



PR/097421 | Regional Director, M&A Integration & Transformation (APAC)

Job Information

Recruiter

JAC Recruitment Singapore

Job ID

1604816

Industry

Audit, Tax Accounting

Job Type

Permanent Full-time

Location

Singapore

Salary

Negotiable, based on experience

Refreshed

August 11th, 2026 05:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Native

Minimum Japanese Level

Basic

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Job Title: Director/Managing Director (M&A / PMI Lead)

Location: Singapore – East

Your New Company

Our client is a Japan-headquartered architecture, engineering, and consulting firm with an established presence across Asia. The company specializes in architectural design, project management, facility strategy, workplace transformation, and business consulting, delivering innovative and sustainable solutions for a diverse range of industries. With a collaborative and client-focused approach, the organization supports projects from strategic planning through to implementation, helping businesses optimize their operations and built environments.

Your New Role

- Lead the planning and execution of post-merger integration (PMI) initiatives across APAC, ensuring seamless alignment of business operations, processes, and culture.

- Drive the integration of newly acquired entities to maximize operational synergies, efficiency, and long-term business growth.
- Develop and implement a standardized operating model, corporate governance framework, and performance management structure across regional offices.
- Establish consistent policies, procedures, and best practices to enhance operational excellence and organizational effectiveness.
- Partner closely with senior leadership to define and execute regional growth strategies aligned with the company's expansion objectives.
- Oversee business performance and organizational development across Southeast Asia and South Asia, including India.
- Build, lead, and mentor a high-performing regional leadership team, fostering a culture of collaboration, accountability, and excellence.
- Drive talent acquisition and succession planning efforts to strengthen regional capabilities and support future growth.
- Manage cross-functional stakeholders across multiple countries, ensuring effective communication, change management, and alignment throughout integration projects.
- Act as a strategic advisor to the Singapore Managing Director, providing leadership on organizational design, transformation initiatives, and regional business optimization.

Key Qualifications for Success

- Proven experience in a Director, Managing Director, Regional Director, or similar senior leadership role within the AEC, consulting, or project-based professional services industry.
- Strong hands-on experience leading post-merger integration (PMI) initiatives and M&A transactions, with exposure to both buy-side and sell-side activities preferred.
- Demonstrated success in driving end-to-end business integration, organizational transformation, and operational improvements across multiple entities.
- Strong commercial and financial acumen, with experience evaluating business performance, integration synergies, budgeting, and post-acquisition value creation.
- Proven ability to build organizational structures, establish operating frameworks, and develop high-performing teams.
- Excellent leadership, stakeholder management, communication, and cross-cultural collaboration skills, with experience working across the APAC region.
- Solid understanding of organizational design, corporate governance, and performance management principles.
- Strategic mindset with strong analytical, problem-solving, and decision-making capabilities.
- Professional architectural or technical qualifications are not required; candidates with strong PMI, integration, financial, and regional leadership experience are encouraged to apply.

Ready to Take the Next Step?

Interested applicants may submit their updated CV by clicking **APPLY NOW**. All applications will be reviewed and treated in strict confidence.

Do note that we will only be in touch if your application is shortlisted.

Bryan Ashwin
JAC Recruitment Pte Ltd
EA License Number: 90C3026
EA Personnel: R24122938

#LI-JACSG
#countrysingapore

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Company Description

