



ASHFORD BENJAMIN

Ashford Benjamin is a specialist executive search firm, focusing on legal recruitment and compliance recruitment in Hong Kong and Asia-Pacific, with a global reach. Our motto is “Personalised Service – Expert Advice”, and we endeavour to provide the highest level of service in the market for our clients and candidates.

Who we are

Ashford Benjamin was founded with the belief that search firms should offer a better service to clients and candidates. This means taking the time to provide a genuine partnership, understanding our clients’ and candidates’ needs, and pro-actively advising on the best course of action, utilising the decades of experience we have in the legal and compliance search industry.

Our mission was to create a new type of legal and compliance search firm. One that combines responsiveness with thorough analysis, knowledge and intellectual rigour, to provide an accurate, comprehensive service. A search firm that is not afraid to question the purpose in each search, and work collaboratively to ensure the best outcome for all confirmed. A search firm that is happy to decline work that is not in the best interests of all concerned. A search firm that is prepared to advise professionals to stay where they are, if that is the best course of action for their long term goals. A search firm that has the flexibility to offer a genuinely bespoke consultancy service to the legal and compliance professions.

To do this, we employ recognised legal and compliance industry experts, with a reputation for integrity and a genuine passion for providing the best service in the market to our clients and candidates. Our people are judged on the quality of service they provide, which is monitored through feedback from both employers and job-seekers, and the number of successful placements they make, not by metrics that only benefit the search firm. We believe our success stems from passionately upholding the beliefs and values we have developed over decades of serving our clients’ and candidates’ needs.





Our team



Ben Cooper

Ben is a Barrister of England & Wales (Middle Temple) and previously practised employment law in London, before moving into executive search. He has over a decade of experience completing search mandates for lawyers and compliance professionals on a global basis.

He has been awarded Best Recruitment Consultant in Asia-Pacific by Global Recruiter and awarded Best Legal & Compliance Headhunter in Asia-Pacific by AsiaMoney.

He moved to Hong Kong in January, 2010, and has been very successful in the legal recruitment market since then, placing lawyers and compliance professionals from mid to senior level. He founded Ashford Benjamin Ltd, with the firm belief that the legal market in Hong Kong deserved a better, new kind of search firm.

Ben is a regular contributor to legal journals and is actively involved with furthering the legal profession in Hong Kong; being regularly invited to sit on industry discussion panels and regularly attending Hong Kong Law Society functions.

Aside from legal recruitment, Ben sits on the fund-raising committee of Liberty Asia – an anti-slavery charity, and has advised students on legal careers at Hong Kong University's Law School.

Ben can be reached at ben.cooper@ashford-benjamin.com or on +852 3970 7831.

Services

Ashford Benjamin is a leading executive search firm, focusing on the legal and compliance professions. The majority of our projects are confidential, retained searches for notable law firms, financial institutions, and other commercial entities, targeted on finding the highest calibre lawyers and compliance professionals for key, senior vacancies.

However, unlike many of our peers, we also devote our time to offering in-depth advice and guidance to selected, high-performing individuals on their legal careers or compliance careers. We are able to do this as we are wholly independent and 100% owned by our senior management team. This means we can offer a flexible, bespoke service to both clients and candidates, while remaining firmly committed to our values and guiding principles.

Clients

Ashford Benjamin was founded after listening carefully to what our clients needed, and with the firm intention of living up to those expectations. We maintain a client-centric approach, with every decision subject to the test question: "Does this improve our service to our client?". Our clients have told us they want a personalised service, with expert advice from experienced professionals, and that is what we deliver.

Our clients include global law firms, top tier financial institutions and multi-national companies, and we are renowned for partnering with growing businesses and working with them closely to ensure they make the right, critical hires that achieve their growth goals. We are highly selective, partnering closely with a select number of clients in each sector, and will politely decline searches that we do not feel are in the best interest of all concerned.

Our structure, and client-centric approach, means we are able to offer a bespoke service for every search project. We take the time to clarify exactly what you are trying to achieve, to advise on the market, and to put together a unique search project to ensure success, as defined by your goals. Our flexible approach means we may work on a 3-12 month retained basis for some clients; with a weekly, detailed updated long list of senior candidates, and for other clients, we produce 3 stellar mid-level CVs within 48 hours on a contingent basis. Our model reflects your needs, as opposed to you needing

to fit in with our business model. This is a wholly unique approach in the legal recruitment and compliance recruitment markets.

Candidates

At Ashford Benjamin, we recognise that candidates are also our clients. The most common complaints we have heard over the decades we have been in the legal recruitment and compliance recruitment industries, are that candidates feel they do not get a personalised service, their needs are not taken seriously, and there is a feeling the candidate is "just a number" and the consultant would prefer to put him/her into the first legal job or compliance job that comes along, as opposed to the best job for that person.

We are firmly focused on helping the right professional into the right job for him/her and the employer. This is why we will take the time to thoroughly understand your needs before discussing the search on which we have been mandated, and will only consider you for short list if the opportunity is the right match for your motivations. We do not want to waste your time by putting you forward to "make up the numbers".

Unlike most other search firms, and again, due to our unique approach and structure, we are also happy to help selected candidates with their job searches. Our reputation and length of time in the market means our expert advisors have close relationships with the majority of senior decision-makers in their specialist areas. This means we are ideally positioned to give you impartial advice on the next step in your career and represent you to a number of selected opportunities to give you the best chance of success.

We also maintain long-term relationships with legal professionals and compliance professionals, regularly consulting on salary advice, the recruitment market and trends we see in the future. This means we can advise when it is a good idea to move, and, sometimes more importantly, when it is not a good idea to move. Our mission is to see the best legal and compliance professionals in the best legal jobs and compliance jobs for them, which is a responsibility we take very seriously.



Legal Recruitment

Private Practice jobs

We choose to partner closely with law firms that are recognised as the market-leaders in their particular sectors, have sustainable growth plans, and can offer genuine career development to our candidates. We are regularly instructed on the following:

- Partner jobs
- Counsel jobs
- Senior/Managing Associate jobs
- Associate jobs

In House jobs

We are particularly renowned for placing lawyers into key legal hires in the financial services sector in Hong Kong and Asia-Pacific, including jobs in investment banks, asset managers, insurers, brokerages and private equity firms, and have personal relationships with the majority of senior lawyers within these organisations.

We are also regularly instructed on searches for legal jobs in IT, FMCG, media, telecommunications, hospitality, luxury brands, retail, construction, real estate, oil & gas, pharmaceuticals, life sciences, healthcare, not-for-profit, government, aviation and a range of other sectors. Our instructions include the following mandates:

- General Counsel jobs
- Legal Counsel jobs
- Vice President / Director / Managing Director - Legal Division jobs

If you are looking to hire in the above areas, or would like to learn more about the current vacancies in the legal recruitment market in Hong Kong and Asia-Pacific, please reach out to one of our team directly, email info@ashford-benjamin.com, or call +852 3970 7832.



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Compliance Recruitment

Compliance jobs in Financial Services

We are particularly renowned for placing compliance professionals into key compliance hires in the financial services sector in Hong Kong and Asia-Pacific, including jobs in investment banks, asset managers, insurers, brokerages and private equity firms, and have personal relationships with the majority of senior compliance professionals within these organisations. Our instructions include the following mandates:

- Chief Compliance Officer jobs
- Head of Compliance jobs
- Head of Financial Crime Compliance jobs
- Vice President / Director / Managing Director - Compliance Division jobs

Compliance jobs in Commerce & Industry

We are also regularly instructed on searches for compliance jobs in IT, FMCG, media, telecommunications, hospitality, luxury brands, retail, construction, real estate, oil & gas, pharmaceuticals, life sciences, healthcare, not-for-profit, government, aviation and a range of other sectors. These mandates include:

- Chief Compliance Officer jobs
- Head of Compliance jobs
- Anti-Corruption / Investigations jobs

If you are looking to hire in the above areas, or would like to learn more about the current vacancies in the compliance recruitment market, please reach out to one of our team directly, email info@ashford-benjamin.com, or call +852 3970 7832.



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Testimonials

“I have greatly enjoyed working with Ben. He is a conscientious, well-informed and courteous recruiter who understands not only the needs of his clients well but also the needs of candidates. Discussions with Ben are productive and constructive, and I appreciate his efforts always to contribute positively to any situation for all stakeholders involved. I would not hesitate to refer both employers and candidates to Ben for any legal or regulatory needs.” **Head of Legal, APAC, Global Financial Institution**

“Ben always takes the time to ensure he has a genuine understanding of our needs and has a very thorough knowledge of our business and culture. Our firm sits in a niche area that many recruiters do not understand, or do not communicate effectively to potential candidates. Ben spends the time to scour the market for the exact skill-set we require, rather than sending us large numbers of irrelevant CVs. Ben has also provided invaluable consultative advice on our growth and is highly communicative – reaching out to us at least once a week with information on the market.” **Managing Partner, APAC, International Law Firm, Hong Kong**

“Ben is an outstanding recruitment professional par excellence. He has great experience of the region and knows the right people and the right talent for the right role. Certainly, a stand-out in the Hong Kong recruitment industry!” **Head of Legal and Compliance, Global Asset Management Firm, Hong Kong**

“Ben is not only a subject matter expert but someone who sees things from both sides of the table. Due to his legal industry background he speaks the same language as both his candidates and clients alike, and not only fundamentally understands the roles that he works on but also understands the pressures and challenges that clients and candidates face throughout the process. He also has the ability to face off effectively with HR due to his deep understanding of the recruitment process. Someone with integrity and a commercial mind-set, a high level and trustworthy operator and someone that I wouldn't hesitate to recommend.” **VP, Recruitment, Top Tier Global Investment Bank, Hong Kong**

“After contacting Ben, he took the time to meet with me and discuss a number of potential opportunities. He seems to have a very good network and genuinely strong relationships with his clients. When he suggested the role into which he placed me, I thought it showed creativity and a real



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understanding of my transferable skills. Throughout the subsequent process, he was supportive, communicative and responsive. I always felt he had my best interests at heart and was also ensuring his client was happy (which was important to me as they were to become my employer!). This included a number of calls to both his client and me while he was on holiday. Ben ensured that not only did I get a package and job title with which I was very happy, but that I joined a team he evidently thought highly of, and into which I have settled in well. Since I have started work he has been in touch regularly to make sure I am happy and I feel he is always on hand should I need advice.” **Head of Sanctions, APAC, Top Tier Global Financial Institution, Hong Kong**

“One area in which Ben stands out, is that he does not just provide us with a CV, but his understanding of our culture and his thorough pre-screening / genuine candidate relationships, means he provides the right person. As well as his consistent delivery, Ben also regularly keeps us abreast of market news and is always happy to take time to offer consultative advice on proposed hires, retention and compensation/benefits. I have always found him to be a well-informed, conscientious and professional recruiter, with a great deal of integrity. I would not hesitate to recommend him.” **Head of AML, APAC, Top Tier Global Financial Institution, Hong Kong**



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