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Varuni is an executive search professional with over eight years of experience spanning both agency recruitment and in-house talent acquisition across Asia. She has a strong track record of delivering senior-level search mandates within the Insurance, Banking, and Asset Management sectors across Singapore, Indonesia, Malaysia, Hong Kong, Cambodia, Laos, Myanmar, and Thailand.

She has successfully partnered with leading financial institutions to execute complex leadership searches, with particular expertise in Corporate Finance, Strategy, and M&A roles across Banking, Professional Services, and the broader Financial Services landscape. Varuni is known for her relationship-driven approach, enabling her to accurately identify, assess, and place high-calibre talent aligned to both technical requirements and organisational culture.

Passionate about connecting exceptional professionals with impactful leadership opportunities, Varuni is committed to supporting long-term succession planning and sustainable growth for her clients. She is fluent in English and Hindi.

Services

We bring a deep and comprehensive understanding of the Financial Services landscape, positioning us as trusted partners to organisations seeking high-calibre leadership talent with speed and precision. Our approach is underpinned by a rigorous search methodology that combines in-depth market mapping, extensive Banking and Financial Services sector knowledge, and a well-established regional network.

Each engagement is tailored to the client's specific strategic and organisational requirements, ensuring a targeted and effective search process. We continuously evolve our methodologies by adopting innovative tools and best practices, while maintaining the highest standards of transparency, professionalism, and integrity in our interactions with both clients and candidates.

We specialise in retained and exclusive executive search mandates for senior-level positions across Banking and Financial Services, partnering closely with our clients to deliver long-term leadership solutions that support sustainable growth and succession planning.



**Executive
Search**



**Permanent
Recruitment**



**Retained
Search**

Why Perennial HR?

20 Years
Recruitment Experience

1k Candidates
Hired

8k Candidates
Database

Key Differentiators

- 8 years track record of placing Accounting & Finance, M&A & Finance professionals in Asia
- Extensive Banking, Financial Services & Professional Services Network in Asia
- Access to passive talent
- One point of contact for Recruitment across Asia

Track Record

Varuni has a 8 years track record of placing Finance professionals in Asia

Industry	Company	Job Title
Insurance	UK MNC	CEO Indonesia
Insurance	UK MNC	CEO Malaysia
Asset Management	Asia based Asset Manager	Regional CEO Southeast Asia
Life Insurer and Asset Manager	Asia-based MNC	Group Chief Economist
Insurance (Syariah)	Malaysian Company	CEO
Professional Services	Global Professional Services Firm	Business Recovery Services Director
Professional Services	Global Professional Services Firm	Partner (Indonesia-based), Deals (M&A)
Professional Services	Global Professional Services Firm	Partner (Malaysia-based), Deals (M&A)

About us

Perennial HR is leader in HR & Private Banking Recruitment in Asia. We have over 20 years experience in HR & Private Banking recruitment with a focus on Asia. Our core mission is to facilitate the growth of HR professionals' careers and to aid HR leaders in assembling high-performing HR teams across the Asian region. By placing an emphasis on people, culture and the latest AI Technology, we strive to drive meaningful transformations within businesses and foster a thriving work environment.

Visit www.perennialhr.asia for HR market insights or to connect with a HR recruiter