



UNICORN PARTNERS

Executive Search / Specialist Recruitment



About Us



Unicorn Partners is a premier Executive Search & Specialist Recruitment firm, serving the needs of clients mainly throughout Asia Pacific, including Japan. Established in 2016, with its APAC headquarters in Singapore. We also have an office in Tokyo.

We focus on:

- Senior Management Functions to C-Suite Roles
- Specialist talent search for Banking and Financial Service, Industrial and Manufacturing, Healthcare & Life Sciences, Corporate Services, Legal & Compliance, Logistics, Supply Chain & Procurement

We have established a strong network with global MNCs as well as with talented individuals of multiple industries and business functions across the globe.

We truly believe that human capital is the most valuable asset for any business and that recruitment is more than just about finding people, it is about partnering and supporting our client's organizational growth. We will seek to understand our client's business and organizational challenges first before we start our search process.

We are committed to the speed and quality of hiring.

Let us help you find your UNICORN!

Our Vision



To optimise demand
for and supply of a
global workforce, and
make people more
productive and
happier



Our Values



Customer-oriented

We are in people business and our core value is to connect the right people at the right place at the right time. We dedicate 100% for our customers and always think and act with the voice of customers.



Craftsmanship

We deliver what we promise, we are proud of what we do, and we won't give up when faced with difficulties. We overcome challenges in hiring great people. In order to achieve this, we have been developing skills and accumulating knowledge and experience.



Entrepreneurship

We are ambitious in solving our customers' various challenges. We always think creatively and share new ideas with our customers. An entrepreneurial spirit is essential and enables us to move forward.

Our Services

We provide both Retained and Specialist Search services for C-Suite roles and mid-to-senior functional roles, depending on our client's needs and role requirements.

Our consultants have more than 20 years of specialist and executive search in APAC and have made more than 200 placements. We have a very comprehensive approach towards helping multinational corporations in building and expanding their businesses into Asia and/ or other regions.

- RETAINED SEARCH
- CONTINGENCY SEARCH
- MARKET MAPPING / MARKET RESEARCH
- EXECUTIVE TALENT ASSESSMENT



Our Services

Retained Search

Our result-driven executive recruiters identify great leadership talents who can solve clients' business challenges. We assess various aspects of candidates: skills, experience, performance, cultural fit, motivator, family priorities and career aspiration. This multidimensional assessment provides a client with confidence in candidates who can sustain their contribution and performance.

We build deep and long-term relationships with the world's most talented individuals to ultimately build winning leadership teams for premier organizations around the globe.

All searches require a sophisticated blend of industry knowledge with understanding of business needs, corporate culture, people assessment, competition, challenges, and disruptive technologies.



Unicorn Partners' Executive Search Methodology

We partner and work closely with our clients through our detailed search process to achieve a successful placement. A typical process is as follows:



Our Services

Contingency Search

We provide 4 – 8 weeks exclusive contingency search to solely represent a particular position into a talent market on behalf of our client. We represent a client's interest and message in order to attract the best candidates. We adopt a meticulous search process that will cover industry networks and referrals as well as detailed interviews to qualify candidates.

At our client's request, we can provide a non-exclusive contingency search for 6 – 12 weeks. We will identify suitable candidates from our database and our global network based on client's requirements. We are also capable of finding Japanese business professionals through our extensive candidate pool of Japanese and English bilingual talents.



Our Services

Market Mapping / Market Research

Sometimes, our clients have their own internal recruitment team. We help them with candidate market mapping and building the candidate pipeline. If you have a missing capacity in conducting market mapping and candidate pipeline building, we are here to help you fill the gap.

Executive Talent Assessment

Effective hiring requires an internal talent assessment and executive assessment to build an organization development and strategic workforce plan. We have the capability to conduct professional and scientific assessment as well as provide feedback and advice to our clients. These tools are also used in a hiring process to select a suitable candidate.



Our Industry Expertise and Functional Specialisation

For Executive Search and Specialist Search

One of our core strengths is to identify an executive talent with strong cultural fit for our clients. Here are our focus industry specialisations and senior management function roles where we have had successful track records and specific insights to deliver on hiring.



Banking & Financial
Services



Technology, Digital &
Communication



Industrial,
Manufacturing
& PEU



Healthcare & Life
Sciences



Consumer – FMCG / F&B
/ Retail Fashion



Logistics & Transport,
Supply Chain & Procurement



Corporate Services /
Legal & Compliance



Our Geographic Coverage

We currently have offices in Singapore and Tokyo and below is the list of places where our current clients and candidates are based as well as where we have a track record of conducting executive searches in the last 5 years.

Asia Pacific

Japan	Tokyo, Osaka, Nagoya, Fukuoka, Sapporo
Southeast Asia	Singapore, Indonesia, Thailand, Malaysia, Vietnam, Philippines, India
North Asia	China, Hong Kong, Taiwan, South Korea
Oceania	Australia, New Zealand

EMEA

UK, Germany, France, Switzerland, Luxembourg, Norway, UAE, South Africa

Americas

United States, Mexico





Our Management Team

Yasuharu Yamada

Chief Executive Officer

Yasuharu Yamada is a founder and CEO of Unicorn Partners Pte. Ltd., established in June 2016 in Singapore and Tokyo and has over 18 years of recruitment industry experience. Prior to starting his own venture, he had joined a Singapore headquartered executive search firm in 2011 as a start-up member of the Global Corporate & Investment Banking, Global Transaction Banking and Private Wealth Management practices, working on senior searches across the Asia Pacific region including Japan.

The areas of his specialty are Transaction Banking, Corporate Banking, Investment Banking, Private Wealth Management and Buy Side where he has extensive experience in placing senior individuals and teams. He has worked in the executive search industry since the late 1990s. In Japan, he worked for the second largest recruitment firm as CEO of its subsidiary in Tokyo, and as Branch Manager in Osaka and Nagoya. Throughout his leadership role, he successfully led various industry practices such as Banking & Finance, IT, Internet Businesses, Manufacturing & Engineering, Chemical & Pharmaceutical and Consumer Product.

He is a graduate of Tokyo University of Science majoring in Business Administration. Prior to relocating to Singapore in June 2010, he had lived in Toronto, Canada. He is a native Japanese speaker, fluent in English, and now studying Chinese. He currently lives in Singapore with his family.

Email: yy@unicorn-partners.com.sg

[in](http://linkedin.com/in/yasuharuyamada) <http://linkedin.com/in/yasuharuyamada>



Our Management Team

Walter Tan

Managing Director, APAC

Walter spent over 27 years in the Executive Search industry, where he has earned a strong reputation as one of the leading and most experienced recruiters in the field. A domain expert in Logistics, Supply Chain and Procurement, Walter also led recruitment teams in other industries such as Healthcare, Engineering, Telecommunications, and IT. His success spans from his searches in Asia Pacific, when he placed numerous senior roles such as Regional MDs, Country MDs, SVPs, COOs, CEOs, CHROs, Executive Directors, Directors and General Managers. Walter is a firm believer in building middle management through talented hires, who will then build his clients' future management structure. Besides Singapore, Walter also had experiences taking on a Regional Head role, and starting up offices in Malaysia, Hong Kong and Taiwan.

Prior to joining Unicorn Partners, Walter had stints with two global search firms. His dedication and work consistency have won him awards such as "Top Consultant", "Top Regional Consultant", "Best Network Consultant" and even an industry award for "Recruitment Consultant of the Year" in 2015 from the HR Asia Recruitment Awards.

An Australian citizen, Walter is presently based in Singapore. He is happily married with a daughter and a son. A great believer in family time, Walter prioritises spending his weekends with his family. In his free time, he plays tennis and spends some time on the beach. Walter believes in the saying, "Do what you love, and you'll never work another day in your life".

At Unicorn Partners, Walter is currently the Managing Director for Asia Pacific. His remit is to grow and develop the Unicorn Partners brand in the region, by providing "best-in-class" Executive Search solutions to help our clients find their Unicorns!

Email: wt@unicorn-partners.com.sg

[in](https://www.linkedin.com/in/walter-tan-b4087821/) <https://www.linkedin.com/in/walter-tan-b4087821/>



Contact Us

If you have any enquiries regarding our Executive Search & Specialist Recruitment services, please contact

For APAC: Walter Tan, wt@unicorn-partners.com.sg

For Japan: Yasuharu Yamada, yy@unicorn-partners.com.sg



Our Offices

APAC Headquarters

7 Straits View, #05-01 Marina One East Tower

Singapore 018936

EA License: 16S8212

Tokyo Office

Tensho Ochanomizu Bldg. Level 4 Room 407

1-9-5 Kanda Awajicho, Chiyoda-Ku,

Tokyo 101-0063, Japan

Agency License: 13—コ—307800