your corporate mission and vision for the long term. We offer retained and contingent services, tailored to your hiring needs.

CONTRACT

Sometimes you need support for a limited period of time to ensure your objectives are met. Our extensive network of contractors and interim senior executives have the right aptitude and attitude to integrate seamlessly into your business to drive your short-term goals.

MULTI-HIRE

Working with you on your long-term vision we can execute your larger scale talent acquisition needs through a multi-hire approach. Let us take care of the talent search cycle from source to hire.

Our industry coverage

Demand for regulatory and legal talent is high across all industries. Larson Maddox has aligned with the growing demand in the market, and the needs of our clients by being a talent partner that is focused in supporting regulatory and legal challenges across different industries. Our consultants are not only experts in their sector, but they also specialize in supporting clients across specific industries as well including financial services, life sciences, technology, energy, manufacturing and more.



**FINANCIAL
SERVICES**



**CONSUMER
GOODS & RETAIL**



LIFE SCIENCES



MANUFACTURING



TECHNOLOGY



**MEDIA, SPORT &
ENTERTAINMENT**



ENERGY



HEALTHCARE



Our talent expertise

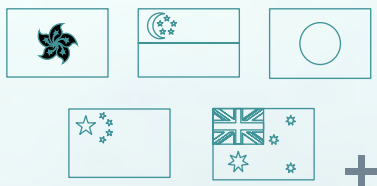
LEGAL IN-HOUSE COUNSEL

- \\ Antitrust
- \\ Corporate & Securities
- \\ Commercial
- \\ Intellectual Property & Patent
- \\ Investment Management
- \\ Litigation
- \\ Product
- \\ Regulatory
- \\ Labor & Employment
- \\ Tax, Trust & Estate
- \\ Contracts
- \\ Real Estate
- \\ Privacy & Data
- \\ Business Affairs & Legal Ethics

REGULATORY

- \\ Investment Advisor & Broker Dealer
- \\ FinTech, Payments, Privacy & Data
- \\ Consumer & Corporate Banking
- \\ Financial Crimes, Investigations & Onboarding
- \\ C-Suite & Officer Roles
- \\ Ethics, Integrity, and Conduct
- \\ Trade, Logistics & Supply Chain
- \\ Operations & Finance Roles

REGIONAL COVERAGE



Placements made across 5+ jurisdictions including Hong Kong S.A.R, Singapore, Japan, Mainland China and Australia.

RELOCATION



We helped just under 25% of our placements relocate for their next position

STABILITY



96% of candidates started and remained in their position through Probation & Rebate

CLIENT REACH

500⁺

Supporting more than 500 clients

Working together

WHAT TO EXPECT FROM TALENT PARTNERSHIP

We **consult** with you to understand the core competencies needed for each role.


Next, we map the industry and **search** our global network to identify the right people.

We **benchmark** a long list of relevant profiles against our agreed competencies in the wider talent pool.

You will receive a **shortlist** of suitable candidates who meet your KPIs.

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KEEPING YOU UPDATED
EVERY STEP OF THE WAY



We support you and your candidates during the **interview** process, from arranging to decision making.

Time to **negotiate**: we help you manage the offer process, including contracts and notice periods.

We keep in **contact** with you and your new hire to make sure everything is running smoothly.



Preferred Partnership Program



Preferred Partnership Program

Accelerate your company performance with our bespoke partnership program.

As part of the Phaidon International group, we work alongside world-leading companies as a preferred recruitment partner to find the regulatory and legal talent they need to maintain a competitive advantage.

Alongside our key account management service, we keep our client community up-to-date with any changes that will shape the future of work or affect the hiring process.

Client testimonials

Our customer testimonials and success stories demonstrate the long-term value we provide, enabling us to influence the trajectory of our clients' organisations.

We engaged the Larson Maddox team to help source for a niche role that we were hiring for our regional team. Larson Maddox consultants are indeed industry specialists, they were able to fully understand the requirements and challenges of this role from the get-go. Despite the small candidate pool available, Larson Maddox was able to successfully fill this business-critical role within a single month.

▼ Vanessa Tan,
Human Resources Business
Partnerships,
Lazada

I have had the privilege of working with Larson Maddox talent partners. The team was always fast to respond and intelligent with in-depth regulatory and legal market knowledge. They were always able to provide solutions to our talent search problems. As a result, the entire search process was smooth and organised. I would highly recommend Larson Maddox on regulatory and legal hirings.

▼ Maggie Kwok,
Head of Human Resources
Intesa Sanpaolo

Working with Larson Maddox is a step above the standard. There is a significant specialisation that the team brings to our company's hiring equation. The entire process of identifying candidates, screening & shortlisting, highlighting individuals and value-added services are all well above expectation. They provide incredible support throughout the hiring process and are always able to deliver on-time. Larson Maddox's reach in terms of candidates and profiles cannot be underemphasised either, as they have access to one of the deepest talent pools present in Singapore. It has always been a pleasure to work with them and their stellar team of Legal and Regulatory consultants.

▼ **Aditya Laroia,**
Chief Executive Officer,
Maybank Securities Pte Ltd.

This was my first experience working with Larson Maddox as a talent partner and I really enjoyed the team. They are highly professional and responsive. I appreciate how much guidance they were able to provide me throughout the entire process, even checking in on me regularly. I would highly recommend working with Larson Maddox.

▼ **Chermaine Kong,**
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