

PageGroup

Welcome to Your PageGroup Journey

**"You bring the potential.
We bring the roadmap."**

At PageGroup, we don't just hire graduates — we invest in them. From Day 1, you'll have a structured learning path, dedicated coaching, and a community of peers growing alongside you.

Our Presence Globally



- **Worldwide recruitment consultancy**
- **Established in 1976 in London, UK**
- **Market capitalization of £1.3 billion (FTSE 250)**
- **Gross profit of over £842.6m**
- **Employ more than 7,300 people globally in 141 offices in 36 countries**

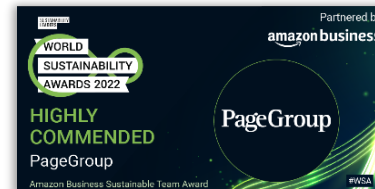
Our Presence in Greater China



- North: Beijing
- East: Shanghai
- South: Guangzhou & Shenzhen
- HK & TW

Specialized:

- Banking & Financial Services
- Digital
- Engineering & Manufacturing
- Finance
- Healthcare & Life science
- Human Resources
- Legal
- Marketing
- Procurement & Supply Chain
- Retail & Sourcing
- Sales
- Secretarial & Office Support
- Technology



#PageMakesItPossible

#YouMakeItPage

Our Purpose & Values

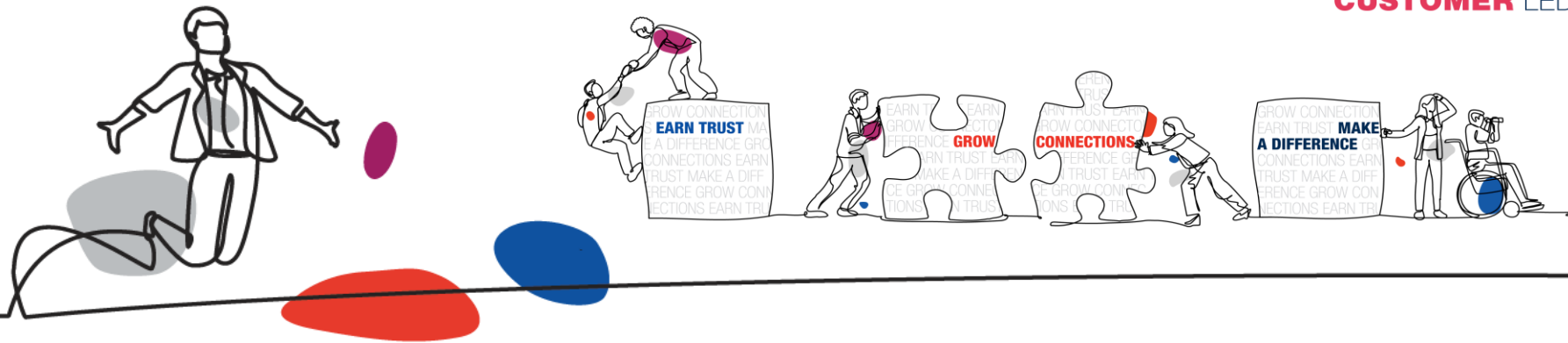
Our values guide everything we do, every day. They are a core part of our business and help set us apart in a competitive market. More than a set of statements, our values capture the essence of our brand and shape the way we work.

We hire people who we believe will live the PageGroup values. We promote people who have shown that they live the PageGroup values in the way they work and the impact they make.

PAGEGROUP CHANGES LIVES



CUSTOMER LED **PEOPLE** POWERED **INSIGHT** DRIVEN



Growth & Rewards

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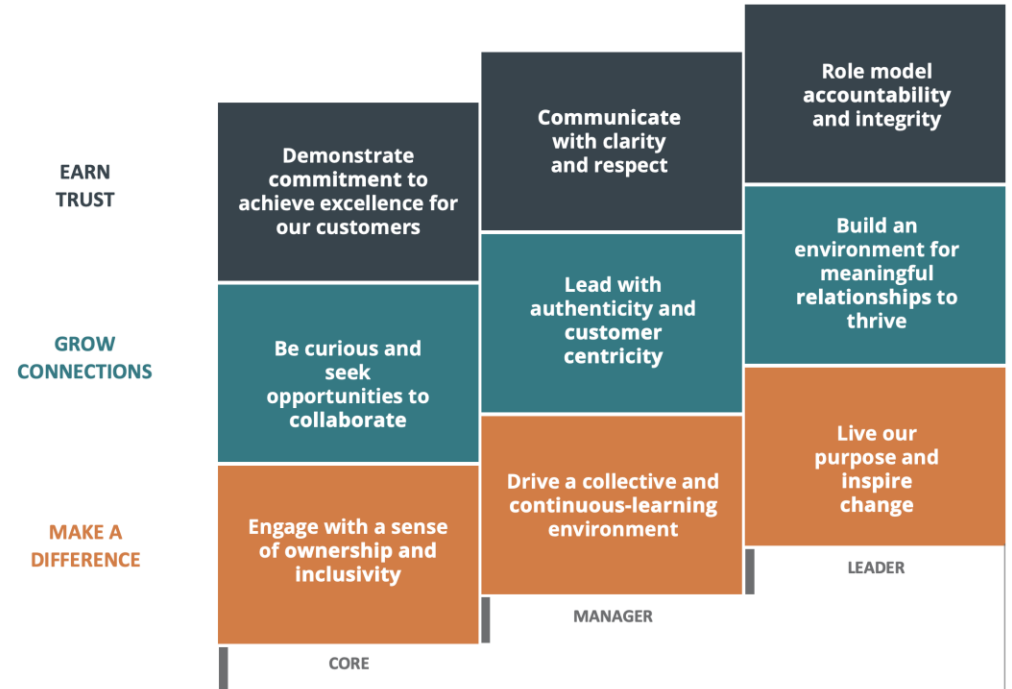
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Our Behaviours

We take pride in our professionalism, shown through our behaviours we bring to work each day. These behaviours reflect our values and influence how we work, grow and lead. They matter, which is why they sit alongside our goals in our performance reviews.

We want you to own your career with confidence. As things move quickly, staying sharp, adaptable and focused will help you make the most of every opportunity. Embedding these behaviours in your daily work will strengthen your impact and support your development.

You are not doing this alone. We support one another, speak openly and build trust through genuine connection. As you progress, look for moments to deepen these behaviours.



Growth & Rewards

100+ Hours of World-Class Training

A carefully designed learning journey that sets you up for long-term success.

100+
HOURS OF TRAINING

DAY 1

MONTH 3

MONTH 12



Extensive Onboarding

- Recruitment fundamentals
- PageGroup way of working
- Business etiquette & professional skills
- Hands-on practice & guided learning



Core Academy

- Behavioural-based interviewing
- Communication skills & questioning techniques
- Presentation & influence
- Additional role-specific capabilities

Career in Recruitment

1. A Fast-Growing, High-Impact Profession

- Play a key role in connecting talent with opportunities.
- Directly influence business success through strategic hiring.
- Exposure to multiple industries and leadership teams early in your career.

2. Clear Career Progression Path

- Growth based on performance and impact—not tenure.
- Opportunity to specialize in industries you're passionate about (e.g., tech, finance, luxury, manufacturing).

3. Strong Skills Development

- Talent assessment and interviewing techniques.
- Client management and stakeholder communication.
- Project management and negotiation.
- Market research and analytical skills.

4. A People-Centric Career

- Build long-term relationships with candidates and clients.
- Learn how to understand motivations, career goals, and organizational needs.
- Develop strong emotional intelligence and business acumen.

5. High Earning Potential

- Base salary + performance-based bonuses.
- High achievers often exceed income levels typical for early-career roles.
- Transparent targets and clear reward mechanisms.

6. Dynamic, Fast-Paced Work Environment

- No two days are the same—each search is unique.
- Opportunity to solve real business problems.
- Collaboration with diverse teams and professionals.

What roles are we hiring?

Michael Page

Associate Consultant

Location: Beijing, Guangzhou, Shanghai, Shenzhen

- Responsible for 360-degree end-to-end recruitment processes
- Develop and manage client relationships, maintain strong partnerships, and accurately capture client needs in a timely manner
- Provide clients with value-added services such as talent market insights, salary reports, and industry trend sharing
- Conduct talent search and selection through databases, job advertisements, social networks, etc.
- Schedule interviews, provide candidate evaluations, and promptly recommend suitable candidates to employers
- Handle salary negotiations, background checks, resignation guidance, and onboarding support
- Offer candidates advice on resume writing, interview preparation, and career development planning
- Collaborate effectively with internal teams to support both client and candidate needs
- Act as a team leader, helping team members improve their skills and capabilities, and support their growth and development
- Deeply engage in the industry by organizing online and offline events such as industry seminars and skill training sessions

Page Contracting

Contracting Consultant

Location: Shanghai

- Responsible for 180-degree end-to-end recruitment process:
- Collaborate with BD Managers to fulfill client needs and manage candidate delivery
- Source and screen talent through databases, job ads, social networks, etc.
- Schedule interviews, provide candidate assessments, and promptly recommend suitable candidates to employers
- Conduct salary negotiations, background checks, resignation guidance, and onboarding support
- Offer candidates advice on resumes, interviews, and career development planning
- Provide clients with market intelligence, salary reports, and industry insights as value-added services

Page Group

Sourcing Associate

Location: Shenzhen

- Working with Talent Acquisition Partner / Hiring Manager to design the sourcing strategies for new role types
- Set up filtering and matching criteria on sourcing platform
- Proactively build pipelines of candidate prospects for niche skillsets
- Create and build accurate candidate records on the database
- Track candidate progress and monitor conversion rates of submitted candidates
- Handle high volume candidate screening
- Source candidates and assess candidate qualifications via email, video or phone where appropriate



Your Leave

Paid Time off give you the chance to spend time with friends and family or enjoy more me time. At Page we offer a range of competitive options for leave.

Annual Leave



We offer you **20 – 25 paid rest days** which is beyond the statutory requirements to take a break when the 50th percentile for professional to executive is 18 – 22 days of Annual Leave in the market.

Sick Leave



We want to ensure your well-being. You will have **14 days** of medical leave per annum with full pay which is beyond our statutory requirements.

Parental Leave



We are top 10% of companies offering you **4 weeks** of Paternity Leave with full pay to spend more time looking after your new family member.



Our parental leave entitlements are better than >90% of companies in APAC

Birthday Leave



You can enjoy your **1 day** paid day off to celebrate your special day.

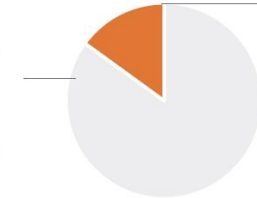
Giving Back Leave



We are proud to be the top 15% company to give something back to society. You will have **1 day** of CSR leave per year to make contributions and volunteer.

85%

Companies without CSR leave



15%

Companies with CSR leave



Page's leave benefits facilitate my work-life balance and enable me to celebrate my personal milestones.