

TECHNOLOGY & CORPORATE FUNCTIONS

ABAYENKO



WITH A PASSION FOR DEVELOPING OUR OWN SOFTWARE

International Search Specialists



Testimonials

PUBLIC ENDORSEMENTS & CLIENT FEEDBACK



Alex Marin Gasga

Senior Partner Director, Microsoft

“Damien is a highly passionate, experienced and excellent talent executive with a wealth of knowledge in the industry and the Asia region. His sharp approach to talent selection is remarkable, as well as his advocacy for what he believes in. These were attributes I experienced first-hand and give him an edge over others in the industry.”





Val Smirnov

Executive Director, Hong Kong Jockey Club

“Had a pleasant and professional hiring experience with Damien. Insights and job market information beyond formal JDs and company profiles, other candidate stories – all was really helpful. Additional guidance through the interview process and insight into the personalities of the interviewers also helped to pass through it flawlessly. Damien has my highest recommendation!”





Raja Subbiah

Regional Practice Director, Accenture

"Damien is a very open and sincere consultant who can advise what is right for the individual. He will coach and hand-hold through the executive hiring process like a humble careers counsellor. You'll have a great time..."

Billy Leung

Vice President, J.P. Morgan

"Damien is a driven, responsible and responsive consultant with whom I have recently partnered. As recommended to me, he has an impressive network and a superb working knowledge of the industry. Thanks for all the support thus far.. Keep it up!"



Matthew Hum

Chief Technology Officer, CyberForce

“Damien was everything you could want from a recruiter. He got to know me and my skillset rather than ticking off a checklist. He communicates well and explains why you may (or may not) be a good fit. His empathy is refreshing and somewhat new to the industry. This likely comes from two decades spent in Asia, which clearly made him aware of local culture and the Chinese language. Damien is hands down one of the Top 3, if not the Top, recruiters I have ever worked with.”

Rahul Lohar

Associate Director – Cyber Security, FWD Insurance

“I had a fantastic experience with Damien. He was simply brilliant and spontaneous throughout the engagement. Damien listens carefully to the entire story and always suggests viable, if not the best possible solutions. He is easily the most technical recruiter I’ve come across, or at least the only one I know that taught himself to code in Python, Golang and JavaScript. Keep up the good work mate.”

Ravindar Kumar

Head of Enterprise Services, Aruba

“Damien is hardworking, results oriented and collaborative. He consistently produces high quality work, helping clients achieve their goals and exceeding expectations. I love working with him.”



Gregg GohTeckHua

Chief Information Security Officer, NTUC

“Damien is very helpful and goes the extra mile for his clients. I really appreciate his efforts. Thanks for everything..”

Matteo Perazzo

Director of Pre-Sales, Skybox Security

“I had the opportunity to collaborate with Damien and I really appreciated his straight forward approach, clear communication and honesty. All good qualities to set the ground for success!”

Chieh-Hsin Tsing

Enterprise Account Executive, Red Hat

“Damien is known to my friends as an expert recruiter who brings out the best in any candidate. I hope to have the pleasure of working with him again and I would recommend him to anyone searching for a new career opportunity.”

Saman Fatahpour

Bug Bounty Programmer & Security Engineer, Crypto.com

“Damien and his friends did a big favour for me. I highly recommend Damien as a recruiter and would love to work together again.”



Specialisms

SECTOR COVERAGE & INDUSTRY VERTICALS

SENIOR APPOINTMENTS & BOARD

EARLY CAREERS & SPECIALIST HIRES

Technology and corporate functions

Technology
Cybersecurity
Risk & Compliance
Renewables & Environment
Accounting & Corporate Finance
Automotive, Aviation & Aerospace

FinTech

Identifying future leadership within modern financial technology spanning the fields of digital banking, payment systems, quant trading and blockchain engineering.

Accounting

Advising tax, audit and assurance professionals of all stages including part-qualified management accountants pursuing professional qualifications such as ACA, ACCA & CIMA.

Financial Risk

Deepening relationships with actuaries and financial risk managers across insurance, wealth and asset management, retail, commercial and private banking.

Cybersecurity

Enlisting information privacy and security personnel forming lines of defence to combat the evolving cyber threat landscape.



— **People Strategy**

Embedding people, talent and culture leaders into forward-thinking organisations with shared values and purpose.

— **Health & BioTech**

Assisting technologists with a passion for improving the quality of human life through advancements in medical, pharmaceutical and diagnostic technology.

— **Big Data & Cloud**

Hiring DevOps practitioners, cloud security architects, data infrastructure, platform and site reliability engineers handling containerised applications and automating deployments across hybrid cloud environments.

— **Corporate Finance**

Furthering careers in quantitative risk, treasury advisory, fund management and private equity for CFA qualified financial modelling specialists performing complex valuations of derivatives, commodities, infrastructure and other financial instruments.

— **Artificial Intelligence**

Bringing together a close-knit community geared towards the next generation of AI engineering, deep learning technology and machine learning operations.

— **Professional Services**

Recruiting digital transformation strategists and management consultants advising multinational organisations with dynamic cloud requirements.

— **Aviation & Aerospace**

Creating opportunity for test engineers, build technicians, researchers and quality assurance professionals furthering aerospace capabilities, drone and defence technology.

— **Telecommunications & IoT**

Coupling telco, 5G and IoT professionals with technical network design, pre-sales and post-sales implementation opportunities.



Electronics, Microchips & Battery Storage

Fostering creative minds in consumer technology and hardware manufacturing ranging from smart devices to charging systems, batteries, semiconductors, central and graphical processing units alongside VR/AR powered computer games.

Electric & Autonomous Vehicles

Connecting electrical and mechanical engineers behind the evolution of electric vehicles, quantum and autonomous computing with organisations utilising sensors, simulators and sustainable energy practices to drive decarbonisation for future generations.

Enterprise Sales & GTM Strategy

Forming alliances with go-to-market leaders, channel sales and customer success strategists going above and beyond for their clients.

Risk, Governance & Regulatory Compliance

Representing risk and regulatory compliance professionals reviewing policies and establishing robust controls in line with evolving industry standards and FCA requirements for SMF16 & SMF17.

Program & Project Management

Collaborating with project managers overseeing digital transformation campaigns and technical development lifecycles from inception to deployment.

Renewable Energy & Life Sciences

Supporting technologists changing the world we live in through the adoption of renewable energy sources, modern agri-tech and food science.

Data Science, Engineering & Analytics

Pairing analytical minds with businesses seeking to change the ways in which we collect, visualise and interpret data through customer-centric approaches.

Product Design & Software Development

Working with staff software engineers to expand development teams and improve end-user experiences with help from graphic designers, UI/UX solution architects and product managers versed in Agile, Scrum, Waterfall & RAD methodologies.



Bespoke Solutions

UNIQUELY TAILORED, PRACTICAL AND INTERNATIONAL

Retained Advisory & Contingent Appointments

Sometimes a vacancy goes unfilled and your time is devoted to other priorities, which is why contingent solutions are ideal for organisations seeking to expand their talent pool without upfront commitment. Our specialist team is positioned to assist with high attention, hard to fill, niche searches that can often divert resources away from more pressing tasks at hand. We also provide discounts for identical roles or those who work with us exclusively and retain our services.

Embedded Talent & RPO

On some occasions, it is not a vacancy that needs filling but rather a gap within your talent function or internal processes. RPO is an alternative solution that enables access to an embedded recruitment team and the highest standard of recruiters for a fixed monthly fee. It is normally more affordable than contingency, especially for companies with significant hiring volume. It is also the appropriate solution for HR teams in urgent need of a talent specialist internally but are limited by time or would prefer to work with an interim contractor who they already know and trust. Aside from volume hiring, our RPO services cater for psychometric assessment, situational judgement analysis, onboarding, background checks, pre-employment screening, market mapping, salary benchmarking, talent pipelining, succession planning, system reviews, employer branding, workforce planning, talent strategy, DEI objectives and process design.

Our Services

Applying retained search practices to contingent recruitment, we are international executive search specialists seeking to make a difference through an alternative search process carefully designed to consolidate detailed research and due diligence while uncovering hidden talent and future leadership. Our solutions are uniquely tailored for lasting success and this is reflected across our range of services from embedded to contingent.



Our consultants benefit from a deep understanding of the market and relatable experience gained outside recruitment specific to the sector they specialise in. Each of our partners focus on a given market and region, offering unparalleled insight and specialist advice stemming from years of experience.

Our multilingual team enables employers to overcome language barriers, expand existing networks and look internationally for relevant talent. The services we provide are defined by a unique technical depth across our team of contributors; many of whom are proficient programmers themselves.

It is our unique technical depth coupled with bespoke research systems and a globally established network that sets us apart. We further careers, identify future leaders and establish hiring processes of the highest standard.

It's about attracting the highest calibre of talent in an increasingly competitive digital landscape, forging deeper connections and finding synergy. We align values with shared purpose to promote sustainable talent acquisition and venture beyond the job description for due diligence.

Through our partnerships we enable unfettered access to relevant talent and foresighted intelligence. Together we provide options to inform better decisions.

— **AI-driven research**

We are among the first recruiters to harness intelligent automation through bespoke research systems developed ourselves.

Artificial intelligence cannot replace human interaction, whereas it can assist searches by uncovering hidden talent. Automated market intelligence and benchmarking processes likewise.

With machine learning technology we can discover new solutions and assess candidate suitability in greater detail, ensuring no-one is overlooked.

Applied to pipelining and other research processes, we can delve deeper and explore larger talent pools, covering greater workloads on a more cost-effective basis.

It's about human connection, genuine passion and leaving no stone unturned in finding it.



Our Purpose

Advocative consultants, guided by our values, serving the interests of our candidates and industry partners alike.

We are a community, a global extension of your business and a strategic talent partner.

It's about sustainable talent acquisition with hospitality and kindness infused into every stage of the process.

Our Values

Guided by our values.

- ✓ We advocate without presumption or self-interest.
- ✓ We promote diversity of thought and inclusive cultures.
- ✓ We infuse hospitality and kindness into everything we do.
- ✓ We act with the highest standards of professional integrity.
- ✓ We focus on the bigger picture across all our engagements.
- ✓ We commit to those who need us and are bound by a duty of care.
- ✓ We experiment with our creativity and cultivate new ways of thinking.
- ✓ We seek to learn from our interactions and apply the outcomes to our work.
- ✓ We strive towards continuous self-improvement and reflect on achievements.
- ✓ We believe long-term relationships are fostered through a culture of trust, transparency and relevance.





Free help & advice on
labour market abuses

IN PARTNERSHIP

