

Marcus Lee

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Professional Summary

Dynamic and results-focused Talent Acquisition Leader with 9 years of experience in financial institutions and consulting environments. Skilled in building recruitment frameworks, managing high-performing teams, and partnering with leadership to drive hiring excellence. Demonstrated ability to balance operational efficiency with strategic business impact.

Professional Experience

PIC Singapore: Talent Acquisition Lead | *Apr 2020 – Present*

- Lead recruitment for Consulting and Financial Advisory verticals, overseeing a team of 5 recruiters.
- Partner with business heads to anticipate future talent needs and develop sourcing strategies.
- Introduced recruitment metrics dashboards, improving reporting accuracy and data visibility.
- Spearheaded diversity hiring and early-career recruitment programs.
- Collaborated with HR analytics to refine workforce planning models.

DBH Bank: Senior Talent Acquisition Specialist | *Jan 2017 – Mar 2020*

- Oversaw hiring for key roles in finance, audit, and operations functions.
- Streamlined candidate assessment processes, reducing cycle time by 18%.
- Enhanced candidate experience through improved communication touchpoints.
- Developed hiring manager training sessions on structured interviewing techniques.

HAIE Consulting: Recruitment Consultant – Banking & Financial Services | *Mar 2014 – Dec 2016*

- Delivered full-cycle recruitment services for clients in banking and financial advisory.
- Built deep expertise in niche finance and risk management roles.
- Managed relationships with client stakeholders to ensure successful placements.

FinanceBredge Associates: Research Associate | *Jan 2012 – Feb 2014*

- Conducted candidate research and talent mapping across SEA markets.
Supported consultants in candidate screening and pre-interview evaluation.
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Education

Bachelor's Degree in Human Resources Management – Nanyang Technological University

Skills

Recruitment Analytics | Leadership Development | Talent Mapping | Sourcing Strategy | Stakeholder Collaboration | ATS Tools | Candidate Experience | Negotiation