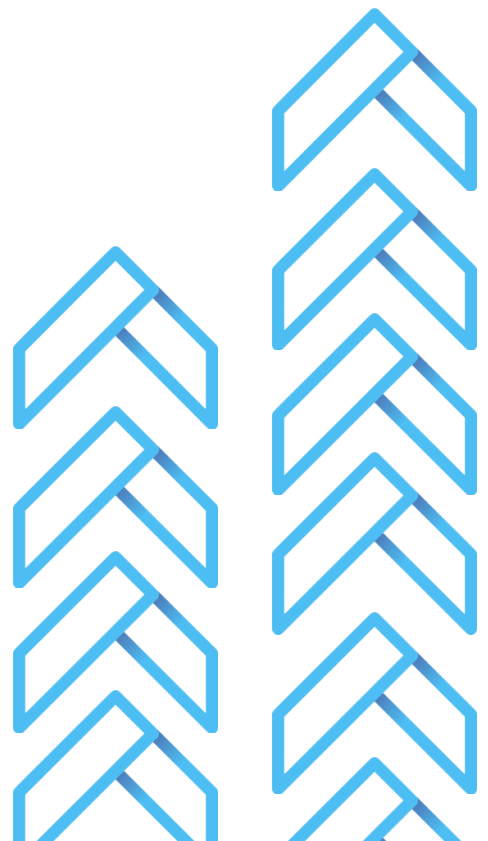


KINETIK

CASE STUDIES

**Track Record of
Success**





Long-Term Partnerships



Duration :	2 years and 10 months (Ongoing)
Scope :	Delivered 1,624+ offers across functions including Business Development, Marketing, Operations, People, Business Transformation, Business Intelligence, and Product & Data.
Results :	• Partnered closely with stakeholders to hire top-tier talent, including senior-level positions • Managed end-to-end recruitment across a wide range of roles, including niche and cross-entity hires • Improved offer closure rates through strong collaboration with the internal TA team
Team :	10 recruiters deployed by Kinetik into Shopee Mobile



Duration :	26 months (Completed)
Scope :	End-to-end process (Sourcing-Interview-Salary Proposal-Offer Letter Generation-Background Check).
Results :	• 247 offers generated across Tech & Non-Tech hiring • Increased efficiency in the overall hiring process by reducing the offer letter generation timeline from 1 week+ to a maximum of 2 days
Team :	3 on-site Kinetik consultants



Long-Term Partnerships



Duration :	20 months (Ongoing)
Scope :	End-to-end process (Sourcing-Interview-Salary Proposal-Offer Letter Generation-Background Check).
Results :	• Delivered 309 offers across multiple functions, including Project Management and high-volume blue-collar logistics hiring • Partnered closely with stakeholders to align hiring strategy, workforce planning, and delivery timelines • Played a key role in SPX East Malaysia expansion, supporting talent ramp-up for new operational markets • Successfully handled high-volume logistics hiring, maintaining speed and quality in a fast-paced environment
Team :	3 on-site Kinetik consultants



Duration :	3 years (Completed)
Scope :	Candidate sourcing and TA operations across Malaysia, US, and Europe (remote/onsite).
Results :	• 90+ offers: Marketing, Finance, Tech, Data, Product, HR, Creatives, B2B • Streamlined applications via Greenhouse ATS • Improved time-to-hire and candidate experience
Team :	2 on-site Kinetik staff



Long-Term Partnerships



Duration :	5 years (Ongoing)
Scope :	Led end-to-end talent identification, focusing on sourcing, market mapping, and interviewing for engineering roles across all levels.
Results :	- Generated 380+ tech hires across multiple markets including Thailand, India, Philippines, China, Bangladesh, Pakistan, and Indonesia - Partnered closely with stakeholders to build the Engineering organisation from the ground up, including key senior and leadership pipelines - Involved in the mass expansion project for the Engineering department, contributing to the hiring of 60 engineers within 5 months (Nov 2024 – Apr 2025) - Supported China product expansion, driving talent pipelines aligned with CP Axtra’s APAC growth strategy
Team :	6 remote Kinetik consultants



Fintech & Digital Banking



Duration :	18 months (Ongoing)
Scope :	End-to-end process (Market Research-Sourcing-Interview-Offer-On boarding).
Results :	• Provided market salary insights and recommended adjustments to internal budget and benefits, leading to a reduction in offer rejections • Managed Futu's global management trainee programme hiring and CS hiring across Malaysia, Singapore, Canada, Australia & the US — 90% of roles closed to date • 273 offers generated
Team :	2 on-site Kinetik consultants



Duration :	11 months (Completed)
Scope :	Embedded internal TA consultants managing full-lifecycle hiring across Engineering, Product, Sales, and executive roles. Lever ATS administration and LinkedIn Recruiter provided.
Results :	• 18 offers accepted across all functions with full adherence to CoinGecko's internal hiring standards and ATS governance
Team :	3 Kinetik consultants (hybrid arrangement)



Fintech & Digital Banking



Duration :	12 months (Ongoing)
Scope :	Extended 220+ offers to candidates across Business Development, Marketing, Operations, Product, and Data hiring within the fintech space.
Results :	Partnered with stakeholders to recruit top-tier candidates for senior positions. Managed end-to-end recruitment for diverse roles, including niche and cross-entity positions. Improved closure rate through collaboration with the internal TA team
Team :	Part of a 4–6 member Kinetik team supporting Monee



Duration :	4 years (Completed)
Scope :	Group leadership and second-tier hiring.
Results :	• Key hires: CTO, CMO, Chief Data Officer, Heads of Partnerships and Engineering • Supported salary benchmarking and assembled Digital Bank leadership
Team :	1 Kinetik staff.



Duration :	18 months (Completed)
Scope :	64 hires: Product Management, Software Engineering, Cybersecurity, IT Governance.
Results :	• Optimized delivery through weekly catch-ups and data insights • Increased conversion rates across the hiring funnel
Team :	3 Kinetik staff



Deep-Tech Hiring



Duration :	1 year 8 months (Ongoing)
Scope :	29 regional placements across Malaysia, Singapore, Australia, and the Philippines, covering Product, Engineering, Design, Data and Business Transformation.
Results :	• Partnered with hiring managers to calibrate deep tech requirements, align hiring priorities, and refine search strategy • Supported senior and niche placements including Head of Jora Data & Analytics, Lead Engineer, Senior Product Manager, Business Transformation Lead, and Research Operations Lead
Team :	3 on-site Kinetik consultants



Duration :	18 months (Completed)
Scope :	64 hires: Product Management, Software Engineering, Cybersecurity, IT Governance.
Results :	• Optimized delivery through weekly catch-ups and data insights. • Increased conversion rates across the hiring funnel.
Team :	3 Kinetik staff



Deep-Tech Hiring

CARSOME

Duration :	12 months (Completed)
Scope :	25 niche hires: Full-stack engineering (Node.js), DevOps, and QA.
Results :	• Refined candidate engagement process • Improved time-to-hire and doubled candidate attraction rates
Team :	1 on-site Kinetik staff.

LottieFiles

Duration :	12 months (Completed)
Scope :	30 global, virtual hires.
Results :	• Key hires: Head of Marketing, Product Design Lead, HR Manager, SEO Lead and Software Engineer • Implemented FreshTeam ATS and a new career page • Reduced average time-to-hire significantly
Team :	1 Kinetik staff (virtual)



Deep-Tech Hiring



Duration :	9 months (Completed)
Scope :	22 hires: Tech Shared Services Hub in Malaysia.
Results :	• Overcame visa challenges with targeted sourcing • 206 interviews, 30 offers, 22 acceptances
Team :	2 Kinetik staff



Duration :	1 year 3 months (Completed)
Scope :	Set up a Technology Excellence Center (TEC) in Kuala Lumpur with key hires, linking it to the global HQ in the Netherlands.
Results :	• Key hires: Infrastructure Services, Data & Analytics, Cybersecurity and SAP • 49 professionals across critical IT functions
Team :	2 Kinetik staff



Long Term Regional Partnership

VISTRN**APAC**

Duration :	1 year 2 months (Ongoing)
Scope :	End-to-end TA across APAC (sourcing to offer, market mapping & stakeholder management).
Results :	160+ offers across tech & corporate functions in different regions; improved time to hire; enhanced hiring experience
Team :	5 on-site Kinetik consultants

VISTRN **EU**

Duration :	9 months (Ongoing)
Scope :	Sourcing, screening & market mapping across EU, UK, US & Dubai.
Results :	• Delivered 16+ offers across tech and finance roles • Conducted talent market mapping to identify optimal hiring locations • Improved closure rate through close collaboration with internal TA teams
Team :	2 Kinetik consultants (remote support)



Cross-Market Commercial Hiring across SE Asia



Duration :	1 year 1 month (Ongoing)
Scope :	• Delivered 83+ hires for Sales roles within the hospitality industry. • Supported mass hiring initiatives across multiple markets, including the Philippines, Malaysia, Thailand, Indonesia, and India.
Results :	• Successfully executed high-volume hiring for regional Sales teams across multiple countries • Gained strong exposure working with Hiring Managers from different markets, adapting to varied hiring needs and expectations • Expanded regional recruitment experience through cross-country hiring responsibilities
Team :	Part of a 2–5 member Kinetik team supporting ZUZU.



Malaysia–Singapore Product & Engineering Hiring Buildout



Duration :	18 months (Completed)
Scope :	40 hires across Malaysia and Singapore.
Results :	• Built new Product & Engineering teams (Heads of Design and Engineering) • Optimized Greenhouse ATS and delivered salary benchmarks
Team :	1 Kinetik staff.



Flexible & Value-Driven Solutions

dentsu

Duration :	5 months (Completed)
Scope :	10 hires: Account Director, Senior Talent Advisor.
Results :	• Optimized TA resource coverage and ATS reporting • Streamlined sourcing, offer management, and hiring
Team :	2 Kinetik staff.

ALMOND
FINTECH 

Duration :	3 months (Completed)
Scope :	2 niche hires: Senior Java Developer, Technical Product Manager.
Results :	• Conducted global search across EU/MENA for remote talent • Closed roles on schedule with market mapping and search strategy
Team :	1 Kinetik staff (fractional).

**FURNITURE
AND CHOICE**

Duration :	3 months (Completed)
Scope :	3 hires: Technical Manager, Senior UI/UX Developer, Project Manager.
Results :	• Weekly trackers optimized process, filling roles within 3 months • Provided data-led insights to streamline decisions
Team :	1 Kinetik staff (fractional).



Flexible & Value-Driven Solutions



Duration :	1 year (Completed)
Scope :	Hiring for Senior Engineers and Sales personnel.
Results :	• Key hires: Senior Application Engineer, Project Manager, Sales Associate
Team :	1 Kinetik staff.



Duration :	1 year 4 months (Completed)
Scope :	Hiring for tech positions.
Results :	• Key hires: GenAI Developer, Critical Manufacturing Engineer
Team :	1 Kinetik staff.

SECAI MARCHE

Duration :	3 months (Completed)
Scope :	End-to-end process (Sourcing-Interview-Salary Proposal-Offer Letter Generation-Background Check).
Results :	• Generated 5 offers across the Commercial team within a short project timeframe • Partnered closely with co-founder to refine candidate profiles and hiring strategy for niche commercial roles • Delivered quality shortlists with strong market insights despite a time-bound engagement
Team :	1 Kinetik consultant



Flexible & Value-Driven Solutions



Duration :	4 months (Completed)
Scope :	Hiring for core functions in legal, finance and tech.
Results :	• Key hires: Director of Legal, Finance Manager, Senior Product Manager
Team :	1 Kinetik staff.



Duration :	8 months (Completed)
Scope :	Technology hiring for Shared Services KL, Operations, Sales (SG).
Results :	• Key hires: Project Manager (SG), Sales Manager (SG), ServiceNow Developer, UX Designer
Team :	2 Kinetik staff.