



W3 SOURCING

EXECUTIVE SEARCH & SELECTION
TECH, WEB3 AND AI



About W3 Sourcing

Founded in 2014, W3 Sourcing is the Executive Search division of First Global Direct with a specialist focus on Banking & Finance and Digital Assets, Web 3 and AI industries and ecosystems, utilizing powerful AI sourcing technologies and are the go to provider for sourcing Top Talent for UK/ Europe, Singapore / APAC and MENA.

We aim to forge long- lasting, trustful partnerships that help these industries and the surrounding ecosystems grow as it's something we are passionate about.



THE VALUE WE PROVIDE



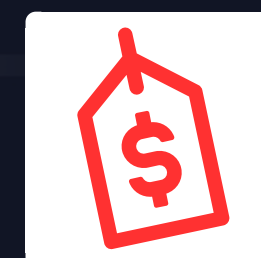
Time - Saving you Critical time



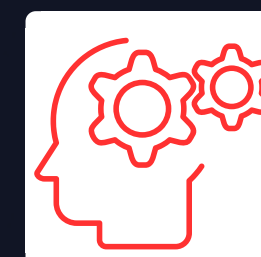
Speed - Delivering Candidates Fast



Quality- Tier 1 Profiles



Affordable pricing - bespoke package



Industry specific knowledge

SERVICES



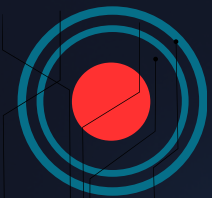
We work with you personally to identify who should be recruited, with market evaluation and timescales advisory for Senior Leadership and team/ mass hiring projects



Personal touch, we build a strong relationship with our clients, we use technology but believe in people first



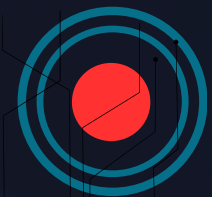
Execute Recruitment campaigns with speed and Accuracy using powerful tech stacks and AI technology



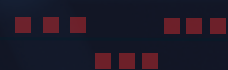
Automated Video Interviewing and background checks available on request.



Psychometric and Cognitive assessments available on request



RPO and AI based Mass Hire projects can be undertaken at special request



OUR SPECIALIST EXPERTISE



AI, TECH, WEB3 INDUSTRIES

IT roles and functional corporate positions mid level and above, such as Sales and Marketing, CFO, CTO, HR, regulatory compliance and Investor relations

TECH ROLES

All level, all industry and specialisations, AI, Web3, Digital asset, VR, AR

SALES & MARKETING

All level, all industry and specialisations with Outsourcing options

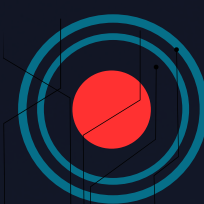
BANKING & FINANCE / FINTECH

Front & Middle office, Client Advisors, Sales & Marketing, HR, Risk & Compliance, Wealth, Consumer, Investment Banking

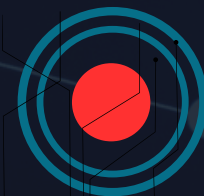
HR LEADERS AND SPECIALISTS

All level, all industry and specialisations such as CB, TA, L&D, TM, OD

EXAMPLES OF ROLES WE WORK ON



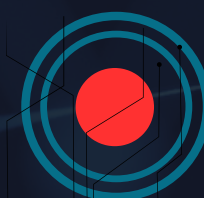
Regional Sales Director/ Managers - BFS / Digital Asset, Multi industry



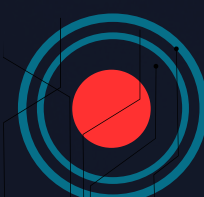
Sales/ Marketing Directors/ Managers IT/ Cybersecurity Solutions / multi Industry



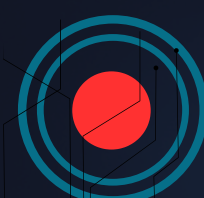
Risk & Compliance, Directors/ Managers



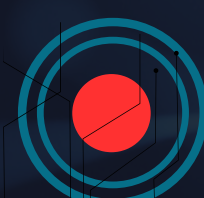
IT Senior Analysts - SAP HCM / SAP BW / SAP BO



MD/ SVP/VP Wealth Management. - Singapore, Hong Kong, London, Dubai



Client Advisors Wealth Management - Banking Financial Services

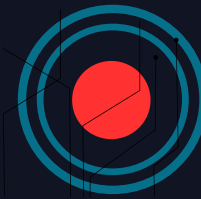


HR Directors, HR Managers, Specialsit functions -C&B, L&D, TM, TA, Multi industry

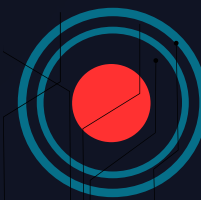


Director/ Managers, Corporate Comms and Investor Relations

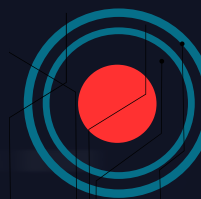
NEXT STEPS



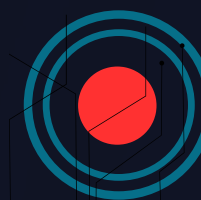
TERMS SIGNED



INITIAL PROFILES,
typically within 3 days



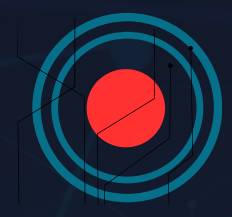
FURTHER PROFILES,
typically within a week



INTERVIEWS



NEXT STEPS



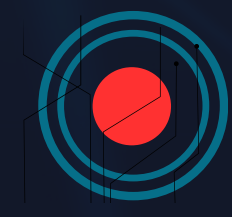
CANDIDATE SIGNS



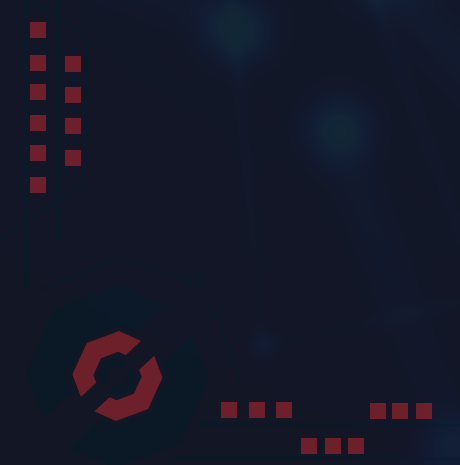
CANDIDATE STARTS



PAYMENT



ON-GOING SUPPORT



PAYMENT PLANS

- Initial Deposit of USD \$2k - 15% of annual salary placement fee, less initial deposit
- No Deposit - 20% of annual salary placement fee
- Subsequent hires within 12 months - 3% Discount
- 1 month Guarantee for Salary under USD\$200k*
3 months Guarantee for Salary above USD \$200k per year*



Perry Barrow, Founder of First Global Direct and W3 Sourcing

- Chair for Digital Assets and Web3 for Asian Wealth Community, Singapore Since 2017
- Board member of the Singapore Chapter of Asia CEO Community, since 2018

Perry Barrow came from a decade of corporate background in Banking having worked for Lloyds Banking group as a Banker in the UK and Standard Chartered Bank in Singapore.

Perry founded First Global Direct in 2014 as an executive recruiting firm specifically for Banking and Finance, Private Banking and HR industries and then the sister company W3 Sourcing to serve Digital Asset, Web 3 and AI companies with Top Talent since 2017

Perry is a Board member of the Singapore Chapter of Asia CEO Community a 14,000-member network of Executive CEOs and Business owners with branches globally, Perry regularly organizes and speaks at events on the topics of Investing, Recruitment, Digital Assets and Web3.

Perry is an avid promoter and investor in the core areas of Digital Assets, Web3 and AI.



Perry Barrow
Founder of
First Global Direct
& W3 Sourcing



Yelena Zemtsova
CFA
Founder & CEO of PR
Squared

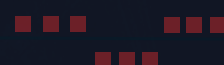


Tom Wills
Advisor
Investments &
FinTech



Kannan Chettiar
Advisor
KYC/AML & CEO of
Avvanz

Leadership & Advisory Board



YOUR RECRUITMENT TEAM



OF EXPERIENCED PROFESSIONALS

NETWORKING WITH TOP TALENT

W3



AND **INDUSTRY LEADERS** TO STAY
AT THE TOP OF OUR GAME

WE

