



Case Study

Building a High-Performing Offshore Executive Admin Team in Malaysia

Hong Kong Edition

FastLaneRecruit Building Teams,
Powering Growth

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About FastLane

Fastlane Group, established in 2013, began as an innovative accountancy and advisory firm specializing in supporting SMEs, entrepreneurs, startups, high-growth companies, and businesses expanding globally. With a commitment to combining technology and expertise, we have consistently delivered best-in-class services, ensuring our clients in Hong Kong meet their financial and compliance needs, allowing them to focus on their core business objectives.

As the business landscape evolves, so have we. Recognizing the growing demand for flexible and cost-effective talent solutions, we have established FastLaneRecruit to assist clients with recruitment and building remote teams in Southeast Asia. This expansion allows our clients to access high-quality talent while benefiting from our comprehensive support in HR advisory, payroll administration, and compliance, helping them scale their businesses efficiently and confidently in a competitive environment.

Our Purpose

At FastLaneRecruit, our purpose is to empower businesses to achieve their full potential by delivering innovative and reliable recruitment and Employer of Record (EOR) solutions. We are dedicated to assisting our clients in building and managing remote teams in Southeast Asia, providing access to a diverse talent pool while ensuring seamless HR, payroll, and compliance management. Through our expertise and advanced technology, we strive to be the trusted partner that enables businesses to scale efficiently, reduce costs and focus on their strategic growth.

Our Mission

Our mission is to empower businesses to grow and thrive by providing innovative, reliable, and cost-effective recruitment and Employer of Record (EOR) solutions. We are committed to helping our clients navigate the complexities of talent acquisition and management, ensuring that they can build and scale their teams with confidence, efficiency, and compliance. Through our expertise and dedication, we aim to be the trusted partner for companies seeking to expand their capabilities and achieve long-term success in a competitive global market.

Our Principles

- **Client-Centric Focus:** Tailored solutions to address client-specific challenges.
- **Integrity and Transparency:** Uphold the highest standards in all interactions.
- **Innovation and Excellence:** Continuous improvement and adoption of the latest technology.
- **Collaborative Partnership:** Foster strong partnerships both within our team and with clients.
- **Responsiveness and Agility:** Adapt quickly to the evolving needs of clients and the market.

Our Values

- **Commitment to Quality:** Deliver high-quality services that exceed client expectations.
- **Respect and Integrity:** Treat everyone with respect and act with honesty.
- **Innovation:** Continuously seek innovative solutions.
- **Customer Focus:** Prioritize client needs and provide tailored solutions.
- **Collaboration:** Value teamwork and collaboration to achieve common goals.
- **Responsiveness:** Ensure timely and effective solutions.
- **Excellence:** Pursue excellence in all aspects of our work.

Get in Touch

For more information or to contact FastLane Group on Company Formation, please email:

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Disclaimer

Information provided by our recruitment agency is general and without guarantees. Employers are responsible for their own assessments and due diligence when hiring. Our agency is not liable for any actions taken based on this information.

Build an Offshore Executive Admin Team in Malaysia For Hong Kong Companies

Businesses in Hong Kong, Australia, and Singapore are facing increasing pressure from rising employment costs, limited access to skilled talent, and the need to expand services without compromising quality. In this challenging environment, traditional outsourcing models often fall short, lacking the consistency, control, and integration required by today's business standards.

As companies seek more reliable and scalable solutions, many are moving away from conventional outsourcing and short-term staffing. Instead, they are turning to dedicated offshore teams that are fully embedded within their operations, aligning closely with internal processes, quality standards, and company culture.

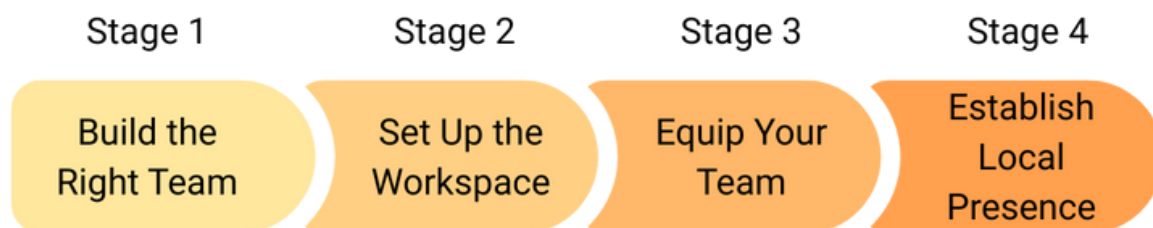
Malaysia is becoming an attractive destination for offshore team development due to its cost-effectiveness, skilled workforce, and strategic location. This approach offers companies a sustainable way to scale while maintaining operational excellence and long-term performance.

At **FastLaneRecruit**, we provide this next-generation solution. Our services help companies build high-performing, fully integrated offshore executive admin teams in Malaysia without the need to establish a local entity.

Our comprehensive offshore team solution is anchored in three fundamental stages:

- **Stage 1:** Recruit and Structure the Ideal Team
- **Stage 2:** Establish a Productive Work Environment
- **Stage 3:** Equip and Empower Your Offshore Staff

By working with us, Hong Kong companies can achieve scalable growth, improve operational resilience, and realise sustainable cost savings while continuing to deliver top-tier service to their clients.



1. Stage 1: Build the Right Team

1.1 Talent Sourcing

To establish a high-performing offshore executive admin team for Hong Kong companies, we begin with a detailed consultation to assess your operational needs and workflow structure. We identify the essential roles required to support your end-to-end administrative functions from junior and mid-level to senior professionals and administrative leaders who bridge internal processes with client interactions.

We then leverage our well-established recruitment network in Malaysia, built through long-standing industry collaborations and proven talent pipelines. Each candidate is carefully vetted through a stringent screening framework to ensure they are a strong fit for the demands of Hong Kong companies.

Essential Roles for a High-Performing Offshore Executive Admin Team

- **Administrative Assistant (0-2 years' experience)**

Administrative Assistants provide essential clerical and office support to ensure efficient daily operations. They manage meeting calendars, handle travel logistics and reimbursements, answer calls, manage correspondence, and maintain office supplies and filing systems, often working in small businesses, startups, or supporting mid-level managers.

- **Executive Assistant (2-5 years)**

Executive Assistants offer dedicated support to senior management by managing executive calendars, travel arrangements, and meetings. They draft and review executive communications, prepare reports and presentations, and act as the liaison between executives and stakeholders, typically in mid-sized companies or departments.

- **Senior Executive Assistant (5–8 years)**

Senior Executive Assistants provide strategic and high-level administrative support to C-suite executives, managing complex scheduling, preparing confidential reports and investor materials, coordinating cross-functional communications, and mentoring junior assistants, commonly employed in large enterprises and corporate offices.

- **Executive Coordinator (4–6 years)**

Executive Coordinators oversee operational logistics for executive teams or departments by coordinating multi-executive schedules, supporting project milestones, assisting with operational reporting and KPI tracking, and managing stakeholder meeting agendas, often working within regional business units or project management offices.

- **Executive Admin Manager / Admin Team Lead (7–10+ years)**

Executive Admin Managers lead and develop teams of executive assistants and administrative staff, define standard operating procedures, drive efficiency improvements, liaise with HR, IT, and senior leadership, and oversee budgets, compliance, and executive service quality, typically within large organizations or multinational corporations.



1.1.2 Key Evaluation Criteria We Look For When Hiring Executive Admin Team in Malaysia for Hong Kong Companies

To build an effective offshore executive admin team in Malaysia that seamlessly integrates with Hong Kong companies, it is crucial to assess candidates based on specific skill sets and experience aligned with the unique demands of the specific company. Below are the detailed evaluation criteria that reflect core competencies, cultural fit, and technical proficiency required to support companies in Hong Kong:

Executive-Level Administrative Support Experience

Candidates must have demonstrated experience in providing executive-level support to leadership teams across a variety of industries. This includes:

- Managing complex calendars involving senior leadership meetings, board briefings, and regionally coordinated sessions with Hong Kong-based executives.
- Drafting, formatting, and managing internal reports, presentations, and business correspondence in accordance with corporate standards and data privacy policies.
- Coordinating cross-border team communications and ensuring timely follow-ups on strategic deliverables, such as project milestones, contract reviews, and stakeholder updates.
- Familiarity with common business documentation and corporate communications to ensure precision and professionalism in all tasks.

Bilingual Communication Capabilities (English and Cantonese/Mandarin)

Clear and culturally aware communication is essential to bridge the offshore gap between Malaysian admin teams and Hong Kong company stakeholders:

- Fluency in English (spoken and written) is a must for internal reporting, client-facing communication, and executive correspondence.
- Conversational ability in Cantonese or Mandarin is a distinct advantage, especially when interacting with local Hong Kong staff, clients, and vendors.
- Proven ability to draft accurate and professional meeting minutes, summaries, and email communication with a tone suited to Hong Kong's business culture.

Cultural Awareness and Business Professionalism

To thrive in a Hong Kong corporate setting, executive admin staff must be able to operate with cultural awareness and demonstrate high standards of professionalism:

- Understanding of Hong Kong corporate etiquette, including respect for hierarchy, punctuality, and formal business communication.
- Maintaining strict confidentiality when handling business-sensitive or client-related materials.
- Confidently interacting with executives, business partners, and third-party stakeholders in a polished and professional manner.
- Ability to accommodate flexible working hours and last-minute requests, particularly during peak business cycles or executive travel windows.

Tech-Savviness and Operational Efficiency

Top candidates are highly organized, tech-savvy, and process-driven which are essential traits for supporting fast-moving Hong Kong companies:

- Strong command of Microsoft Office tools, especially Excel (for scheduling, data tracking) and PowerPoint (for executive presentations).
- Familiarity with digital communication platforms like Google Workspace, Zoom, and Microsoft Teams for seamless collaboration with Hong Kong offices.
- Proficiency in using cloud storage platforms such as Dropbox or OneDrive for secure file management and sharing.
- Ability to manage travel arrangements, expense claims, event coordination, and administrative logistics with minimal supervision.
- Exceptional attention to detail when managing executive calendars, coordinating across departments, and tracking task completion.

Reliability, Initiative, and Problem-Solving

An effective offshore executive admin team member brings consistency, ownership, and problem-solving capabilities:

- Proven ability to juggle multiple responsibilities while maintaining accuracy and quality.
- Proactive in identifying and resolving scheduling overlaps, communication gaps, or logistical challenges before they escalate.
- Strong independent problem-solving skills, with a clear sense of when to escalate or seek guidance.
- Dependable and communicative to provide regular updates and follow-through on assigned tasks.

- Evidence of long-term stability in past roles, indicating reliability and dedication.

Remote Collaboration Experience

Due to the geographical distance, prior experience in remote or offshore work environments gives candidates a strong edge:

- Familiarity with best practices in remote communication, reporting, and documentation to ensure alignment with Hong Kong teams.
- Confident using tools like project management software or shared calendars to stay aligned with regional stakeholders.
- Self-motivated, disciplined, and able to maintain high levels of responsiveness and output without daily supervision.

1.2 Employer of Record (EOR) Services

Once the most suitable executive admin professionals are selected, we engage them through FastLaneRecruit's local Employer of Record (EOR) structure. This model offers a fully compliant employment arrangement that allows Hong Kong companies to tap into Malaysian talent without having to set up a legal entity in Malaysia.

Through this EOR setup, FastLaneRecruit becomes the legal employer of your offshore executive admin team members in Malaysia. While your Hong Kong company retains complete authority over task delegation, workflow execution, and team oversight, FastLaneRecruit takes charge of all local HR, legal, and employment obligations.

Here's how the process works:

- **Operational Oversight:** You define the roles, handpick candidates, and supervise daily responsibilities to ensure alignment with your internal admin standards and Hong Kong's business needs.
- **Local Legal Compliance:** We issue employment contracts in line with Malaysian labour law, register team members with agencies such as EPF, SOCSO, and EIS, and oversee onboarding per local standards.
- **Payroll and HR Management:** Our team handles all aspects of payroll processing, including payslips, statutory payments, leave entitlements, and HR documentation, freeing you from complex legal requirements.
- **Ongoing HR Support:** As the legal employer, we provide continued human resources support, including employee relations, conflict resolution, and legal compliance under Malaysian labour regulations.

- **Risk Mitigation:** With our EOR model, you don't need to set up a local office so you can minimize legal exposure and ensure a seamless, low-risk offshore expansion.

This model is particularly effective for Hong Kong companies that are looking to scale their executive admin functions offshore efficiently and compliantly. With our EOR support, you can build your team quickly while we manage the compliance, HR, and legal details behind the scenes.

1.3 Payroll & Compliance Management

FastLaneRecruit handles the full spectrum of payroll and compliance tasks for your offshore executive admin team in Malaysia, ensuring that all processes are conducted with accuracy, punctuality, and full adherence to local employment laws and standards.

Our end-to-end payroll and compliance services cover salary administration, statutory deductions, taxation, and HR documentation, which helps reinforce your company's credibility, retain talent, and guarantee that all employees are compensated correctly and on time.



1.3.1 Key Components and How We Execute Them

We begin with monthly payroll processing, calculating gross earnings, mandatory deductions, and net pay. Using secure and compliant payroll systems, we factor in bonuses, allowances, or overtime payments based on Malaysian regulations. Final payroll reports are carefully reviewed for accuracy.

We also take charge of all statutory contributions and deductions, including:

- **EPF (Employees Provident Fund)** – Malaysia's mandatory retirement fund, similar to Hong Kong's MPF, with employer and employee contributions.
- **SOCSSO (Social Security Organisation)** – A national protection scheme offering insurance for work-related injuries or illnesses.
- **EIS (Employment Insurance System)** – An unemployment support program comparable to those in Hong Kong.
- **Income Tax (PCB)** – Monthly tax deductions submitted to Malaysia's tax authority (LHDN), based on structured payroll guidelines.

In addition, we issue itemized payslips for each team member, clearly outlining salary details and deductions to promote transparency and build trust with offshore admin professionals.

Leave tracking is also integrated into our service. We maintain accurate records of medical, annual, and other statutory leave entitlements in accordance with the Malaysian Employment Act 1955, ensuring both compliance and effective reporting to your company.

Beyond monthly processing, we handle annual reporting responsibilities by preparing and submitting EA Forms — the Malaysian equivalent of Hong Kong's IR56B to fulfil local statutory requirements.



Why This Matters for Your Company

For Hong Kong companies with offshore executive admin teams in Malaysia, strict adherence to local payroll and employment regulations is essential. Proper payroll and compliance management:

- Shields your business from potential penalties, disputes, or reputational damage
- Fosters employee satisfaction and retention through fair and timely compensation
- Ensures your offshore operations meet the same professional benchmarks as your Hong Kong headquarters

By taking full responsibility for these areas, FastLaneRecruit allows your leadership team to concentrate on strategic growth and operational excellence, knowing your offshore administrative team is compliant, supported, and legally protected.



2. Stage 2: Set Up the Workspace

2.1 Workspace Sourcing & Office Setup

For Hong Kong companies establishing offshore executive admin teams in Malaysia, creating the right physical workspace is vital to ensure smooth operations and employee satisfaction. At FastLaneRecruit, we offer full-service support in finding and setting up workspaces that align with your specific team requirements and workflow preferences.

We begin with a thorough assessment of your operational needs, factoring in team size, whether you prefer hybrid or in-office arrangements, and any specialised workspace features. This could include secure rooms for sensitive data handling, meeting areas for internal coordination, or robust IT infrastructure to meet your company's compliance standards.

With our deep market knowledge, we perform extensive research and present a clear comparison of available workspace options, helping you make a confident and informed choice for your offshore executive admin team:

- **Coworking Spaces:** Ideal for lean teams or firms seeking cost-effective, flexible arrangements. These shared workspaces offer high-speed internet, access to meeting rooms, front desk services, and networking opportunities which is perfect for companies to pilot offshore expansion before committing to a larger setup.



- **Private Office Suites:** These fully-equipped suites offer companies a dedicated, secure, and branded working environment, allowing for privacy and control without managing a standalone office. They are a strong middle ground for companies that need independence but prefer not to take on full office management.



- **Self-Rented Office Spaces:** Best suited for larger or fast-scaling companies, this option allows full control over layout, infrastructure, and security. It enables branding and workspace customisation, ideal for firms placing a premium on client confidentiality and internal data security.



To support decision-making, we provide a detailed comparison report that evaluates:

- Location Pros: Proximity to transport links, business districts, and local amenities
- Cost and Lease Terms: Balancing upfront costs with long-term value
- Privacy and Security: Critical for handling confidential accounting documents
- Scalability: Ensuring space can expand alongside your team

2.2 Virtual Tours and Site Assessments

We organize in-depth virtual tours and conduct site assessments of all workspace options, allowing you to review layouts, security provisions, and available amenities from afar. This enables you to confidently choose a setup that aligns with your team's day-to-day admin operations without needing to travel to Malaysia.

2.3 Local Negotiation and Lease Management

Once you have selected the workspace that fits your company's needs, FastLaneRecruit steps in as your local advocate. We manage all lease negotiations, from securing optimal rental rates and deposit structures to arranging shared facility access and flexible lease clauses. Our experience in the Malaysian real estate market helps prevent hidden costs and ensures your offshore executive admin team operates from a strategically chosen location.



2.4 Why Workspace Setup Matters

A well-planned, fully functional workspace is more than a physical location, it's a key enabler of team efficiency, client service quality, and long-term growth. Here's why it's critical:

- **Talent Attraction and Retention:**

A modern, accessible, and well-equipped workspace enhances employee experience, making it easier to attract top admin talent and foster long-term retention. It shows commitment to professional standards and workplace comfort.

- **Scalability:**

Whether you choose coworking, private suites, or your own leased space, the right setup supports operational growth. Adjustable leases and scalable infrastructure allow your workspace to evolve as your offshore team grows.

- **Operational Continuity:**

Dedicated office infrastructure ensures stable internet, secure systems, and uninterrupted power enabling seamless collaboration with your Hong Kong office and ensuring day-to-day admin tasks are delivered consistently and securely.

2.5 Our End-to-End Support

At FastLaneRecruit, we manage every element of the workspace setup so you can focus on managing your executive admin team and delivering results. Our holistic approach includes:

- **Local Insight and Area Scouting:**

- We identify workspace locations that offer the ideal balance of convenience, accessibility, and business relevance to suit your offshore admin operations.

- **Virtual and Onsite Viewings:**

- You get access to both virtual walk-throughs and in-person tours to make well-informed decisions without needing to travel from Hong Kong.

- **Lease Negotiation and Contract Handling:**

- Acting on your behalf, we negotiate favourable lease terms, address flexibility requirements, and manage agreements from start to finish.

- **Workspace Setup and Readiness:**

- From furnishings and collaborative zones to internet connectivity and secure infrastructure, we ensure everything is in place for your offshore team to start strong in full compliance with Malaysian operational standards.

3. Stage 3: Equip and Enable Your Team

For Hong Kong companies expanding their offshore executive admin team to Malaysia, providing the right technology and tools is crucial to ensure smooth service delivery and uninterrupted operations. FastLaneRecruit offers full-spectrum support to guarantee your offshore team is fully equipped and ready to function as an integral part of your company from day one.

3.1 IT & Equipment Provisioning

We begin by sourcing and setting up IT hardware that meets the demanding requirements of your administrative workflows. Our priority is to supply technology that enhances daily operations, facilitates seamless collaboration, and upholds data security and compliance.

This involves

Laptops and Monitors

High-performance devices configured to support your internal systems and communication tools. These are optimised for multitasking such as handling scheduling, document preparation, and communication apps seamlessly.



Workspace Accessories

Ergonomic setups with headsets, docking stations, and peripherals designed to ensure comfort and facilitate clear communication during extended working hours.

Printers and Scanners

If necessary, we provide reliable devices to support hybrid workflows involving both digital and physical documents, essential for companies that still manage hard-copy materials or logistics-related paperwork.



Our in-house IT team handles all hardware testing and configuration, including user setup, software installations, and security patching to ensure that your offshore team is fully aligned with your internal tech stack and ready to go from day one.



3.2 Software Installation & Pre-Onboarding Setup

Before your offshore team's start date, we handle the complete installation and configuration of all essential software. Our goal is to create a secure, fully synchronized digital environment that mirrors your current processes and protects sensitive client data.

Our setup includes:

- **Business Software:** Installation of your preferred applications such as CRMs, scheduling tools, workflow platforms, or enterprise systems which are tailored to support your internal operations and reporting needs.
- **Document Management Systems:** Cloud platforms set up for Google Drive, Dropbox, or OneDrive with role-based access control and structured folder hierarchies, enabling secure file sharing and version tracking.
- **Communication & Collaboration Platforms:** Configuration of Microsoft Teams, Zoom, or Slack, including group setups, calendar syncs, and hardware testing to ensure smooth cross-border communication.
- **VPN & Cybersecurity Measures:** Implementation of secure VPN access and cybersecurity protocols including encryption, secure file exchange, and permission controls to safeguard company data and ensure compliance with regional privacy standards.

Every part of the pre-onboarding process is validated to ensure your offshore team can log in, access necessary tools, and begin working without interruption to ensure productivity from the very first day.

This pre-onboarding process is more than a setup checklist because it forms the backbone of uninterrupted operations, data protection, and a flawless client experience.

3.3 Local IT Support

Even with the best equipment, ongoing technical support is vital to maintain productivity and security. FastLaneRecruit provides continuous local IT support customized to the needs of your offshore executive admin team.

Our services cover:

- **Troubleshooting & Hardware Support:** Rapid resolution of hardware and software issues to minimize downtime and keep your team focused. Our local IT specialists handle everything from device malfunctions to software errors efficiently.
- **System Maintenance & Updates:** Regular updates and maintenance for all software and operating systems including accounting, collaboration, and document management tools to protect against vulnerabilities and maintain peak performance.
- **Network Security & VPN Management:** Ongoing management of VPN connections and network defenses to secure financial data and ensure adherence to privacy regulations.
- **Equipment Lifecycle Management:** Proactive upgrades and hardware replacements to guarantee your offshore team always uses modern, high-performance technology, minimizing disruptions and maximizing efficiency.

Through this comprehensive local IT support, we help your offshore team maintain confidence in their tools and systems, enabling them to consistently provide compliant, high-quality administrative support.

3.4 Why This Matters

For Hong Kong companies, dependable IT infrastructure is more than a convenience because it is essential for earning client confidence and fulfilling strict compliance standards. With FastLaneRecruit's all-encompassing IT support, your offshore executive admin team is fully equipped with the technology and security protocols necessary to deliver reliable, professional services seamlessly aligned with your Hong Kong office's expectations.

4. Outcome & Results

What We Offer	How It Helps You
Comprehensive admin talent	From entry-level executives to senior admin managers, perfectly matched to your company's specific needs and culture.
Substantial cost efficiencies	Achieve up to 60% reduction in expenses compared to hiring locally in Hong Kong.
Quick team deployment	Your offshore executive admin team will be fully recruited, trained, and operational within 30 days.
Full compliance and HR management	No need to establish a local entity—FastLaneRecruit manages payroll, tax, and employment administration on your behalf.
Tailored infrastructure	Workspaces and IT systems designed to fit your preferred work styles and technology requirements.

5. Bringing It All Together: Your Offshore Team, Fully Supported

At FastLaneRecruit, we recognise that successfully building an offshore executive admin team in Malaysia for your Hong Kong companies goes beyond recruitment. It's about delivering a secure, compliant, and seamlessly integrated extension of your core operations.

Here's how we make it seamless:

Stage 1: Build the Right Team

We source and onboard executive admin professionals at all levels to ensure they align technically and culturally with your company's operational workflows.

Stage 2: Set Up a Functional Workspace

We manage the end-to-end process of workspace sourcing and setup, striking the perfect balance between cost-effectiveness and your company's brand identity and operational needs.

Stage 3: Equip and Enable Your Team

We equip your offshore team with up-to-date IT infrastructure, essential software, and local IT support to ensure they are fully operational, secure, and integrated with your Hong Kong office systems.

6. Start with a Complimentary Discovery Call

Discover how these stages can be tailored to meet your company's unique goals with our [free, no-obligation discovery call](#). This conversation gives you the chance to discuss your challenges and see how our customised offshore executive admin solutions can add real value.

We also welcome you to visit Malaysia to:

- Meet the FastLaneRecruit team—your dedicated partner in building and managing your offshore executive admin team
- Tour prospective workspaces to experience the professional environments that will support your offshore operations
- Explore our infrastructure and operational workflows to gain confidence in our capacity to maintain your company's high standards
- Observe our IT support systems in action, showcasing our commitment to data security, uninterrupted connectivity, and consistent performance

[Contact us today](#) to book your discovery call and take the first step toward developing a smarter, more efficient offshore executive admin team for your Hong Kong company with FastLaneRecruit.



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**Book an appointment and swing by
our offices for a chat and coffee.**



Scan our QR code to visit our
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