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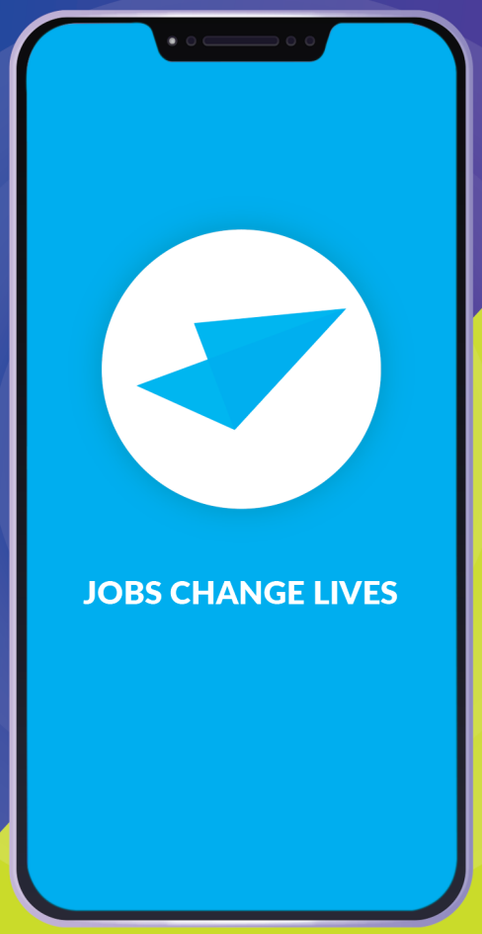

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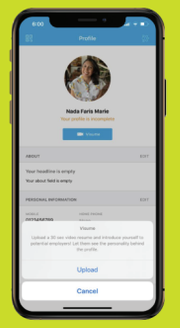

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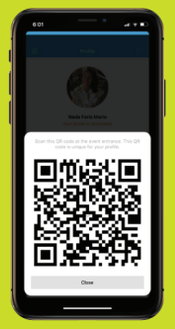

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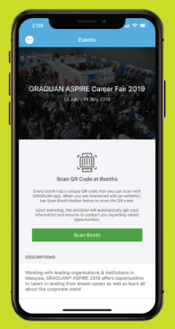
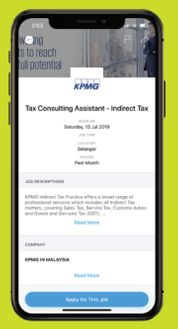
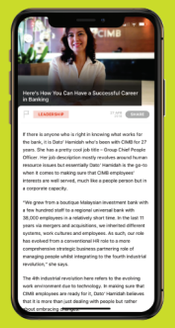


Exclusive invites to events on career and education



Search jobs and share job vacancies to your network



New article layout for easy reading

Read interesting articles featuring Malaysia's top CEOs

GRADUAN

2020 | graduan.com

Meet the Icons of Corporate Malaysia

2020 GRADUAN

Welcome to an exciting journey in your life! You've worked very hard to get to this juncture so congratulations on your success. Moving forward, you will be faced with many questions about the future – the most important one being how you can make the best of the opportunities presented to you.

GRADUAN is here to help by providing you the answers. In fact, what you will find in our platforms each year will continue to apply in the first few years of your working life. The insight from our industry experts stand the test of time and will prove to be inspiring in whatever you are going through in your working life. Do visit our website, GRADUAN.COM for a collection of articles regarding career advancement, work-life balance, and also tips and recommendations for the fun aspects of your life – after all, it shouldn't just be all work and no play to have a truly exceptional and impactful career!

With the new decade comes innovation. Digital technology is changing the work landscape, not just in the services companies offer to customers but also the very concept of work. Read all about it in this year's platforms, especially in our new HR Icons section, to learn how digitalisation will affect your future.

We hope by reading GRADUAN, you will become more confident about your future and excited about the prospects that await you.

We wish you all the best and here's to a lifetime of opportunities and success.

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MESSAGE FROM DIRECTOR

Dear Graduates

Since we started in 1994, GRADUAN has helped many young graduates like yourself navigate this very exciting but uncertain period of your life. Joining the workforce is a huge milestone in your life… it is also one of the most challenging as you will meet different people who live by different values. Getting employed is just the beginning; making the most out of the opportunities you have and achieving career success is a whole different ballgame altogether.

We understand the complexities of it all; GRADUAN isn't the leading platform for new graduates and young talent for no reason. Year after year, GRADUAN is a tome of information and a wealth of tips and advice from the people who matter in your industries. Each year is a focus on a theme that we feel will dictate the changes and trends in work cultures as well as the future for talent.

For 2020, we've decided that it is time to shine the spotlight on the people who play a huge role in your future success – the HR practitioners from various industries. We have a special HR Icon feature where we picked the brains of notable HR directors to find out what's in store for you as well as how you can prepare yourself for the changes that are making their way to your industry and the work environment.

Needless to say, digitalisation is the buzzword, what with new technology like data analytics, Artificial Intelligence and Internet of Things dominating the way we conduct business and work these days. Nearly everyone we interviewed for this year's publication has a thing or two to say about how digitalisation will impact the economy and ultimately change the landscape of work. Read on to learn how you can equip yourself for what's coming your way. Also, find out how your favourite companies are preparing themselves for Industrial Revolution 4.0 and whether you have what it takes to be part of this evolution.

PUAN ELIA TALIB

GRADUAN is here to help you make sense of it all – from what it takes to be hired to what companies are looking for in their talent pool. Our website is a constant source of information too that will help you land a rewarding career and guide you on how to make the most of it. Not forgetting our popular career and networking fairs that have connected so many deserving talent to reputable companies.

Are you ready to embark on this exciting journey? Let GRADUAN be your guide to a successful and meaningful career.

Parkway Pantai

Are you driven and enthusiastic, looking to make a difference in people's lives through excellent healthcare? Then come join us in the Parkway Pantai Management Associate Programme where you will be equipped with the skills and knowledge to become a potential hospital leader.

We welcome graduates from all disciplines. We want to meet you and include you into our network of 15 hospitals, where you will be a part of one of the leading healthcare providers in the country.

Find out more about our Parkway Pantai Management Associate Programme by scanning the QR code:

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On The Cover

Take your career to greater heights with the GRADUANApp, designed to keep you on the pulse and in the know with just a tap of the finger. It's your ticket to the new digital future of work.

HR ICONS

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GRADUAN 2020 ICONS.
This Year, We Celebrate The Icons Who Consistenly Make It To The Top!

Standing from left:
Mohd Farid Shah Mohd Basir *(TM)*, Lim Chee Gay *(TDCX)*, Salika Suksuwan *(PwC)*, Datin Sri Badrunnisa Mohd Yasin Khan *(Axiata)*, Bandhana Rai *(Dell)*, Norida Hamid *(Prudential)*, Dato' Hamidah Naziadin *(CIMB)*, Shahzad Umar *(Nestlé)*

Seated from left:
Shazmi Ali *(Shell)*, Datuk Nora Abd Manaf *(Maybank)*, Puan Elia Talib *(GRADUAN)*, Felicia Teh Sook-Ching *(BAT)*, Wong Lye Ling *(Gamuda)*, Chen Fong Tuan *(Samsung)*

2020 GRADUAN

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DIRECTORY

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Check out our directory for all the info you need to send your resume.

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Helping more people get the services they need

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We have more than 17,200 people operating across 44 countries and 4 Data Lands and every day we're investing in new technologies, talented people and innovation to help all our clients maximise every opportunity. We are listed on the London Stock Exchange (EXPN) and are a constituent of the FTSE 100 Index.

HR Asia's
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2016 - 2019

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Dell Company visits

Graduan Career Fairs

Sharing sessions

Embracing our differences!

Dell's team members come from all backgrounds, religions, nationalities, gender orientations and races. Dell's global business footprint includes operations in **180** countries, manufacturing in **25** locations, more than **40** distribution and configuration centers and more than **1,800** service centers worldwide.

- **Women in Action (WIA):** Empower and Enables Professional women
- **GenNext:** Early Career Professionals
- **True Ability:** Disability
- **Planet:** Promote a culture of Corporate Sustainability

Our Dell offices

With 3 sites across the country, **Penang (SWTC), Bukit Minyak (APCC2) & Cyberjaya,** Dell Malaysia family has expanded its operations since first established in 1995 and now with close to 5,000 team members we provide support in 50 countries within the Asia Pacific & Japan region.

Employee Perspective

During my internship, my manager and team members really valued and cared about my opinions and deliverable. Dell's inclusive culture really creates a sense of belonging and appreciation. I'm excited to begin my journey at Dell and see where my potential leads me.

Ruey | Product Marketing

Dell's Winning Together culture is what helped me convert from an intern to a full-time employee.; people work together as a team, push forward and strive to achieve the best. You are never alone because of the infinite resources available to you and have many opportunities to grow your career. *Fen Fen | Financial Analysis*

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HR ICONS

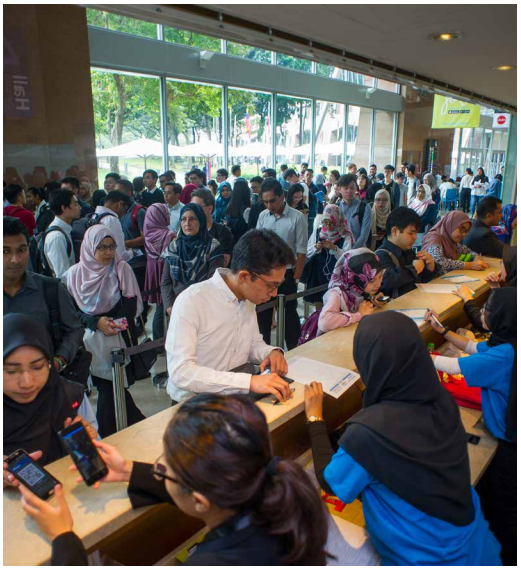
UP CLOSE WITH THE SHARPEST MINDS IN HR

How are you being evaluated when it comes to first impressions? What does it take to stand out in today's work climate? Passion or knowledge? Our HR icons answer these questions to set the record straight on what they look for when hiring and more.

GRADUAN 2020 ICONS

This year, we celebrate the icons who consistently make it to the top!

When you think of the word icon, you think of a person or an object that has made an impact or is regarded as a representative symbol of a certain thing. Which is exactly what we are celebrating this year (and new decade!) at GRADUAN in our 2020 campaign: *The GRADUAN Icons*. 2020 is all about celebrating milestones, and this year, we've decided to shine the spotlight on the icons who consistently make it to our list of top employees as chosen by you, the graduates and talent of Malaysia.



The selection of these icons is made via our popular GRADUAN Brand Awards, an annual award that names the top employers from various industries as well as overall as selected by the talent who visit our career and networking fair GRADUAN Aspire. Year after year, we present awards such as Best in Banking and Finance, Best in Energy, Best in Engineering, Best in Construction and Property Development and others to these top employers.

GRADUAN BRAND AWARDS

The awards speak volumes for the winners as they are the ones who have been chosen and picked over the years by the people who matter most: Malaysia's talent.

We started the awards in 2011, and this year, we've decided to pay tribute to the consistent winners of our annual GRADUAN Brand

Awards. From there, the HR directors of the respective winning companies are named our HR Icons. Without a doubt, these HR Icons are the movers and shakers of the industries, and have over the years contributed to the matter of human resources whether it is through new innovations or simply by being passionate about the practice. They too play a significant role in making their companies popular with Malaysian talent.

Want to know who made the cut? Get up close and personal with our HR Icons in our special feature in this year's GRADUAN where they share their thoughts on the changes that are making their way to us, talk shop about what it takes to impress them, and deliver both professional and personal advice. See if you can recognise any of them from our cover too!

Then, come and hear what they have to say about working in the new decade as well as other important subjects relevant to career success at our signature annual career and networking fair, GRADUAN Aspire. Launched in 2011, GRADUAN Aspire has become our most popular event year after year, not just with talent but also corporations as it has lived up to its expectations of delivering quality talent to Corporate Malaysia.

Not only that, it is filled with exciting activities you won't find elsewhere! Such as our highly anticipated Aspire Conference whereby only selected talent are invited to join in with our VIP speakers and guests for a thought-provoking, eye-opening conference that covers topics that are important to their future.

Our HR Icons will front this year's conference and if you're selected, you'll get an opportunity of a lifetime to network with these VIP personalities. They will also share insight on career success, hiring practices, human capital in the new decade and much more on issues related to work culture, development and more during our bigger and better Aspire Conference, the most popular event at GRADUAN Aspire.

Want to know more about our icons and how you can meet them at GRADUAN Aspire? Check our website (graduan.com) for more details and updates!

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

Planning creative solutions that can be used as intervention measures to accelerate or improve someone's growth journey is what makes me love what I do.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

Don't undermine the power of humility and respect for people. It will be the people who will make or break a strategy, so treat them well and fairly.

3

HR TREND TO LOOK OUT FOR?

How HR will respond to the world going digital. In a way it is encapsulated into the clichéd label of "Future of Work". This is massive because "work" was organised for the longest time to control people to deliver an output. We badly need a new narrative for "work".

4

YOUR COMPANY'S NEXT BIG INITIATIVE?

How to harness the collective good from 11 countries in our footprint, spanning across three businesses (telco, infrastructure and digital services) to drive us further in achieving our vision of being a Digital Champion.

> "Focus on being the best version of yourself."

5

THREE KEY TALENT PRIORITIES FOR AXIATA CURRENTLY?

First, growing our own specialised talent to increase innovation agility. Then, to recruit and build talent for new areas of growth, and finally, to build further the digital capability in our operational and leadership talent.

6

YOUR ADVICE ON HOW TO GET NOTICED AT WORK BY THE RIGHT PEOPLE?

If you are super good, you will get noticed! So focus on being the best version of yourself.

7

PASSION OR TECHNICAL SKILLS?

Both.

8

PERSON YOU LOOK UP TO?

People in history who, despite all the odds, fought for justice and what is morally right.

9

PROUDEST ACHIEVEMENT?

Getting Axiata recognised as a regional talent factory. And on a personal level, having brought up four wonderful young adults!

DATIN SRI BADRUNNISA MOHD YASIN KHAN

Group Axiata Learning Officer
Axiata Group Berhad

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

I enjoy working with people and I am passionate about making a difference and a positive impact on people and the organisational culture.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

Focus on your goals and objectives. Focus your energy on what matters. Pick your battles and always keep in mind the bigger picture.

3

WHAT DO YOU LOOK OUT FOR IN FIRST IMPRESSIONS?

How one communicates is as important as what they say – eye contact, active listening and positive energy are important to me.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

There are some exciting things in the pipeline as we continue to build capabilities for the future and drive a high-performing and sustainable organisational culture.

5

TECH INNOVATION THAT WILL CHANGE HR?

Data analytics remain a big game-changer. The rich insights allow us to make sharper and more informed decisions in HR.

6

TALENT WITH ALL THE CREDENTIALS OR LOTS OF WORK EXPERIENCE?

Work experience but more importantly it is the attitude and drive that the individual brings to the table.

7

DATA OR GUT INTUITION?

Gut intuition for me but I believe in the importance of understanding the facts and background of the situation before making decisions.

8

HR TREND TO LOOK OUT FOR?

More and more organisations will attempt to establish a holistic employee experience that will feed directly into their employer value proposition.

9

HOW DO YOU MEASURE SUCCESS?

Success can only be measured after knowing what “good” looks like. The picture of success will enable clear measurement of the outcome.

> **“Pick your battles and always keep in mind the bigger picture.”**

FELICIA TEH SOOK-CHING

Human Resources Director
British American Tobacco (BAT) Malaysia

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

I'm in a position to make a difference in the lives of the people I work with, to create opportunities for those who want to improve themselves.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

Management trends come and go but agility is key if you want to remain relevant and have a sustainable career. Keep on acquiring skills and improving your existing ones.

> "We hear but we often fail to listen."

3

THE TREND TO WATCH OUT FOR IN THE INDUSTRY?

Working alongside machines. In some industries, people have colleagues who work full time, part time, as contractors or gig workers. The next colleague is potentially a machine.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

Reimagining the way we learn and how careers are managed in an organisation. We aim to give more empowerment for our employees to chart their own career paths.

5

TECH INNOVATION THAT WILL CHANGE HR?

I'm excited about Artificial Intelligence. It will free HR from the repetitive and the mundane, allowing those who work in HR to spend more time designing programmes, learning interventions, and understanding the business.

6

KEY TO FINDING THE RIGHT JOB FIT?

A high degree of self-awareness and self-honesty is required in finding the right job fit. It involves knowing yourself: Your dislikes and your preferences, your strengths and weaknesses, the skills you have to offer. You won't wake up one day and know. It is a journey of discovery that takes courage as you need to be open to taking up new challenges and learning new things.

7

PASSION OR TECHNICAL SKILLS?

For me, it has to be passion. Passion drives excellence.

8

HOW DO YOU MEASURE SUCCESS?

To be in a position where I am able to make a difference in people's lives. More importantly, to not be constrained by another person's definition of success.

9

MOST IMPORTANT SOFT SKILL TO NURTURE?

We hear but we often fail to listen. There is a fine line between the two, and the latter makes all the difference. We must endeavour to listen to understand, not to listen to respond. Good listening skills greatly increase your capacity to influence, motivate, develop, and serve people effectively.

DATO' HAMIDAH NAZIADIN

Group Chief People Officer
CIMB Group

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

I am passionate about creating value for business, customers, and the teams I work with. Leading teams of professional individuals who are passionate in bringing the best talent to Dell allows me to experience this every day.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

You never know your true capabilities unless you have been stretched and tested, so always embrace challenges and be grateful to the people who entrust you with them.

3

THE TREND TO WATCH OUT FOR IN THE INDUSTRY?

In IT, the focus remains around Artificial Intelligence, big data, cloud computing, Internet of Things and edge computing, and how these technologies can help businesses to innovate, deliver better customer experiences and drive growth.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

Progress Made Real, our vision for 2030 that articulates how we will create a positive social impact by focusing on advancing sustainability, cultivating inclusion, transforming lives, and upholding ethics and privacy.

5

THREE CURRENT KEY TALENT PRIORITIES FOR DELL?

Hiring the next generation of young talent, increasing women representation in the workplace, and building on talent and skills of the future.

6

FIRST IMPRESSIONS OR CV?

CVs let you through the door to an interview while first impressions carry you onward to the next stage, so prioritise both.

7

YOUR ADVICE ON HOW TO GET NOTICED AT WORK BY THE RIGHT PEOPLE?

Be conscientious and disciplined, work well in teams, and demonstrate a hunger to do and learn more! Finally, don't shy away from speaking out when needed; your voice is your brand.

8

PROUDEST ACHIEVEMENT?

Despite the many challenges and joys of life and our respective careers, staying happily married after more than 20 years with my college sweetheart!

9

THE FIRST THING YOU DO WHEN YOU GET TO WORK IS...

Wish everyone I meet a very happy morning while grabbing a cup of tea before diving into my day.

> **"Don't shy away from speaking out when needed; your voice is your brand."**

BANDHANA RAI

Talent Acquisition Director
Dell Technologies, Malaysia

1

WHY DO YOU LOVE WHAT YOU DO?

It's never boring! There are plenty of challenges and opportunities to learn something new. The people really come together and work as a team.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

To lead by example and treat people with respect.

3

HR TRENDS TO LOOK OUT FOR?

Using Artificial Intelligence (AI) to transform how HR managers engage with existing and potential employees.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

Transforming how we engage with our people and develop talent.

5

WHAT NEEDS TO CHANGE ABOUT HR RIGHT NOW?

We need to be more strategic, to be more open to possibilities, and acquire new capabilities such as AI and analytics to engage, influence and be a partner to the business.

6

KEY TO JOB MATCHING?

Understanding the person (their strengths, preferences, aspirations, skillset) and making adjustments along the way.

7

PASSION OR TECHNICAL SKILLS?

Passion.

8

MOST IMPORTANT SOFT SKILL TO NURTURE?

Empathy and the desire to help.

9

WHO DO YOU LOOK UP TO?

My parents for teaching me values such as integrity, filial piety, humility, kindness and discipline. Chua Jim Boon, my boss during the early days of my career, for being an inspiring leader. My teachers who inspired me to aim high, and many other people I've met who have been inspiring in big and small ways.

"We need to be more strategic, to be more open to possibilities, and acquire new capabilities such as AI and analytics to engage, influence and be a partner to the business."

WONG LYE LING

Senior General Manager Group HR & Admin

Gamuda Berhad

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

I am competitive by nature, shaped from the tough life I had since my formative years as a child, and my training later firstly as a Chartered Accountant, then later as a Human Resource Development professional and a qualified StrengthsFinder Coach. That mix I believe drives me, and being able to channel that passion and energy into the ability to make lives better is more than I could ever wish for, and I thank God every day for this ability.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

The "school of hard knocks" taught me that one cannot go wrong if you focus on doing what is right. That on its own can be really hard, but performing at a high level requires constant discipline, resilience and grit to achieve. It's a choice.

3

NEXT TREND TO LOOK OUT FOR?

Technological and human-centred change is the most powerful force influencing the banking ecosystem today, from digital-first in everything to unlocking customer intelligence. We need the skills and mindsets to execute and win.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

Building real-time customer intelligence to elevate CX. Besides digital upskilling, we are enhancing our people with capabilities to be 'Universal Bankers', focusing on simplified, holistic and timely solutions to unearth opportunities for the well-being of our customers.

5

TECH INNOVATION TO WATCH FOR HR?

Automation to the next level and also what it enables HR to do. Human potentials are unleashed by Artificial Intelligence, machine learning and blockchain.

6

WHAT DO YOU LOOK OUT FOR IN FIRST IMPRESSIONS?

Attitude and consistency. In current times, in most cases, first impressions are really merely to validate the intelligence I would already have on the person.

7

TALENT WITH ALL THE CREDENTIALS OR LOTS OF WORK EXPERIENCE?

My definition of credentials is everything that the talent represents, which then my answer is definitely credentials. And the credentials are represented by a portfolio that includes qualifications as well as comprehensive data on experience.

> **"We need the skills and mindsets to execute and win."**

8

DATA OR GUT INTUITION?

If I had to choose one, I will have to go with intuition. Unfortunately we are not yet in times where data is rich enough to be the only source to depend on. Incomplete data is a high risk. So in current times, it's best, and only right, to go with both.

9

PROUDEST ACHIEVEMENT?

My children.

DATUK NORA ABD MANAF

Group Chief Human Capital Officer
Maybank

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

One of the things I truly cherish is being able to see people learn and grow in what they do or the field they are in.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

At the end of the day, it all comes down to the attitude one has and their mindset.

3

THE TREND TO WATCH OUT FOR IN THE INDUSTRY?

There are many trends taking place; however, the fields of Artificial Intelligence and Internet of Things are ones to watch out for.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

We have a couple of exciting innovation on the way for the year which unfortunately I will not be able to share much now but keep a look out!

5

TECH INNOVATION THAT WILL CHANGE HR?

People Analytics are becoming a greater part of HR and as part of this evolution, Nestlé has embarked on a Digital Transformation Strat by establishing Centres of Competence focusing on Talent, Rewards and People Analytics.

> **"Individuals with a zest for whatever they do. I prefer passion over pedigree."**

6

WHAT DO YOU LOOK OUT FOR IN FIRST IMPRESSIONS?

The ability to carry yourself with confidence as well as the genuineness of an individual are important qualities that create good impressions.

7

TALENT WITH ALL THE CREDENTIALS OR LOTS OF WORK EXPERIENCE?

Individuals with a zest for whatever they do. I prefer passion over pedigree.

8

DATA OR GUT INTUITION?

I go by intuition led by insight and foresight.

9

HOW DO YOU MEASURE SUCCESS?

First, by what you have accomplished with what you had. And second, how you are remembered by people long after you have moved on.

SHAHZAD UMAR

Head of Human Resources
Nestlé Malaysia

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

It gives me a great sense of happiness and motivation to see people grow and achieve their career aspirations. I enjoy being a positive mover and shaker in their journey, and I love making a difference in people's lives.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

You need to trust, empower and encourage your people to allow them to fly. It's a lesson I picked up from my CEO, and it resonates well with me. Mind you, I'm still working on it.

3

THE TREND TO WATCH OUT FOR IN THE INDUSTRY?

We are embracing digital disruption in our industry, using data analytics to serve our customers better. The rapid technological change complements our new ways of working aptly.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

Amplifying our distinctive and consistent "People Experience" at every touch point, starting from how people connect with us as a brand all the way from interview to onboarding, and even offboarding.

5

WHAT NEEDS TO CHANGE ABOUT HR RIGHT NOW?

While HR is moving forward with technological change and promoting an agile work culture, caring for our people is still at the heart of everything that we DO.

6

FIRST IMPRESSIONS OR CV?

Both are equally important. Your CV needs to be impressive to allow me to see your first impression.

7

TALENT WITH ALL THE CREDENTIALS OR LOTS OF WORK EXPERIENCE?

Credentials and experience are your tickets in into an organisation but what will set you apart is your will to push, passion to learn, and hunger to excel.

8

MOST IMPORTANT SOFT SKILL TO NURTURE?

Cultivating the courage and confidence to speak. As leaders, we need to create an environment where all team members feel inclusive, and subsequently, recognise their ideas, no matter how big or small.

9

THE FIRST THING YOU DO WHEN YOU GET TO WORK IS...

Have my breakfast at our beautiful thematic work café at Menara Prudential. It's an opportunity to catch up with my colleagues over a cup of tea.

"We need to create an environment where all team members feel inclusive, and subsequently, recognise their ideas, no matter how big or small."

NORIDA HAMID

Chief Human Resources Officer
Prudential Assurance Malaysia Berhad

1
WHAT'S GREAT ABOUT YOUR JOB?

Being able to represent a reputable global brand, leading and developing #MYHebatHC team, and the opportunity to make a difference to our people, our workplace, and the broader employment landscape.

2
THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

Agility is the secret sauce to success – it has enabled me to make the career change from a school teacher to a HR practitioner, and to take up a very fulfilling secondment to a government agency.

3
THE NEXT BIG HR TREND?

A greater focus on digital upskilling and adapting to new ways of working using technology.

4
WHAT IS PwC CURRENTLY WORKING ON FOR ITS TALENT?

A global upskilling initiative called "New world. New skills", which aims to narrow the digital divide by addressing the widening skills gap, that is, the skills people have today, and the ones needed for tomorrow. We are committed to help organisations in both public and private sectors prepare their workforce for the digital world.

5
THREE CURRENT KEY TALENT PRIORITIES FOR PwC?

First, upskilling our workforce with #FutureSkills to strengthen their digital skills (business analytics, data analytics, data visualisation) and 'human' skills (learning agility, soft skills). Second, to foster a more sustainable work life with flexible work arrangements, and focusing on physical and mental wellbeing. Finally, to empower team leaders and career coaches to be more effective people managers.

6
FIRST IMPRESSIONS OR CV?

Both are important – invest in enhancing the skills and experience you share in your CV, and create a good impression to your prospective employer who reads your CV.

7
HOW TO GET NOTICED AT WORK BY THE RIGHT PEOPLE?

Give your best shot in delivering work that exceeds expectation. It also depends on who you'd like to impress, so get to know your leaders and understand what they value in an individual.

8
PROUDEST ACHIEVEMENT?

When my daughter Mariesa did reasonably well and completed her primary school and UPSR exams. She was in a Chinese-medium primary school and she survived six challenging years with no guidance in her schoolwork from me... I don't know Mandarin!

9
THE FIRST THING YOU DO WHEN YOU GET TO WORK IS...

Catch up on news articles and listen to BFM while having my favourite Malaysian coffee. I value my alone time at 7.30 in the morning!

> "Give your best shot in delivering work that exceeds expectation."

SALIKA SUKSUWAN
Human Capital Leader
PwC Malaysia

1

WHY HR?

Growing up in a family of teachers, I learned early on in my career that what motivates me is to nurture, grow and realise people's potential. HR provides me the opportunity to make a difference in the lives of others.

> "We know how to help ourselves and others find it."

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

We are leaders not because we know the right answer but because we know how to help ourselves and others find it.

3

HR TRENDS TO LOOK OUT FOR?

Augmentation of technology with human experience from talent acquisition to workplace culture, seamlessly integrating organic human interaction with curated data, information and insights about our talents, resulting in more robust engagement and decision making.

4

THE NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

Personalised learning at the very moment we need it. Institutionalise AI-driven, on-demand, just-in-time, molecular learning content, making them come to life solving real work and personal needs. Learning@Work is where learning flows with work at Samsung.

5

WHAT NEEDS TO CHANGE IN HR?

Rewards and Recognition is still retrospective and cookie cutter; it needs to be real-time, relevant and atomised. People Analytics are used to describe situations, not as real input in making people decisions. We need to have analytics for people. Diversity and Inclusion is often labelled as fluffy. HR needs to drive this agenda with quantitative narratives and not just qualitative descriptors.

6

THE KEY TO FINDING THE RIGHT JOB FIT?

Find the sweet spot between your talent, your passion and the organisation.

7

PASSION OR TECHNICAL SKILLS?

Technical skills can be learned. Passion on the other hand less so. Inherently, passion and energy are the fuel to drive us forward. Technical skills are merely the bolts and nuts to ensure the wheels turn.

8

THE MOST IMPORTANT SOFT SKILL IS...

Sensemaking. How we make sense of a complex, asymmetrical and highly dynamic environment is critical in helping us structure the unknown.

9

THE PERSON YOU LOOK UP TO MOST?

My late father. From him I learned how to be firm yet caring. Direct yet engaging. Disciplined yet open. Structured yet flexible. He taught me many things but none more profound than a simple advice he gave me when I was 10. "You may not like everything your Mum cooks. It's OK. Those you like, eat more. Those you don't, eat less. But eat you must because your Mum deserves nothing less."

CHEN FONG TUAN

Human Resources & General Affairs Director
Samsung Malaysia Electronics

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

I love growing with my team and partnering the business to ensure Shell achieves its purpose to power progress together by providing more and cleaner energy solutions.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

What you learnt yesterday will be irrelevant tomorrow.

3

THE TREND TO WATCH OUT FOR IN THE ENERGY INDUSTRY?

Energy transition and reducing of net carbon footprint.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

We aim to meet the energy needs of society in ways that are economically, socially and environmentally viable, now and in the future.

5

TECH INNOVATION THAT WILL CHANGE HR?

The ability to humanise technology. There will be multiple data points that will be made available to HR. The challenge is to ensure we make the best decision by picking the right data points while ensuring the H in HR remains core to our business.

> **"As technology changes, it is more important to be agile than being a technical expert. If you're agile and resilient to changes, you have passion embedded in you."**

6

WHAT DO YOU LOOK OUT FOR IN FIRST IMPRESSIONS?

Ability to converse and provide opinions on a variety of topics, including non-work related ones.

7

PASSION OR TECHNICAL SKILLS?

Neither, I look for agility and resilience. As technology changes, it is more important to be agile than being a technical expert. If you're agile and resilient to changes, you have passion embedded in you.

8

DATA OR GUT INTUITION?

Gut intuition which is then validated by data.

9

THE FIRST THING YOU DO WHEN YOU GET TO WORK IS...

Say hello to my team, walk around checking in with them while sipping my cuppa... Costa from Shell, of course.

SHAZMI ALI
Country HR Director
Shell Malaysia

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

My profession in HR helps me create a strong impact in people's career and lives through mentoring and coaching them. I enjoy being part of their journey and achieve their goals and dreams.

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

A company grows with the effort of the right people, and employees are the building blocks of it. I learned the lesson of hiring the right people to back the company over time.

3

THE TREND TO WATCH OUT FOR IN THE INDUSTRY?

As the industry is becoming more competitive and technology dependent, it is heading towards becoming fully digitised. People should be focusing more on future skill development to always be in the game.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

Currently, our focus is mainly on digitisation to maximise employee experience, Agile Leadership Skills Development, and recruitment excellence through digitalised branding and customer experience solutions.

5

TECH INNOVATION THAT WILL CHANGE HR?

Tech innovation either generated within or out, often changes the operation or goals of a company. Tech innovation which affects all transaction and routine processes will bring a big change to HR. HR continues to be a strategic partner to the business through tech innovation.

6

WHAT DO YOU LOOK FOR IN FIRST IMPRESSIONS?

We look for people with high energy level.

7

TALENT WITH ALL THE CREDENTIALS OR LOTS OF WORK EXPERIENCE?

We are interested to attract talent with credentials who will make the difference and be the change agents.

8

DATA OR GUT INTUITION?

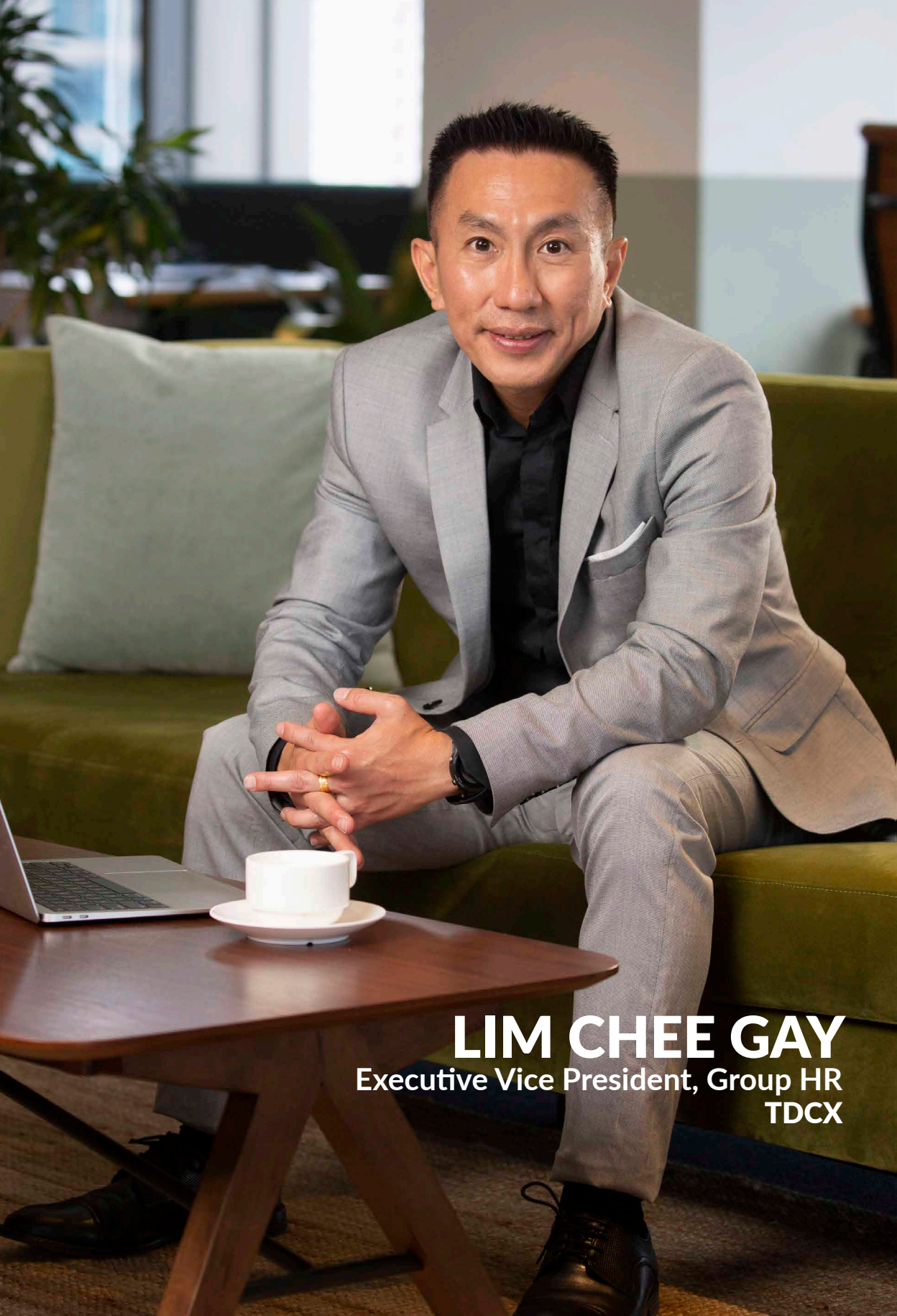
We assist our partners and our people to achieve success through innovation and high performing solutions with strong data-driven cultures.

9

HOW DO YOU MEASURE SUCCESS?

We measure success with business growth. We use the outside-in approach where we stand on the customer's perspective and operate not just to meet but to exceed their needs. Therefore, best-in-class talent attraction, retention and development solutions would differentiate high performing organisation than the rest.

> **"People should be focusing more on future skill development to always be in the game."**



LIM CHEE GAY

Executive Vice President, Group HR
TDCX

1

WHY DO YOU LOVE WHAT YOU ARE DOING?

I love nurturing and developing people. What I am doing now allows me many opportunities to focus on this aspect, both at a personal and an organisational level.

> "Present yourself as someone who adds value."

2

THE MOST IMPORTANT LESSON YOU LEARNT PROFESSIONALLY?

Be humble. Whatever level you are, there is always something to learn from the people around you. C.S. Lewis said, "Humility is not thinking less of yourself, it's thinking of yourself less."

3

THE TREND TO WATCH OUT FOR IN THE INDUSTRY?

5G is the buzzword. It promises faster speed, less lag, and the ability to connect many devices without bogging it down, translating to all kinds of futuristic applications. Through our infrastructure rollout, product use-cases and people development, TM is committed to drive the aspiration of Digital Malaysia for the nation's benefit.

4

NEXT BIG INITIATIVE YOUR COMPANY IS WORKING ON?

TM became the first in the world to successfully conduct a standalone 5G test on a converged core network. This demonstrates our ability to build a world-class telecommunication infrastructure. We are also getting our people ready for the next-generation technology through training and upskilling, and exploring several global standards to measure digital intelligence, digital literacy and digital readiness as a benchmark in our effort to uplift the overall capability of Warga TM.

5

THREE CURRENT KEY TALENT PRIORITIES FOR TM?

Remobilisation of our workforce, which aims to place talent in the most critical parts of our business. Internalising the practice of career conversation where manager supports his or her employee to reflect and consider the skills and experience they have, the potential to grow within their current role, and any future aspirations they may have. Finally, putting in place a more structured and holistic leadership development programme to ensure a robust talent pipeline and succession plan.

6

FIRST IMPRESSIONS OR CV?

A CV is often a prospective employer's first contact with you. Pay particular attention and spend the effort to ensure it makes the right first impression on your behalf.

7

HOW TO GET NOTICED AT WORK BY THE RIGHT PEOPLE?

Present yourself as someone who adds value. Make your presence worth other people's time and attention. Always find ways to bring value to the table through your leadership, teamwork, passion and willingness to go above and beyond.

8

PROUDEST ACHIEVEMENT?

When I came back to serve TM in 2018, a company that supported my studies and gave me my first employment in 1994. I was honoured to return after 17 years of building the experience needed for this responsibility.

9

THE FIRST THING YOU DO WHEN YOU GET TO WORK IS...

A quick workout at TM's 24-hour gym!

FARID BASIR

Chief Human Capital Officer
Telekom Malaysia Berhad

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IN THE LEAD

INDUSTRY GIANTS AND THEIR DEFINITIONS OF SUCCESS, PASSION AND WHAT THE FUTURE HOLDS

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TAKING CARE OF MALAYSIA

As the median age of the Malaysian population greys further, Duopharma Biotech Berhad is looking at a growing opportunity for business expansion and multi-year growth that only young blood and their millennial talent can sustain.

By Rio Rose Ribaya

Malaysia is getting old. And with the steady rise in life expectancies and fall in fertility rates, it seems like the country would continue to grey until it officially becomes an ageing nation by 2030.

While this may put a strain on public finance and social welfare systems, the private healthcare and pharmaceutical industries are looking at a rosy horizon for more revenues and business expansions in the country. In fact, a Fitch Solutions research revealed that driven by an ageing population, Malaysia will have its rising chronic disease burden as a key factor that will support the pharmaceutical market growth over a multi-year period.

Leonard Ariff, Group Managing Director of Duopharma Biotech Bhd, agrees. "I think the government is looking at trying to make drug costs more accessible. It will start to make Malaysia more self-sufficient when it comes to pharmaceuticals, which will necessitate having to manufacture more products in Malaysia," Leonard says. "Hopefully, the government works with local producers in Malaysia. Duopharma is one of them and we try to encourage more products to be manufactured in a cost-effective manner domestically."

In anticipation of future demand, the largest Malaysian pharmaceutical manufacturer and trading company spent RM300 million to expand its operations and productions, building new offices, warehouses, and factories in Klang and Bangi recently. For these capital outlays to see optimal productivity, the 1,400-strong company also aims to mechanise its operations in order to catch up with the swelling demand – not only medical drugs, but also in consumer healthcare – to ensure its profitability in a nation with a demographic number as small as Malaysia.

"We're mechanising a lot more now. One of the issues in operating a pharmaceutical facility in Malaysia is needing a lot of products. It doesn't mean just tablets. We have soft gel, haemodialysis concentrate, capsules and injectables," he explains. "We're also introducing a lot more technology. We have invested large sums into software to assist people to allow them to be more effective."

Skilled workers are necessary to man these buildings, operate high-tech machines, and facilitate backroom support to ensure affordable medicines are enough to meet the needs of maturing citizens. To enable this, Duopharma plans to hire between 50 to 70 additional staff in medicine and drug manufacturing and backroom support – especially in areas such as regulatory, quality assurance, and quality control – every year.

With a low attrition rate of 10.9 percent, Leonard promises that Duopharma has created a competitive, dynamic and a nurturing environment that will guide fresh graduates

“If you’re good, the sky’s the limit.”

to find their calling and get the right push to jumpstart their career in the healthcare and pharmaceutical industry.

The profession that's set to become more prominent? "Pharmacists. In the early days, we never had more than four pharmacists in a pharmaceutical factory but this is increasing now," Leonard says. Before, these pharmacists were largely involved in dispensing drugs. Now, we're seeing pharmacists more prepared to go into manufacturing, in regulatory policies, and so on."

According to the Malaysian Pharmaceutical Society, about 1,400 students with degrees in pharmacy graduate every year. While this figure indirectly improves the proficiency Duopharma is seeing in its manufacturing and regulatory lines, it is expected to inundate employers and saturate market employment sooner or later.

This is why Leonard, who graduated with a law and economics degree from Monash University, Australia, discourages graduates of medicine and science degrees from being too myopic in the career path they want for themselves. And if there's a profession that can give them a fulfilling career, it's pharmaceutical sales.

"There are certain roles that we still have not gotten pharmacists interested in. One of these is sales. New graduates tend not to see sales as a career. Whereas, every job, in some way or another, involves some level of salesmanship," the Duopharma director says. "With a background either in medicine or pharmacy, you can sell to doctors and pharmacists because you talk the same language. So whenever I speak at universities, I always tell them: Consider sales as a career because if you're good, the sky's the limit."

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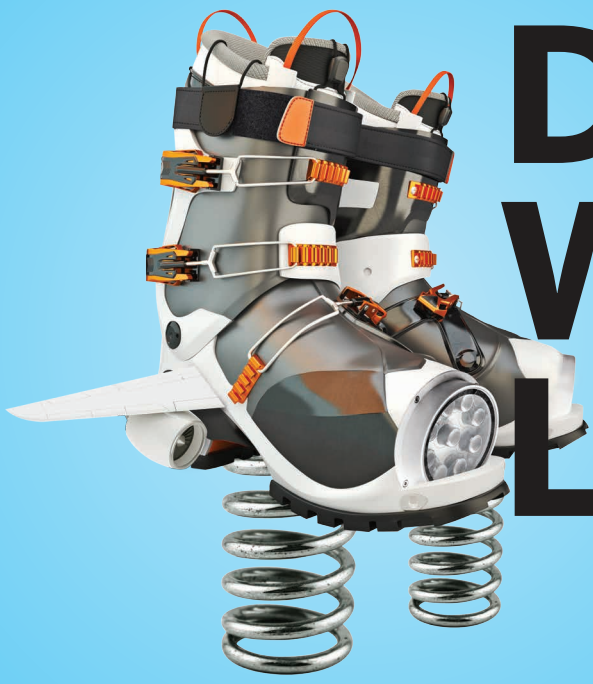

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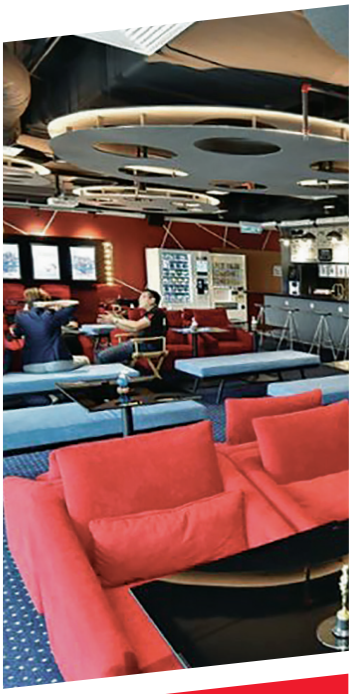

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Evelynne Tan
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Every floor has different themes, and the modern workspace designs make me feel more motivated to work. From focus pods to standing desks, the flexible spaces allow us to work in areas where we deem comfortable and productive. We no longer have to sit at our desks all day, which gives us the feeling of unity and closeness with everyone. I am grateful to be able to work in such a beautiful workplace that feels like home.

Zainal Azzan
Executive, Agency Training

UNIVERSITY OF EAST ANGLIA.

One of my most unforgettable experiences was when I got to emcee three massive-scaled events for Prudential. We're given opportunities like these because the company is truly invested in our development and growth. This is one of the best places to learn more in order to develop yourself. Also, everyone here is friendly and accommodating and are always ready to give a helping hand

Chew You Yang
Executive, Product Development & Management

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Prudential's agile working environment allows us to be flexible by working from anywhere in the building and gives us more room for collaboration. I find myself working with different stakeholders more effectively, and having my creativity and productivity fostered. I also had the opportunity to work on various marketing projects, which I am proud to say, made an impact to the organization. It has been an amazing experience so far

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INVESTING IN THE FUTURE

Malaysia's pioneering accounting and auditing firm KPMG has been investing millions to recruit and give new talent proper training in preparation for opening new service lines that veer towards IoT, network infrastructure and technology. All this in keeping with its long-standing tradition of staying ahead of curve.

By Rio Rose Ribaya

KPMG in Malaysia has been helping people, businesses, companies and corporations longer than the Malaysian Federation devoted itself to democracy. Wars and crises have ebbed and flowed... and the 92-year-old multinational company stays true to its commitment to inspire confidence and empower change. And it intends to keep it that way in the future too. Its top brass is bent to stay at the forefront of the industry as it rides the new wave of the Industrial Revolution, which once helped transform accounting into a formal profession in the late 18th and 19th centuries.

According to Datuk Johan Idris, Managing Partner of KPMG in Malaysia, one way the Firm is doing so is by remaining relevant, both globally and locally. "We are 29 years older than Malaysia, and we have always strived to ensure that our people are equipped with the relevant skillsets to deliver real results for our clients. Investing in our people is what will bring us to the future."

Chief among these prospects is the creation of new service lines in technologies like the Internet of Things (IoT), and network infrastructures in hopes to extend market acceptance in Malaysia and Southeast Asia. In line with this, KPMG in Malaysia top executive also reveals that the company is engaging globally with major players in the technology space like IBM, Microsoft and AliBaba to provide tailored solutions and services for its clients.

Last December, KPMG announced a five-year global partnership with Microsoft to accelerate the digital transformation of KPMG member firms and mutual clients as it begins the modernisation of its workplace by using the Microsoft 365 suite of cloud-based collaboration and productivity tools.

"You can see that the financial industry is transforming. Even the clients are transforming. It's exciting because there are a lot of things that we can do in service lines such as advisory that has something to do with tech," says Johan, who is also a former president of Malaysian Institute of Accountants.

"Over the years we have invested, and will continue to invest, in people and new technology to better cater to our clients and provide new services. This is key to staying ahead within the rapidly changing market," he notes.

In fact, Johan adds, KPMG in Malaysia has already spent a couple of millions to recruit and bring in new talent from different spectrums just

> "Graduates join us because they believe that we can give them the right opportunities to propel them further."

to stay ahead of the accounting and auditing curve locally. Additionally, the Firm launched its KPMG Ambassadors programme that gives the opportunity to students to learn more about the specifics of working in the audit and advisory industry. Designed as a one-year internship programme, it targets students who are on either their second or third year of getting accounting or non-accounting related Bachelor's or Master degrees for potential careers in KPMG. "It's about targeting and recruiting the best talent with the right attitude who want to work here. For me, it's a very strategic and impactful programme," says Johan.

Since 2016, KPMG in Malaysia has also been running the Cyber Security Challenge where student participants are put to test on their cybersecurity skills and knowledge in reverse engineering, steganography, cryptography, programming, network analysis, infrastructure hacking, web application security and digital forensics.

These targeted recruitment programmes make KPMG as one of the Top 10 graduate employers in Malaysia. "I believe graduates join us because they believe that we can give them the right opportunities to propel them further," concludes Johan.

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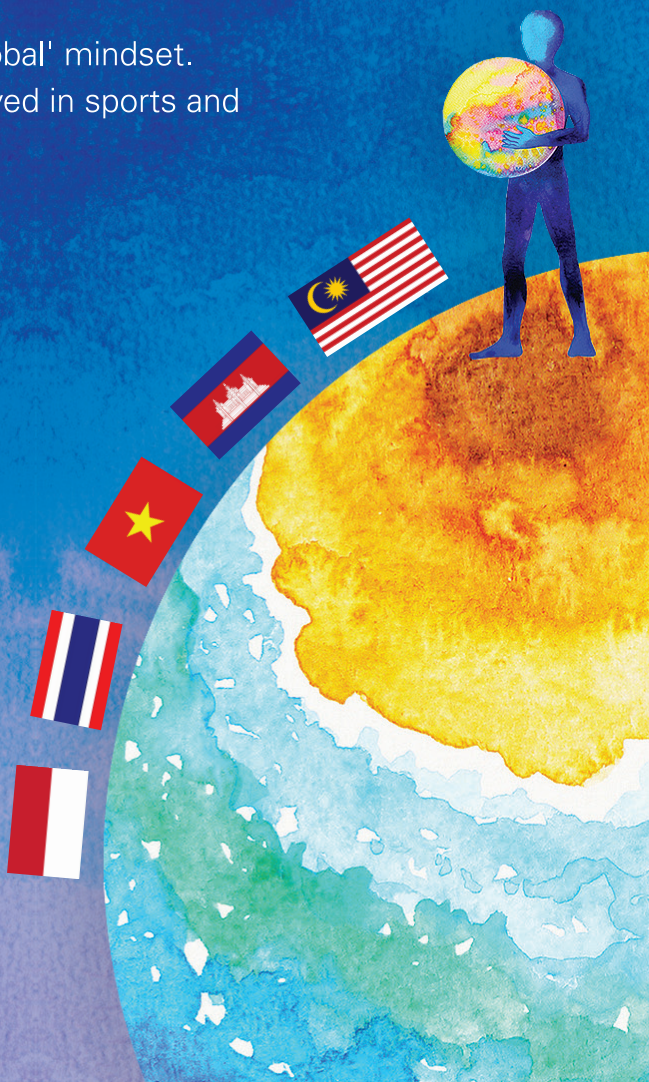

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LEADERSHIP IN A TIME OF CHANGE

Adam Yee, Siemens Malaysia's first Malaysian president and CEO, talks about leadership and what it takes to brave through Industrial Revolution 4.0.

By Hadi Azmi

With 18 years of experience in his career with Siemens Malaysia, Adam Yee reached the pinnacle of the multinational's corporate ladder when he was appointed its first Malaysian president and CEO in November 2019.

Rising to the top of the corporate ladder is the ultimate goal of anyone's career, more so with the added recognition of being a pioneering local at the top post. Humbled and calling himself privileged by the trust given by the company, Adam's path to the top is grounded by a decade's worth of leadership experience as division head in the company.

"This is a company which embraces globalisation in every sense of the word. We want to have more local presence in the country, in the region, and it is an opportunity to localise and have local

leaders who have better ideas about the culture, development, and economy of the country," says Adam at his office in Phileo Damansara that overlooks the Kuala Lumpur MRT line, traversed by automated trains manufactured by Siemens.

Before being made president and CEO, Adam proved his worth by doubling the sales for Siemens Malaysia's industry business every year for the last five years. Now, his sights are on Industrial Revolution 4.0 (IR4.0). First coined in Germany in 2011, IR4.0 will see the integration of Artificial Intelligence (AI) and blistering fast wireless connectivity and sensors into factories, allowing an entire production line to make decisions on its own with minimal human intervention, among other things.

Realising its importance, Siemens Malaysia had started pushing for the awareness of IR4.0 in the country as early as 2015 and is now one of the key partners working with the Malaysian government to get businesses on board and ready for the shift. Setting its sights on preparing the workforce to a rapidly changing job market, the company is working with the Malaysian Technical University Network (MTUN) in coming up with a syllabus for the university network's Bachelor's Degree Program in Industrial Electronic Automation for undergraduates.

"That has already started with UNIMAP in Perlis, which is the first to introduce this programme and we are embedded in the sense that the lecturers are trained by us and they have to follow certain requirements for the course," explains Adam.

Calling education his passion, the newly minted CEO says that Malaysia needs to be more competitive and cannot afford to be left behind in this shift. "IR4.0 is happening very fast, the transition period is very short, and many things I've learnt before is no longer relevant. Now we are just waiting for certain technologies to mature. It is already there," says Adam.

Internally, the company embarked on upskilling its existing workforce with their technology partners especially in the fields of mechatronic – which combines both mechanical and electronic skills – which will be where IR4.0 will most be felt. "This is a new world," says Adam.

Despite the public's fear of people losing their jobs having made redundant by AI with the advent of IR4.0, Adam is confident that having survived and thrived though the previous industrial revolutions, humanity has nothing to fear of IR4.0.

"When you embrace digital transformation you are also creating new job opportunities, and these new jobs are unique. I believe that as AI and machines take over routine and mundane jobs, it will open up humans to more and more entrepreneurship," says Adam.

To that end he argues that despite the rapid changes happening in the world, one thing that he believes in is human interaction. "No matter what the future looks like, we still need human interaction. What makes us different is how we interact with people, and that is key to leadership," he says.

> "Be an empty cup: if you are always full, you can't take anything."

According to him, there is always an opportunity to learn from others regardless of their station in life, and one needs to realise and utilise the opportunity in order to be a good leader. "No one is born a leader, it is all a process. Be like an empty cup: if you are always full, you can't take anything," he concludes.

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BANKING ON SUSTAINABILITY

OCBC Al-Amin's CEO, Syed Abdull Aziz, talks about pivoting the bank into investing in sustainable businesses.

By Hadi Azmi

Despite its origins in Singapore, OCBC Bank has a special place in the psyche of Kuala Lumpur with its head office being the backdrop of the famous Masjid Jamek at the confluence of the river that gave the city its name. More than just glass and concrete, the bank is also intrinsically tied to the city with its annual Kuala Lumpur Cycle event where hundreds of cyclists descend onto the streets, taking it over from automobile in promotion of a healthier way of living.

While some find it a great way for a corporation to give back to the community, OCBC sees it as more than that and is confidently going all in on investing in sustainability as its core business strategy. Syed Abdull Aziz– CEO of the bank's Islamic banking arm, OCBC Al-Amin – says that in its goal towards sustainable finance, the bank and its parent group are firmly committed, even when it requires certain sacrifices.

"In this pivot, we have to sacrifice short-term gains for long-term sustainability. We can't really do financing for certain industries that perhaps damage the environment and that's a loss of business really," says Syed Abdull Aziz.

However, the bank believes that the loss is worth taking not only ethically but also financially with all the businesses that would come from entities that see the bank as an ally for sustainability further down the road. "So, we have to sacrifice it. But in the long term, we will gain."

When asked what motivated the 87-year-old institution to make such a move, the answer was refreshingly straightforward, simple yet powerful. "It is for the greater good of all – for the whole public, for the world, for the planet," says Syed Abdull Aziz.

Despite calling it a long-term pivot, this strategy has already resulted in a major win for OCBC Al-Amin with the successful pricing of RM245 million in a Sustainable and Responsible Investment (SRI) sukuk arranged by the bank in late 2019 for a solar power plant in Malaysia.

Describing it as a milestone deal for the bank, Syed Abdull Aziz says the deal highlighted OCBC Al-Amin's commitment to sustainability and promotes to others that the organisation really supports green technology. "We have increased intensity of our marketing, business engagement with the government as well as with the industry, and are looking for opportunities in green technology," he says.

The move also sets the bank apart from its peers when it comes to talent acquisition, particularly among younger graduates who are more in tune and concerned with climate change issues and want to play a role in combatting it. According to Syed Abdull Aziz, unlike previously when companies do the questioning, young graduates who come for interviews today are keen on getting direct information from the bank on its commitment to the nature, society and digitalisation. "When you pivot your whole value system towards that, it will attract a lot of other things. You'll attract all the other stakeholders who come in, pat you on the back and tell you that you've done a good thing here. Those stakeholders include our employees," says Syed Abdull Aziz.

> **"Banking is built upon trust. That is fundamental and will never change, but how you build trust changes with the time."**

With his 30 years' experience in banking since graduating from Boston University, Syed Abdull Aziz shares that the business of banking is more than just technical accounting skills or financial know-how but more importantly perhaps is the human touch. "At the first bank I worked for, I realised that there are graduates in philosophy, in engineering… it was mind boggling at that point in time to see. Why do you have a philosophy or psychology graduate working in a bank? Then I realised it's not just the finance or accounting part but you also need to have soft skill," he says.

His experience changed his initial perception that banking is a cutthroat business akin to what is shown in the movies where people suppress others and do unethical things. What he found instead is a highly competitive industry where a lot of collaboration is taking place. "With all these exciting changes that are happening in banking, the truth remains that banking at the end of the day is built upon trust. That is fundamental and will never change, but how you build trust changes with the time," says Syed Abdull Aziz.

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GOING BEYOND SHARED SERVICES

When one describes shared services, what typically comes to mind is a 'factory-style' environment where staff carry out routine functions. However, this is no longer the case, highlights Patrick Khoo, CIO of Averis Sdn. Bhd.

By Hyma Haridas

Averis Sdn. Bhd. is a shared services business supporting the RGE (Royal Golden Eagle) group of companies, providing four core services: Finance, Human Resources (HR), Information Technology (IT) and the recently-added Shipping Docs, which manages the logistics of the group's exports.

RGE, which manages a global group of resource manufacturing companies, is involved in diverse business sectors such as pulp and paper, palm oil, fibre (rayon manufacturing) as well as clean energy. The privately-owned group has footprints in countries such as Indonesia, Canada, Brazil, China, Middle East, Bangladesh and Spain, and is headquartered in Singapore.

"Essentially all the manpower, payroll, finance, IT – and now export logistics as well as other related functions – for the worldwide operations are supported by Averis," explains Patrick Khoo, its new Chief Information Officer (CIO).

"What's different about Averis is that most of our departments wear two hats: we carry out shared services – serving about 27,000 employees across the globe and also 300 business entities; and we also focus on advancing governance, setting standards and procedures for the entire group. For example, our IT department wears both 'service provider' and 'Group IT' hats."

While most shared services businesses practise a typical "lift and shift" model, Averis makes it a point to implement the Japanese philosophy of 'Kaizen', which focuses on eliminating waste or wasteful practices. The company puts this into practice through internal business processes and customer interactions, in which staff are encouraged to more intimately engage the businesses to investigate and help solve operational and workflow issues.

As part of this, the company encourages a "JDI" (Just Do It) approach which encourages staff to introduce new ideas or suggestions for improvement. This gives employees room to implement their ideas without the traditional red tape and approval processes.

In striving to be an "insight partner", Averis goes beyond traditional reporting to providing analytics and recommendations to its customers. This offers ample learning opportunities for trainees and new hires who join the company, where they gain knowledge of not only the shared services business but also the different industries in which they operate.

When it comes to hiring talent, Patrick looks for two things: attitude and aptitude. "Apart from aptitude (for the job), the attitude of wanting to learn and contribute is important; not just asking 'what's in it for me' but a desire to contribute to the organisation."

"We run a programme for Management Trainees – or Management Associates as we call them, and we look for those who not only qualify

academically but also those who are dynamic, and can grow into different roles rather than 'stovepipe' in one area."

Mainly targeted at candidates with a background in finance or HR, Averis' two-year Management Associates Programme (MAP) welcomes fresh graduates, specifically those within 15 months of graduation. The associates are rotated every six months across different job functions depending on their background, and may even have the opportunity for an overseas stint.

"Apart from local graduates with a CGPA of 3.2 and above, we prioritise good communication skills and confidence to interact with all levels of staff, not just peers but up the line as well. At the end of the day, we are looking for leaders rather than managers, so we hope these associates will one day take up leadership roles in the company," adds Patrick. Averis also runs a Scholarship Programme that sponsors the tuition fees of full-time undergraduate studies in Accounting and/or Finance as well as IT with partner universities.

As part of the programme, Averis provides internship opportunities during the course of study to develop industry-related skills, as well as secure entry-level jobs. Upon graduation, scholars can springboard their growth through the MAP, should they choose to and if they are the right fit.

> "About 60 percent of our staff are under 30, so it's important that we create a sense of belonging for them."

Employees also get the chance to grow their careers not just in Averis but also across the RGE Group of companies through rotations, international assignments and direct transfers.

"That way, our employees have dual career paths, i.e. the business of shared services and as people managers or specialists," adds Patrick.

Since assuming his role in February, Patrick has sought to introduce a more dynamic, fun and transparent culture at Averis, steering away from the traditional stereotypes of a shared services organisation.

One way he does this is through a weekly breakfast ritual with his staff. Every Friday, 10 staff are selected to have breakfast with him outside the office, where they can discuss all types of work and even non-work-related issues.

Through the Averis Recreational Club, which organises workshops for its staff, he also hopes to introduce a counselling programme to benefit younger staff who may need guidance from someone more experienced in their field. The company also runs an annual CSR event in which staff can get involved in charitable causes aligned with the core values of the company.

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BEYOND DIGITAL

With consumer changes and trends dictating the future of the mobile phone industry, Samsung is on the lookout for young talent eager to take on innovative ideas.

By Marilyn Lee

A lot has changed for the mobile phone industry. It began with the days of bulky devices serving basic communication needs like calls and very limited messaging services on an analog platform. Then came GPRS, which made picture messaging possible. The evolution kept on coming – 2.75G, Edge, 3G and 4G – each one surpassing the previous generation with faster data transfer enabling new technology like video streaming and impacting other industries such as the entertainment industry. And now, 5G is on the cusp, and this will also bring upon many changes to how we interact with mobile technology to innovate our lives even more.

In essence, the mobile phone industry is one that never stops evolving, and it is for this very reason why it is an attractive and interesting industry to be a part of.

This is something that KM Liew can attest to. Samsung's Head of IT & Mobile is thick in the industry's evolution. "This industry is an active industry, where technology advancement is one main booster to bring the industry into new heights," he shares. And who does he think will be the ones spearheading the industry to move forward? "Millennials and Gen Z's lifestyles change faster with technology advancement and these young consumers are the ones who will chart the next course of our industry growth. They will be the ones to identify new consumer needs with technology advancement. Thus, I believe young

> "I believe young talent will be the catalyst of change and growth in our industry."

talent will be the catalyst of change and growth in our industry," shares Liew.

AN OPPORTUNITY FOR ALL

In case you think that only techies need apply, Liew sets the record straight: "The biggest misconception is that we are in the technology industry. I beg to differ as I think our industry has more FMCG characteristics. We need to understand consumers more and how their lifestyles change. On top of that, we also need to align new technology into new or existing consumer needs. I believe that if you want to generate new ideas and find new platforms to create new consumer needs, our industry will be most suitable for you."

Liew himself is an example of his belief that you don't need a techie background to excel. Twenty-five years ago, he took on a regional Southeast Asia position as a marketing executive managing seven countries in the region in an IT multinational company, which he says gave him the exposure and understanding of various markets and how consumers – and co-workers – differ from one country to another.

"This exposure made me appreciate diversity within team members. I applied it in my career in 2010 as the Head of Channel overseeing about 150 team members. Through diversity, my team formed various strengths together and achieved great results that otherwise would have been impossible," he shares. In his current role with Samsung, Liew is in charge of leading his team to achieve their business KPIs and at the same time grow the team members to bring out their best in their roles.

The opportunities at Samsung itself call for talent from different backgrounds. "We are fast moving with flagship smartphones becoming obsolete in a year; we wouldn't have been the Samsung today without our Marketing and Branding team. Stocks would not have been replenished without the Supply Chain Management team. Sales would have stagnated without sales strategists and product planners. Or imagine, if there was no Finance team to manage our liquidity and profitability, Innovation team to ensure we're effective and efficient, and a forward-thinking HR team to ensure that we get the right and bright talent for Samsung.

Samsung is not just about IT and digital. We have many other segments that will welcome young talent such as Consumer Electronics, Customer Services and more. We are not only looking for engineers or programmers. Samsung is a vessel that requires talent from all disciplines to stay on course. We have a place for you," explains Liew.

The one common "skill" that the company is looking out for though? "The industry will focus on enhancing consumer lifestyle in the next decade. This will involve coming up with new products and services that will serve new consumer needs. Young talent should be open to new concepts of products and services, and focus on understanding the young consumer demand.

"Samsung is a young multinational company with strong Korean culture. We are growing fast to adapt to the global environment and celebrate diversity in all areas. There are high levels of empowerment that Samsung provides but that depends very much on the young talent's willingness to shoulder greater accountability and responsibility. The pace of work is extremely fast in Samsung and every decision is made through a scientific and binary approach. So if you are a young talent who wants a working environment with high empowerment, great learning platforms and innovation-focused work style, Samsung is your perfect choice. Plus, who wouldn't be proud to say that they're working for the sixth most valuable brand in the world?" says Liew.

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THE FUTURE IS LIMITLESS

Engineering may not rank high amongst career choices for young millennials but according to Adil Putra Ahmad, Executive Director of Gamuda Engineering, those with the right attributes could find it a rewarding career.

By Hyma Haridas

Having been in the industry for more than 30 years, Adil Putra Ahmad certainly knows a thing or two about engineering. Although he did not deliberately choose the career – he received a government scholarship to study civil engineering and accepted it – in hindsight, Adil finds a lot of satisfaction in his choice.

Having graduated with a degree in civil engineering from the United States, Adil returned to Malaysian shores in 1987, only to find the country in the grips of a recession. In 1989, he received an offer from Gamuda Berhad, and the rest as they say, is history.

One of his first and most memorable projects was in 1990, when Gamuda brought in a new technology known as Mediflex from France for road construction. Adil was given the opportunity to go to Paris and stay there for a month to learn the technical details of this technology – an amazing learning opportunity for a young graduate who was getting started in the field. The technology was used to build a road that connected a few small towns and villages in Perak.

"We used French technology to upgrade the old road. And I remember it well because this road lasted a very long time, twice as long as other roads of its kind," he says.

Adil has a unique perspective and insight into the development of the country's infrastructure and landscape over the decades due to his involvement in some landmark projects in the Kuala Lumpur-Klang Valley area, including the construction of KESAS Highway in 1995, LDP Highway in 1996, and the building of MRT Line 1 in 2011.

"When I was younger, the drive that kept me going was the challenges of the job and the desire to learn new things. As I have grown older and grown in the industry, I see engineering as a catalyst for the country. It shapes and drives the country towards further development," he says.

He shares that the industry is changing and evolving, driven by digitalisation. "Traditionally, engineering would be confined to the processes and formulas you learn in the classroom. Today, they teach you to challenge the norm. One of the things that is propagated is the adoption of digitalisation, which is transforming the whole industry."

In addition to having an eye for detail, the curiosity to learn and the interest in how things are made or done are what Adil regards as essential qualities for engineers. He says that a huge advantage for graduates is being digitally savvy and being able to adapt to change, be it changing technology or changing environments as both are part and parcel of an engineer's career in the future.

It is important that graduates of tomorrow are aware of the latest engineering technologies and adept at using them on top of having basic

technical skills and qualifications. Other attributes he looks for when hiring new talent is their ability to communicate well, to take on leadership roles, as well as not afraid to challenge norms.

“Engineering is not as fixed or limited in scope as many may think. You can start off in a niche area like civil engineering, and later on expand your scope beyond that. After you gain some experience, you can actually start implementing your own ideas and get involved in bigger roles,” he says.

Gamuda adopts a working environment and culture conducive for the younger workforce such as flexible work arrangements and benefit packages for employees and their families. Employees are also given exposure to technical, soft skills, and leadership development opportunities.

The company also invests in career development mapping for each employee who steps into its fold. This approach enables management to identify specific career paths and skill gaps for each employee, as well as determine the time frames within which they want to achieve their goals.

As a true-blue product of the company, Adil believes that a bright future awaits young talent who have the right attitude and aptitude for the industry.

“I believe in treating every day like a learning process. I always tell my young engineers: Never say you have learned enough; the day you say that, no one can teach you anything more.

“One must also be able to maintain focus and tenacity on what they are doing. Start by making it into everyday habits. Once habits are formed, they become convictions, and once you have conviction in something, you become well grounded,” says Adil.

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THE DIGITAL EVOLUTION

EPF's Chief Technology Officer talks about the evolving nature of digital technology and his mission to harness it for the storied institution.

By Hadi Azmi

From humble beginnings as a coder before anyone knew what a coder is, Afhzal Abdul Rahman carved his way up the ladder of the Employees Provident Fund (EPF), becoming its Chief Technology Officer with the task to bring the institution up to speed for the amazing advancements of the 21st century.

"Our aspiration is to become Digital EPF and what it means is we want to be the trusted social security organisation that is also relevant in the digital age," says Afhzal from the top floor of the fund's landmark headquarters in Jalan Raja Laut, Kuala Lumpur.

Holding a position that did not exist a decade ago, Afhzal says that digital technology, or IT as it was previously known, is evolving beyond just doing technical support from the back office and is now an essential part of business, transitioning into an avenue for opportunities in potential new markets, revenue channels or business models around digital and technology.

"Organisations and corporations today are expecting the head of IT, the chief of IT, CIO, CTO, whatever you call the role, to become a business partner and adviser to steer and drive the digital transition. The role of IT has been around for some time now but it has evolved significantly," says Afhzal.

Among the new technologies being explored at EPF include Artificial Intelligence (AI), Internet of Things (IoT) as well as the exciting realms of augmented and virtual reality that are being developed into solutions to enable the fund to function more efficiently to increase its productivity and provide added benefits to its clients.

Founded in 1951 as a compulsory retirement savings fund for employees from the private sector, EPF plays a very significant part in the life of over 14.5 million Malaysians. This sheer reach is undeniably a unique challenge for Afhzal and his team but it also introduces a special opportunity to do work that has a significant impact to a very large user base.

"Being in EPF, we're in a unique position of being able to have great impact. Everything we do touches 14 million members; it touches 500,000 employers," says Afhzal.

This according to him is his answer to the millennials who are hungry to make a mark on the world as to why EPF is an attractive employer of choice while battling popular perception of the Fund being a traditional and boring financial institution.

> "The role of IT has been around for some time now but it has evolved significantly."

Being a tech enthusiast himself, Afhzal of course views technology-related skills as a minimum prerequisite to joining his team. However, what matters more are the human skills.

"It's the ability to have that growth mindset, the ability to always strive for learning, being able to face challenges, go through setbacks, but then grow out of that, learn from that, fail fast, being inquisitive," he says. "Those are the key ingredients I look for when I interview candidates. The technical skills are the bare minimum just to qualify for the interview."

Even as the Chief Technology Officer of such a huge organisation, Afhzal believes in continuous learning and ensures he spends at least half an hour daily to read up on the latest in technology news. "Before I go to bed or while I'm in my car in a traffic jam, I always make a point to read on latest technologies, the startup scene in the FinTech scene just to keep abreast of technology," he says, adding that with the pace of technology these days, there are always new things to learn every single day.

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CHASE THE EXPERIENCE

According to British American Tobacco (BAT) Malaysia's Director of Brands and Strategic Planning & Insights, Genevieve Hiew, success comes to you when you live to experience the challenges and rise to the occasion through constant learning.

By Mel Sim

You could say that from the get go, Genevieve Hiew is constantly learning. From her humble days as an undergraduate, Genevieve got her feet wet in the marketing world through Shape Your World, a case study competition amongst universities in Malaysia organised by BAT at that time. She certainly made an impression on the judges as Hiew was offered a fast track application into the company. This even though she was a Chemical with Environmental Engineering graduate!

The two words to encapsulate her first year in marketing would be fast paced. "I felt like I was somewhat back at school, constantly learning new things. There was never a dull day in the office," says Hiew.

As she progressed in career, Hiew says she was constantly picking up new skills and knowledge that would lend themselves as useful for future potential promotions. "Each career progression for me in BAT has always been linked to my development areas and needs. I've also been assigned various mentors to guide me as I progress. Internal as well as external trainings were assigned to help me develop my strengths and equip me with the key competencies needed to progress to the next level," she shares.

In fact, it was through a mentor where Hiew picked up what she calls her mantra today. "My mentor gave me the best advice – to never chase the grade or promotion but to always chase the experience. Then the grade will come. I hold on to this mantra very proudly and it has brought me to where I am today," she says.

> "Learn, learn, learn! The market is constantly evolving and one way to adapt is to keep learning from cross categories."

Staying true to her motto had resulted in what Hiew calls her biggest achievement to date: Leading a 1,700 sales force in Indonesia. "It is agreeing to the stint in the first place!" she says of how she took up on her own mantra. "I was in familiar territory when it comes to the different roles I've held in BAT Malaysia whether it'd be brands, planning, insights, etc. But I have never held such a large-scale trade role, especially in such an interesting market such as Indonesia. So when this opportunity was posed by my line manager at the time, I definitely had some initial reservations that I had to work through. So, I stepped up to the plate and it paid off! It took me out of my comfort zone and got me

to where I am today. Being the Divisional Sales Manager in Indonesia and leading such a big team, I made sure I let them know that we are one team, and I am in it for the long run. I will always have their back, if I have their absolute commitment," says Hiew.

It also turned out to be a great learning experience: "The best lesson that I took from that stint was to never underestimate the power of your people. Of course, I learned a lot about my own limits, but the real power stands with the large sales force who are quick to react and can turn things around."

She credits the multinational's view on development as a big contributor in achieving this. "People or leadership agenda is as important as business priorities to us in BAT. Development programmes cut through the entire organisation – from new recruits to someone who has been in the company for 10 years or more. For example, new recruits will go through a thorough six months onboarding process, pairing up with what we call a buddy system to ensure that they assimilate themselves seamlessly. On a personal front, when I was appointed to my new role in January 2020, I was put on this programme called the Rapid Start Transition Plan to ensure a smooth transition into the new role," shares Hiew.

Currently, Hiew is the Director of Brands and Strategic Planning & Insights where she's responsible for providing leadership, clarity and direction within the Brands and Strategic Planning & Insights space, facilitating the overall marketing strategy for Malaysia and Singapore. Throughout her career with BAT, she's held several roles and aced them all, a testament to her agility. This quality she says is something all young talent should develop from the get go. "Agility is important because

of the rate of how things are moving, especially in FMCG," she says.

Her tip on how to keep yourself up to speed? Act fast, be flexible. "Being open to feedback is important – listen, reflect and be receptive to new ways of looking at things," advises Hiew.

Because of how she's benefitted from the company's mentoring programme, Hiew says she now gives back by being a coach to multiple global graduates. Those under her can expect nothing but truth and honesty from Hiew. "I am an open book. No question is too sensitive or too personal for me. Young graduates get caught up and focus too much on the granularities so it is important to occasionally hold a mirror to them, let them know when to take a step back and focus on the overall experience and the main goal," she says.

Sage advice to new graduates? Take advantage of whatever learning you can get your hands on, especially in today's work climate where things are constantly changing. "Learn, learn, learn! The market is constantly evolving and one way to adapt is to keep learning from cross categories. Be resilient, know that the only constant is change. Be open minded to accept new possibilities, and most of all embrace change and turn it into an experience," says Hiew.

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BE CURIOUS

Senior Client Partner & Country Leader of Cognizant Malaysia Effendi Azmi Hashim shares his thoughts on the changing IT industry and how you should adapt to grow with it.

By Jean Lee

With more than 15 years in business consultancy, it was with pure accident that Effendi Azmi Hashim got involved in technology consulting. After completing his masters in International and Comparative Corporate Law in London, he had to make the decision to distinguish himself from the rest, which eventually led him to pursue a career in IT.

"I was a lawyer who fell into technology! With the recession back then, I had to learn to stand out and be employable as much as possible," Effendi explains.

He started his career at Andersen Consulting where he was involved in strategy and business consulting, exposing him further to strategy and IT. He then went on to become a Consultant to Accenture and iPerintis (PETRONAS) where he drove the outsourcing of IT functions and the migration of certain operations. Following that, he joined Mesiniaga, which saw the organisation grow under his direction.

In 2013, Effendi became the Senior Client Partner & Country Leader of Cognizant Malaysia where he focuses on continuously bringing Cognizant's excellence in consulting and service delivery to Malaysia through close collaboration with offshore experts and specialists. "I have a great passion for building things, and I don't intend to stop now," says the assertive head.

In charge of the strategic and operational direction to build, grow and manage the business, Effendi is responsible for the entire business of Cognizant Malaysia, overseeing the welfare of his 700-plus employees as well as branding, operations, image and identity of the company and profitability across all offices and project sites.

The US-based global firm has established itself as one of the world's leading professional services companies, transforming clients' business, operation and technology models for the digital era. Established in Malaysia 10 years ago, Cognizant has two offices in Malaysia - Cyberjaya and Kuala Lumpur.

MAKING A TRANSITION

Having lived in the UK for 27 years, settling back in Malaysia during the recession was an arduous task for Effendi as he had to quickly adapt and acclimatise himself to the local culture of Malaysia, both personally and professionally. He says, "The transition to a multinational company, getting accustomed to the organisation in Malaysia with the different dynamics, protocol and hierarchy was quite challenging!"

Despite those challenges, the lessons he learnt outweighed all that he faced. It taught him to appreciate ever more the importance of knowledge, dedication, time and the need to constantly engage with others.

Looking back, a defining moment for Effendi was when he was taken out of his comfort zone while working in Korea for two years. The change in management, communication and diversity led to his project success and shaped his career development. Another milestone was when he

won Malaysian Institute of Management (MIM)'s prestigious Manager of the Year Award for excellence in management and leadership.

THE FUTURE IN IT

It is an exciting time in IT right now marked by analytics and Artificial Intelligence (AI). "It's an industry that keeps you young, up to date with current trends, and in an environment of a flourishing younger workforce," Effendi comments.

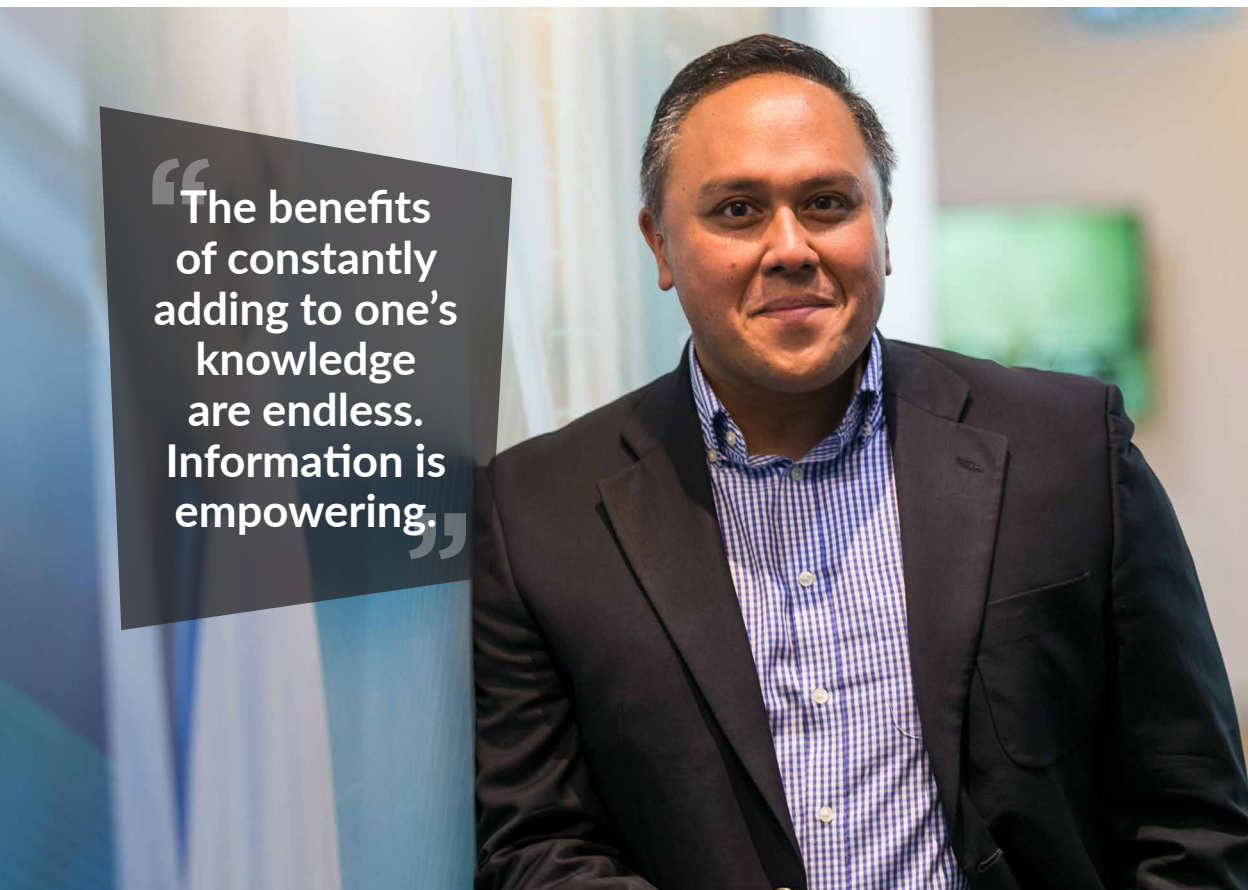
As the saying goes: It's the people who make the organisation. This holds steadily true at Cognizant as it is reflected in its diverse employees. "It's a flexible organisation made up of collaborative vibrant, young, energetic and buzzing teams working alongside each other," points out Effendi.

In Malaysia, the company keeps busy with large ERP and digital projects, software support and data analytics. Ambitious candidates with the right qualifications, looking to build their future in the fast-evolving digital era while equipping themselves with skills and abilities to ceaselessly grow and stand out, are what Cognizant looks for.

"Do you have the ambition to learn, innovate and grow? Are you savvy with digital technologies and trends? Do you possess good communication skills? These are the expected attributes," explains Effendi on the types of candidates they aim to recruit.

Apart from these, soft skills are also an important trait to master. He stresses on three main points: "Communication – understand to be understood; Discipline – time management, seamless work delivery, trustworthiness and dependability; and Empathy – the ability to constantly think of others."

He shares some methods to upskill and encourage such self-development: "Engage in social welfare, sports and outdoor activities as these foster collaboration and empathy. Lastly, read! The benefits of constantly adding to one's knowledge are endless. Information is empowering."



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MCDERMOTT

GO BEYOND

McDermott Asia Pacific's Senior Manager Human Resources, Noor Hakimah Mohd Ghazali believes that the key to success is adaptability. She shares how this is encouraged within the organisation and how it has helped her in many aspects of her career.

By Melinda Tan

With 30 years of work experience, we can safely say that Noor Hakimah Mohd Ghazali speaks with a wealth of knowledge with regard to career success. Hakimah herself has gone through an interesting career path where her first job was in finance in a newly set-up government-linked corporation. A graduate from Bradley University, Illinois, USA in Accounting, initially she planned to grow her career in the finance and accounting field. "However, there were a lot of HR initiatives and development to be established then, and my boss put his trust in me to take up the role," she shares.

This is why Hakimah subscribes to the values of adaptability and continuous learning for success. After all she did a lot of it in her first role, picking up new skills and knowledge as the organisation grew. "Adapting to change and being flexible are key in staying relevant and staying employed," says Hakimah, who since then has moved on to roles from the financial services industry to the oil and gas industry more than a decade ago. She joined McDermott Asia Pacific as the Senior Manager Human Resources in late 2015.

Being flexible early in her career is how Hakimah ended up in her current position at McDermott Asia Pacific. Her role in HR then motivated Hakimah to pursue her MBA at the University of Hull, United Kingdom in the same area. When she moved to the oil and gas industry, Hakimah decided to dedicate her career to HR, explaining that doing so has given her the opportunity to really focus on the issue at heart.

"It is exciting when you are directly involved in participating in shaping and influencing the organisation's development and growth when it comes to its human capital – from talent acquisition to talent management and retention. When you work in an industry as dynamic as oil and gas, it is crucial for HR to be fluid and responsive to adapt to changing workforce needs and demographics, especially when we are managing multiple projects with different sizes in different locations. Attracting the right talent for successful delivery of our projects and assigning people across the globe on a timely basis are part of the challenges," says Hakimah.

As someone who has been in HR for most of her career, it is apt to ask Hakimah this question: How does Malaysian talent compare to the rest of Asia Pacific?

She says, "Malaysia has a very good talent pool for highly skilled professionals and is able to attract multinational companies like McDermott to invest and grow their business in Malaysia. Our country has been investing in education to develop its home-grown skilled workforce. Malaysians are capable of taking up professional and technical roles."

Hakimah shares that McDermott brings global technology, global organisation and capabilities, and optimises resource locally. The Houston, Texas based company operates in 54 locations, and in Asia Pacific it has major operations in Australia, China, India, Indonesia,

Malaysia, Philippines and Thailand. Kuala Lumpur is the regional headquarters for the Asia Pacific region, and since moving its corporate headquarters from Singapore to Kuala Lumpur in 2016, the company has grown from just 50 employees to 1,000.

As a talent and competency focused company, McDermott is putting in a lot of effort and focus in providing its talent with the competencies to be competitive. The fully integrated provider of engineering, construction and technology solutions to the energy industry after all is dealing with complicated technologies made even more complex with the new digital transformation that is taking over all industries today.

"Our employees continually learn and apply new skills, which is the foundation of achieving the company's vision to be a leader of global engineering and construction. We believe everyone can help each other learn. The McDermott learning approach is a combination of special projects, mentoring and coaching, job rotations, workshops, presentations, in-house training, professional development discussions, and team lunch-and-learn events. Together these methods are designed to foster functional and technical excellence, encourage teamwork, promote McDermott values and enhance the ability to deliver results," says Hakimah.

Currently, the company is focused on increasing female participation in this highly technical profession, especially at the management level, via several initiatives. For starters, it has increased its intake of young female engineers into its graduate engineer development programme. Recently, McDermott relaunched its Global Women's Network programme, with a renewed focus on delivering professional development activities and opportunities to strengthen networks for all women in McDermott who have an interest. It also runs an Advancing Women Leaders programme that focuses on developing women into leadership roles in the company.

> **"Evolve together, with change comes opportunity."**

In her role, Hakimah is the gatekeeper who determines the quality of talent at McDermott in Kuala Lumpur. So what does she look out for? The right attitude with strong motivation for success, on top of technical know-how, she shares. "Interpersonal skills and a positive work attitude are significant contributors to a person's career success. Always be on top of things no matter what you do. In whatever field you are in, there's always new technology, new processes, new methods to learn. Evolve together, with change comes opportunity."

On top of that, she shares her three principles in life that she believes will help young graduates go far: "Believe in the power of attraction – know what you want, always have the end in mind and this will draw you towards your goals. Also, always do and give more, and never be calculating. This itself is the driver for success. The more you give, the more you will get. Finally, always do good and take good care of your parents."

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NEXT-GENERATION AUDITORS

Like other firms, the meeting of young and old guards pose a challenge in a digitised society. At BDO, its People and Culture department has initiated mechanisms to harmonise the different energies, future-proofing its talent in the process.

By Rio Rose Ribaya

The world is changing. Technological advances have forced companies to embrace digitisation in more ways than ever. For the accounting and audit industry, these advances are inching closer to fully automating its processes, and many believe that this will render human input obsolete by the end of the new decade.

Bonnie Tham, Head of People and Culture at BDO in Malaysia, also a Chartered Accountant by profession, clarifies that just because digital and Artificial Intelligence (AI) revolutions may soon enable companies to become more efficient in using data and information, it doesn't necessarily mean it would replace all the human minds that used to process and analyse them before.

"People seem to think that audit work can be replaced by robots", she notes. This has discouraged many young talents from pursuing a future career in accounting or audit in Malaysia. The Malaysian Institute of Accountants (MIA) expressed concerns about the level of students' interest in pursuing Professional Accountancy Qualifications. In a Committee to Strengthen the Accountancy Profession (CSAP) published in December 2014, MIA revealed that only 41 percent of surveyed students were keen to pursue professional accountancy qualifications while 54 percent of the students indicated lower interests.

"Sure, robots can do routine-based tasks like data entry and calculations faster and more accurate. But once the reports are generated, someone needs to interpret the results, formulate feasible solutions and recommendations and communicate to stakeholders in an effective manner," Bonnie says. "That part still requires human beings because clients would not want to be talking to robots. Hence, accountants and auditors will remain relevant in a highly digitised society, because people's unparalleled critical thinking, creativity and EQ will still be needed to significantly increase the quality of service and delivery of higher value outcomes to clients, thus improve the customer/client experience," she notes.

Bonnie also cites her engagement with institutions of higher learning, revealing that intakes for accountancy degrees in colleges and universities in the recent years are gradually dropping.

"This is where we need to educate the people. We want students and graduates to understand that an auditor's job is transforming as we speak… and that technology is here to help deliver part of the work such as data processing and analytics, thereby freeing up more time for an auditor to look into pattern recognition and problem solving. Auditors will be moving towards acquiring higher level advisory skill sets, assuming the roles of business advisers," she says.

According to Bonnie, who has been leading people agendas and overseeing support functions in BDO Malaysia for the last seven years, digitalisation is not something new in BDO. The firm has taken the necessary measures to adapt and prepare its people to embrace the

BDO

impact of this technological change. "We aim to lead through innovation and to be the advisers of the future and for this to happen, there needs to be constant innovation, both internally and externally," she states.

BDO auditors are all trained and equipped to use its bespoke BDO Audit Process Tool (APT), a primary audit execution software which has been around for about a decade and currently in its enhanced version, APT Next Gen, which BDO in Malaysia was one of the pioneering firms. With the emergence of Big Data, audit analytics are also performed by the Data Analytics Advisory team to complement the overall audit findings to cover value-added areas such as significant drivers to business performance, key business risks or red flags to fraudulent activities; by extracting large amounts of client data and analysing the data with dedicated audit analytics software.

BDO's digitalisation transformation journey does not stop at the quality of the service it delivers. In driving innovation and growth mindset within BDO, the firm is continuously building its learning and development programmes to equip their people with the relevant technical, business and digital skills to thrive in today's rapidly evolving world. These programmes are delivered through classroom training, blended learning as well as via BDO's online learning management system which are accessible on the go and on all mobile devices.

BDO has also been recruiting non-accounting graduates and professionals such as data scientists, computer science graduates and engineers as diversity within the work force is necessary to provide different perspectives and facilitates generation of innovative ideas within the firm.

> **"With the right mindset, our aspiration is to master innovation in the delivery of our services."**

"Our vision is to be the adviser of choice in the future. Our people need to be able to embrace technology and work collaboratively with clients, designing bespoke solutions. With the right mindset, our aspiration is to master innovation in the delivery of our services. For example, our Risk Advisory team has built the BDO EthicsLine, which is an online whistleblowing portal that can be easily integrated into our clients' ethics and compliance mechanisms. Such innovation came in on a timely manner with the increased focus on transparency, ethical behaviour and anti-corruption due to the recent amendments in the Malaysian Anti-Corruption Act 2018," she adds.

The >1000-strong professional services firm providing Audit & Assurance, Advisory, Tax and Business Services & Outsourcing may not be the first accounting firm to embrace technology in a big way, but BDO does have a concise plan in place to achieve its vision to be the next-generation auditors.

BDO has been around in Malaysia for over 50 years and they are on track to future-proofing their businesses as well as talent to embrace the technology disruptions that are underway.

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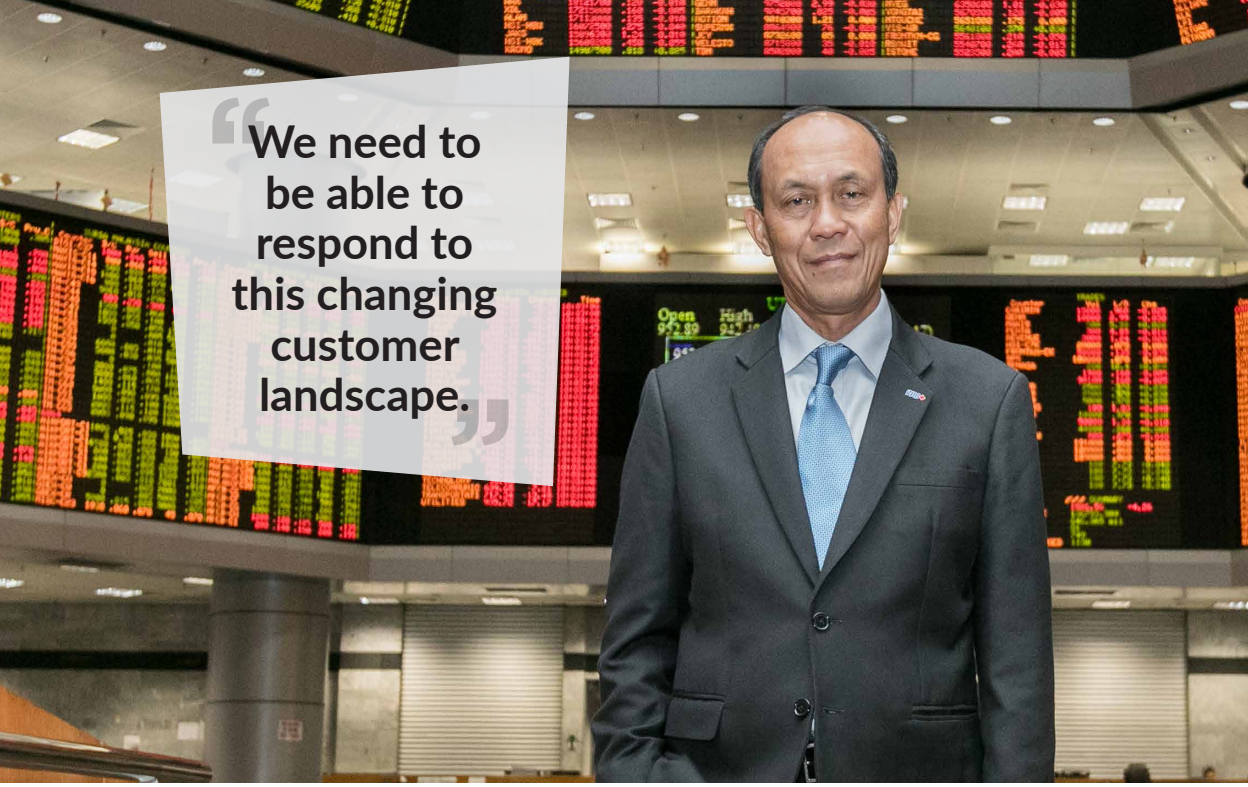

TO GET AHEAD, BE AGILE AND ADAPTABLE

RHB's Group Chief Human Resource Officer Jamaluddin Bakri tells us why being agile is important in the changing landscape of banking.

By Hadi Azmi

When was the last time you actually walked to your bank physically and spoke to the teller? Chances are it's been a while and you don't foresee yourself doing this very often these days. That's because banking in the 21st century has taken on a different meaning and turn altogether, thanks to the introduction of digitalisation. Like with almost every area of our lives, technology has had a very big effect and has altered almost everything – including the way we bank. And there's no saying how else technology will structure the way the banking sector operates as some financial experts claim there's more to come and we are merely at the beginning of this revolution.

With the changing dynamics of what people expect when it comes to banking now, it has become Jamaluddin Bakri's mission, Group Chief Human Resource Officer at RHB, to turn the financial institution into an agile and adaptable entity while still holding true to its core values. "Customers today have different expectations: They want to bank less. They want a very simple way to do their banking, and we need to be able to respond to this changing customer landscape," says Jamal.

In other words, the bank will need to be quick and swift with its response to how technology is impacting its industry. To prepare for this new landscape, it ultimately falls onto the people in

the bank to anticipate, understand and adapt to these changes. In fact, it is crucial for bankers to be one step ahead of their customers, always innovating so that it is continuously improving its services and at the same time, taking advantage of the new ideas birthed from technology. This way, banks like RHB will remain relevant and in the same stride as its customers.

For this to happen, human capital productivity is key. To lead its talent towards this direction where they are able to quickly respond to changes and not be left behind in the name of disruption, RHB has implemented several productivity initiatives including AGILE@Scale. While it may seem a radical move from how banks historically operate, such initiatives are necessary given the current dynamics. "The important thing is how we develop our people to have the skill in terms of managing the customer's expectations," says Jamal.

For an idea of what AGILE@Scale is: The initiative encourages RHB employees to think swiftly and conclude efficiently using different processes for faster speed-to-market products and services and increased productivity with a closer focus on customer needs. It is fundamentally about instilling customer-centricity, becoming output-oriented, adapting amidst uncertainty and empowering teams so that RHB is able to retain its competitive edge as a leading bank in this new banking landscape.

Since being implemented in 2018, RHB's AGILE@Scale has reaped productivity and efficiency benefits across the Group and it continues to do so. "More than 2,000 employees have been flipped to date. In fact, RHB's Group HR has flipped into AGILE in March 2020. To prepare them for the AGILE way of working, our HR leaders have been participating in the Strategic and AGILE HR Leaders Workshops," says Jamal.

This has also influenced how the bank treats its own employees and the talent they hire. Says Jamal, "As we plan to be a fully AGILE organisation by end of 2021, RHBians are expected to live the AGILE Leap values in their day-to-day work, which of course are the traits of candidates that

we look for in our hiring efforts. We need to listen to them and understand their needs. From then on, we can design suitable programmes that fit those needs." Some of the programmes include augmenting the new hire eligibility criteria with agility and inductive reasoning to bring in the right talent, and enhancing the pre-employment experience with the use of video interviews for a more immersive digital experience and faster turnaround time.

The bank is also focused on nurturing and developing talent so that employees can look forward to long-term job satisfaction. "We invested a lot to train leaders. Some are born with it but it's something that we can develop in people. You can train people to become leaders and I really believe in this," says Jamal. This is on top of the other agile-based training to help its talent have the competency and skills to weather the coming changes.

Personal development is also top of Jamal's list on how to encourage agile as a work culture. Traits such as creativity, judgement and decision making, service orientation, cognitive flexibility, emotional intelligence are all competencies that are very relevant in this era to thrive. Additionally, he's intent on giving RHB talent the opportunities they need to excel, which will indirectly benefit the company. "Some people look at outside opportunities so they need to be given the opportunity to develop and learn new things internally. Once we are able to continue to give them that, they will stay with the organisation," says Jamal.

"There is no better and faster way to progress than to progress alongside one another."

Dato' Khairussaleh Ramli
Group Managing Director

RHB
RHB Bank

HUMAN RESOURCES FOR LIFE

Dennis Tan, Head of Human Capital for Great Eastern Malaysia, talks about talent hiring and movement in the life insurance industry.

By Hyma Haridas

The process of hiring talent has evolved in the past decade with millennials and soon Gen-Z entering the workforce. Dennis Tan, Head of Human Capital for Great Eastern Malaysia, recalls that in the early days of his role in HR, the hiring process was quite rigid. Back then, banks and insurance companies focused on hiring a pool of fresh graduates every year, with the intention of grooming and training them in preparation for a long-term career in the organisation. Less focus was given to mid-level hiring with the exception of certain senior or specialist roles.

Today, the reverse is true. Because fresh graduates tend to 'job hop', most companies are hiring fewer fresh graduates, focusing instead on recruiting more experienced mid- and senior-level talent based on need.

"This has of course contributed to unemployment amongst fresh graduates and reduced the opportunities for their growth and development in this industry," says Tan.

Great Eastern attempts to strike a balance between hiring mid-level talent and fresh graduates through its Management Associate (MA) programme, where a pool of graduates are put on a 24-month rotation programme within the different divisions in the group, including a three-month stint with the Financial Sector Talent Enrichment Programme (FSTEP) to gain exposure.

"The MA programme is one way we try to nurture and develop young talent. We provide a holistic opportunity for fresh graduates to learn and grow with us so that they can fast-track their career and achieve greater milestones within a shorter period of time," explains Tan.

Tan himself began his career in the operations division of OCBC Bank. In 1994, he accepted an opportunity offered to him to move into the Human Resources (HR) division within the bank itself. Although he found himself in new territory, Tan took up the challenge and soon realised that HR suited him – he enjoyed the interactions with people, relationship building, and the opportunity to nurture talent, which formed an integral part of his portfolio.

"I'd like to think that while I didn't actually choose HR, it somehow chose me. And before I knew it, I had been in the field for over 20 years! As they say, time flies when you are having fun," he says.

In 2014, Tan was offered his present role in Great Eastern, which is part of the same group of companies as OCBC Bank through the group's Internal Job Posting (IJP) mechanism. The group of companies, which include Great Eastern and OCBC Bank in Malaysia as well as Singapore, prides itself on its internal mobility. In fact, 25 percent of talent hired last year in Great Eastern was a result of its IJP, where

"At the end of the day, be yourself; don't try to fake what you are not."

the HR department acts as facilitator and coordinator between the receiving and releasing managers.

"At the end of the day, we do our best to act in the best interest of the staff and ensure that the offer goes through. The releasing manager or current boss has eight weeks to let the staff go to assume his or her new role, and they cannot stop this process. Internal mobility is a key practice for us, especially for Gen Y talents who are constantly seeking new learning experiences. Keeping good talent moving within the Group is more desirable than losing them to competitors," explains Tan.

This could explain why Great Eastern has a very low attrition rate, at about 9.3 percent in 2019 for the life insurance industry, compared to the industry standard of about 12 to 15 percent. The company has also been named 'Best Companies to Work For in Asia (Malaysia edition)' by HR Asia, from 2016-2019.

Great Eastern also actively promotes its internship programme, which accepted between 80 to 100 interns in 2019. This is the company's way to not only help future graduates learn about the company and the industry, but also to enable them to gain access to the raw talent pool in the field.

"At Great Eastern, we welcome graduates and professionals from all backgrounds, actuarial science of course being a key field in the industry for specialised functions such as Underwriting, Strategic Planning, and Actuarial. We also recently set up our Digital Transformation and Digital Affinity departments, and we are looking to hire suitably qualified talents in the digital field as this is the way moving forward."

He believes that one of the most essential skills for employability, particularly in the insurance industry, is proficiency in English. "It's also about personality, how you carry yourself, verbalise your thoughts, your critical thinking, and the ability to communicate," he adds. "But at the end of the day, be yourself; don't try to fake what you are not."

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"We're always looking for young people to hire."

CREATING TOMORROW & BEYOND AT ECOWORLD

Eco World Development Group Berhad seems to have found the secret to success even in poor market conditions – young talent who can bring innovative and customer-centric products to the table. Tracy Low, Assistant General Manager, shares how the company plans to surge forward in the new decade and beyond.

By Rio Rose Ribaya

Since 2012, the real estate and property development industry has been on a steady decline. And in spite of an uptick that experts foresee in the second half of 2020, industry analysts are not so hopeful as they predict that market conditions will remain sluggish.

Despite this outlook, Team EcoWorld takes it all in stride. After all, it was established during the country's toughest economy in recent memory and having surged through, the six-year-old company appears to have grown comfortable and ready to continue pushing through challenging times.

Tracy Low, the Assistant General Manager reveals that the economic downtrend has in fact motivated Team EcoWorld to turn to the younger generation – not just to ensure its survival but to sustain company growth, first and foremost. "Everyone is good when the market is good. You can hire anybody who comes in. And even if they don't have any experience, they would still do well because everything is good. They can't do wrong. But a bad market will test a person's skills and knowledge. And I think this has made EcoWorld very agile," she highlights, taking pride that the entire company continues to grow at break-neck speed amidst a protracted economic slump.

Low, the 28th out of the first 100 employees that EcoWorld hired since it was founded in 2013, shares that they now have around 1,500 staff and employees – 30 percent of them younger than 35 years old – to oversee the success of their 20 development projects. These include townships, integrated commercial developments, luxury high-rise apartments, and green business parks that are spread across three key economic regions in the country. Currently, the group has approximately 8,126.4 acres of land that is valued at RM87.5 billion.

"Every year, our target is very high. The order is indeed tall and the market is challenging. Therefore, we need to change and adapt to the

customer needs and market situation. We always need to be creative in putting out products and packages to attract the right market," Low says. "Gone are the days when people queue up to buy whatever project design you launch in the market. Because they are spoiled with choices, our customers do not instantly buy nowadays. They will survey and look around first."

This change in consumer behaviour has motivated the top brass of EcoWorld to create a high performance work culture that encourages and supports its rank and file to innovate customisable project designs and new loan packages like "Design2Own" and "Help2Own" campaigns.

The former allows EcoWorld buyers the freedom and flexibility to customise parts and aspects of their dream home based on what their family needs. The latter is a five-year financing plan that offers an interest-free loan that covers a maximum of 20 percent of the project price that clients want to avail.

These customer-centric products, Low notes, have proven effective in helping their clients break the current barriers that previously kept them from finally making any purchases, and in a way has been enabling the Group to shake up the property market altogether.

"At EcoWorld, we embrace young talent. It is a good platform with lots of opportunities for them to learn and grow with like-minded people who are passionate about building the brand and places for people. It's always exciting when the job is challenging and not mundane," Low explains.

A CAREER FOR THE INVENTIVE

Aside from the satisfaction new associates would get from seeing their ideas come to life, they can also benefit from employee programmes like EcoWorld Leadership Development Programme (EWLDP). It is a six-month course that trains selected mid-management executives to innovate and fine-tune their ideas, which EcoWorld leaders may turn into actual products and campaigns.

> "This is how we make people more innovative. This is where we encourage them to generate ideas. Just a year after running EWLDP, we already managed to come out with some good products like Ergo Homes."

"This is how we make people more innovative. This is where we encourage them to generate ideas. Just a year after running EWLDP, we already managed to come out with some good products like Ergo Homes," Low recounts. Ergo Homes are a brand new type of terrace housing with a unique design that turns all homes in Eco Forest near Broga Hills to become corner units. Each is complete with its own private garden and other perks that come with having a corner lot.

This, together with other programmes, make the corporate culture in EcoWorld inclusive, dynamic, strong and tight. And it would not be possible without the guidance of its experienced and passionate leaders. "EcoWorld has taught me that changing our mindsets can change current market conditions. In fact, we can innovate a lot of things to challenge this status quo. And I believe it can shift the property development industry for the better," Low concludes.

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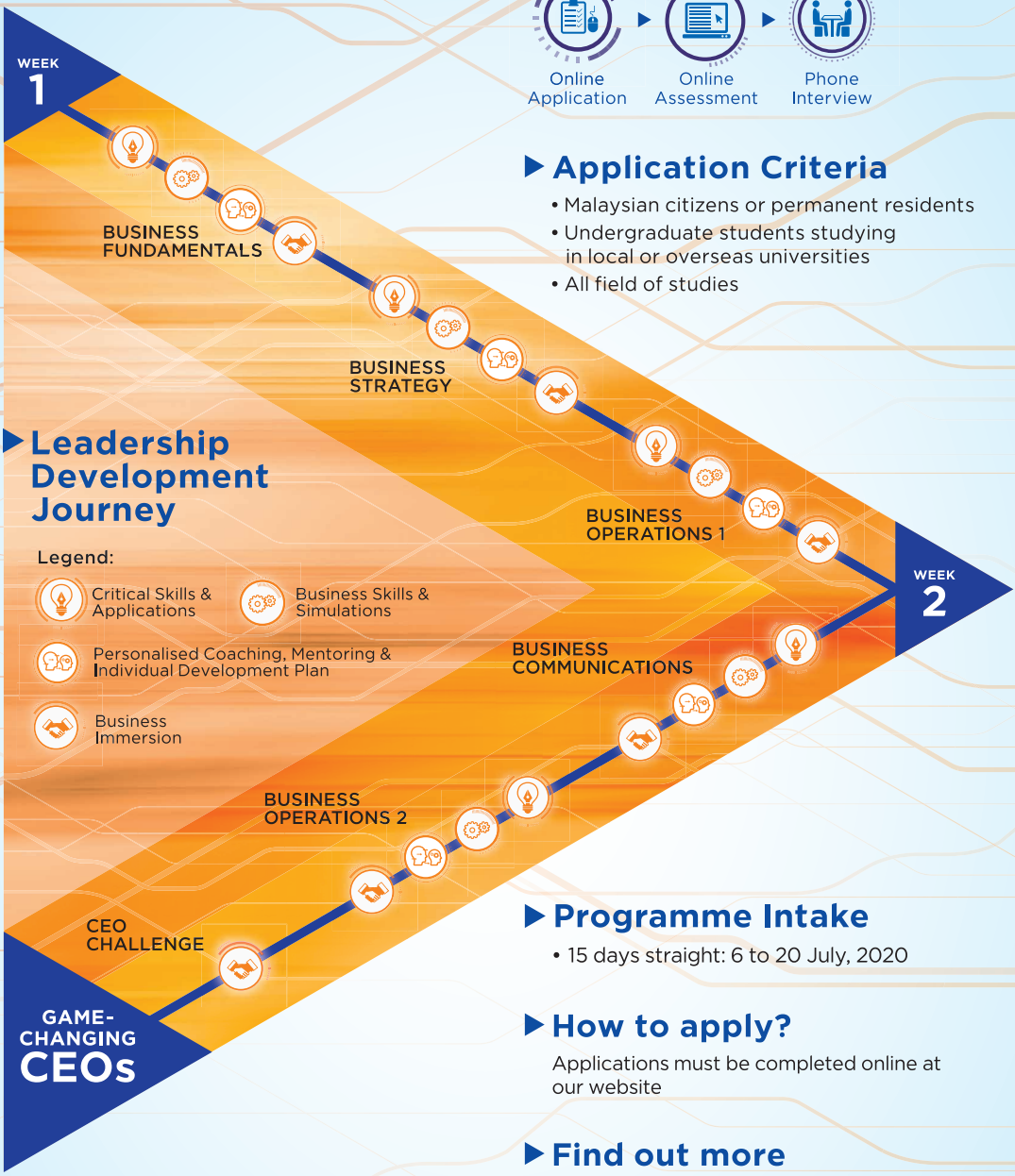

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TALENT TALK

YOUR PEERS SHARE THEIR WORK EXPERIENCES AND THE IMPORTANT LESSONS THEY'VE LEARNT

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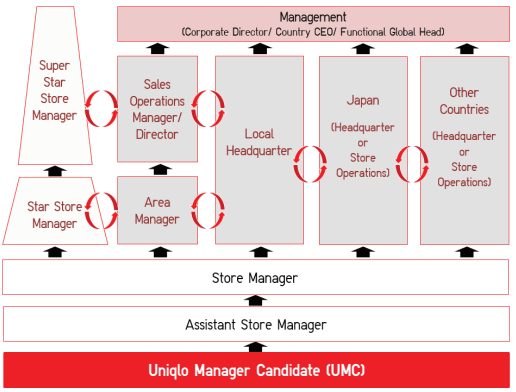

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ENDLESS POSSIBILITIES

With a wide job scope, our talent finds that he is learning by leaps and bounds every day.

MUHAMMAD SYAFIQ BIN ROZHAN, 25

Executive, Contract Administration

Eco World Development Group Berhad

Describe your role at the company.

As a quantity surveyor, my job covers all aspects of a construction project life cycle that includes contract administration, financial management, cost planning, procurement and tendering. I am also involved in doing sales on weekends. The best part about having a wide job scope is that the learning curve is very steep, and the possibilities are endless. It really keeps you on your toes and most importantly, you get to advance as an individual.

How did you end up at EcoWorld?

My first encounter with EcoWorld was when I attended the UKEC-GRADUAN Malaysian Career Fair back in 2015. After being called for an interview, I landed an internship with the company during my summer break the same year. Even as an intern, they gave me similar opportunities to learn and grow. Obviously, upon graduating, I applied for the full-time position.

What are the things you look forward to in your industry?

It offers a wide range of construction components ranging from buildings, infrastructures, mechanical and electrical services, and many more. The technology and method adopted evolves over time, and this makes it interesting and exciting to work with as it's a never-ending learning process. The amount of hands-on work that comes with the job encourages you to squeeze every bit of your creativity to plan things and solve issues. Every day is a new day as different construction sites bring new challenges.

> **"The technology and method adopted evolves over time, and this makes it interesting and exciting to work with as it's a never-ending learning process."**

What is the work environment like at EcoWorld?

Having a positive and conducive work environment is the first step to ensure things can progress smoothly. We practise that amongst ourselves and it inherently improves communication and collegiality, allowing us to work and discuss things openly between one another. This really helped me in developing my skills as my seniors are all ears whenever I voice something out.

THE OPPORTUNITY TO BE CREATIVE!

In her HR role, Nadia is encouraged to think out of the box.

NADIA HONG LIXIAN, 26

Senior Executive, Communications & Engagement, Group Talent Management
Eco World Development Group Berhad

Describe your role at the company.

My team works towards enhancing the employer brand and curating an exceptional employee experience as well as carrying out seamless internal communications. We do this by implementing people-centric initiatives like townhall sessions, wellness programmes, and team-building opportunities to engage the diverse generations of Team EcoWorld, and collaborating with organisations across different industries on development initiatives to bring out the best in our people. We're also involved in recruitment and running internship programmes.

> **"It's important to always see things from different perspectives before making judgement."**

What do you like about your role?

It's a really diverse role that gives me the opportunity to be creative and meet different people from all walks of life. Because my role is so people-centric in a fast-paced environment, I have to constantly build on my communication, coordination, and multi-tasking skills.

What are some things you look forward to in your industry?

Talent management is always evolving to keep up with changes in the market and workforce. The talent landscape is so much more diverse than it was before; it's now a norm to have four different generations working together across borders. It's exciting to discover these people dynamics and how we can create better employee experiences to meet business goals.

A valuable advice you received when you first started work that stuck to you till now.

I was chatting with the cleaning lady at my office and she shared that she had been told off by the supervisor at her agency. It sounded severe to me but she took me by surprise when she brushed it off and said, "Tak apa. Kadang kala mungkin kita yang salah." (Never mind. Sometimes we may be the ones in the wrong.) Her words really struck me as humble and sincere, and taught me that we shouldn't immediately assume our actions are right. It's important to always see things from different perspectives before making judgement.

AGILITY AT WORK

WILLIAM NGEOW KIT MUN, 26
Associate Developer
Experian Malaysia Sdn Bhd

To excel as a software developer,
our talent discovers that it pays to be flexible yet committed.

Describe your role at the company.

As a software developer, my typical day is spent designing software and programming. A lot of time is surprisingly spent discussing concepts and architecture design – the programming bit is the straightforward part. We work cohesively as a team in an agile environment so the work is well paced and challenging at the same time. Experian is committed to uphold software engineering best practices and this results in regular training and peer code review, both of which help in my development.

"Experian is committed to uphold software engineering best practices."

What was your job interview process like?

I applied for my role through the online portal and was invited for an online technical assessment. Once that was completed, I was invited for an interview with a few managers and the head of department. They kept me in the loop throughout the process and it was generally a pleasant experience. What stood out to me was the work culture that permeates through the friendly and warm conversations I had with them.

Why did you choose Experian?

I chose Experian because of their work culture and commitment to quality. The company provides a very positive and conducive working environment that cultivates a sense of belonging and a drive to pursue excellence in our roles.

Tell us something interesting about Experian?

Their FlexWork programme. There are opportunities to telecommute, which provides tremendous benefits for work-life balance. I believe this flexibility has greatly enhanced morale and motivation in my vocation.

LEARNING ON THE JOB

KASTURI GANES, 24
Software QA Tester
Experian Malaysia Sdn Bhd

There's nothing like hands-on experience as well as guidance to help one progress in their career.

Share a brief history of your education.

I graduated from Asia Pacific University (APU) with a Bachelor of Information Communication & Technology in Software Engineering in 2019.

What is the job scope of a Software QA Tester?

I help improve software products, create detailed, comprehensive and well-structured test plans and test cases. I'm also involved in developing and executing automation scripts using open source tools and stay up to date with new testing tools and strategies.

How did you end up working for Experian?

I joined Experian through their Graduate Talent Programme's Assessment Day. It was such a fun-filled event and I learned so much. They had great activities such as the Get-to-know sessions, group discussions and a chance to network with the senior leaders.

Your biggest challenge when you first started working and how you overcame it?

Definitely being exposed to software tools; this was quite new to me when I first joined. Fortunately, I had mentors and managers to guide me along the way and of course with self-learning as well, it didn't take long to feel comfortable and confident in using the tools.

"I had mentors and managers to guide me along the way and of course with self-learning as well, it didn't take long to feel comfortable and confident in using the tools."

LEARNING THE ROPES

From being an intern to a full-time Associate, our talent says there's never a shortage of opportunities to learn and explore.

NURIN SYAHIRAH ISHMA, 21

Audit Associate
KPMG

Tell us about your role.

I verify and assess accounts belonging to our clients to provide reasonable assurance to the public that rely on our clients' financials. It's a role that requires me to work in teams, as well as building a network with our clients in order to perform an audit.

How did you begin in your company?

I started out as an audit intern a couple of years back after going through a reasonably simple and quick online application and assessment followed by an easy-going interview. Even as an intern, I had the opportunity to audit many different industries, which in turn made me see the bigger picture of how these companies operate as well as widened my exposure. I was given the opportunity as a full-time audit associate after my internship.

What do you look forward to most about your role?

The opportunity to meet different clients, and to understand and explore various industries that I will soon be given the chance to audit. I have been travelling and meeting clients all over the country, which makes it much more than just a desk job.

> **"Having seniors like I do makes the whole experience a lot more endurable and enjoyable."**

What kind of support do you get from your seniors?

I've had a fair amount of guidance throughout my time in KPMG from my seniors. A job as demanding as this requires me to work well and be quick to respond under pressure, especially during our usual peak periods. It requires me to be highly meticulous in my work which is a skill I have been developing over time. Having seniors like I do in KPMG makes the whole experience a lot more endurable and enjoyable.

NEVER GIVE UP!

The key to achieving things, says Ashween Shaun? Determination.

ASHWEEN SHAUN, 27

Senior Associate
KPMG

Can you share your educational background?

I completed my pre-U and undergraduate studies in the UK. I am an Economics graduate from the University of Sussex. Whilst there, I also competed in the BUCS (British Universities and Colleges Sports) representing my university football team. I was the only Malaysian playing in Division 1A and 2A throughout 2015 until 2017.

> "We can do anything we want to if we stick to it long enough."

Describe your role at the company.

I am currently a Senior Associate in Management Consulting, specialising in IT-enabled transformation. I mostly provide advisory work in relation to Digital Transformation, Due Diligence, E-Procurement Transformation and Project Management.

What do you enjoy most about your job?

When the ideas I have been conjuring up for the past weeks and months while meeting the clients start making business improvements. There is a sense of relief and appreciation that is unfathomable. KPMG has been extremely kind to me and I am forever grateful. I enjoy what I do because of two things: First, the work that I am doing, and second, the people in my surroundings. They make coming to work pleasant.

A piece of advice you want to share?

From my former manager: "We can do anything we want to if we stick to it long enough." Simple but effective.

ALL THE RIGHT OPPORTUNITIES

MOHD ALIFF IKMAL RAHIM, 27
Engineering Executive
Nestlé Malaysia

This former management trainee credits the rotation programme for giving him a learning experience to help him land his current position.

Describe your role at the company.

I'm currently attached to the Engineering department as an Executive. My primary responsibility is in executing equipment reliability enhancement strategies for the Chocolate & Confectionary production plant. Prior to my existing position, I was a management trainee under the Management Trainee Programme in Project Management & Industrial Services roles that offered me exposure to different roles within the departmental division, presenting a good learning platform to jumpstart my career.

"I can contribute in enhancing the lives of communities worldwide through good nutritional food and beverages."

How did you end up at Nestlé?

I joined Nestlé in 2017 under the two-year Management Trainee (Engineering) programme and graduated as an Executive. The interview was both fun and challenging particularly during the case study stage where every candidate was required to come up with practical solutions to real-life problems.

Why Nestlé and why engineering?

I've always been passionate about engineering. I want to be able to apply the knowledge and skills I have towards green solutions and sustainability. I believe one of the ways is through the right platform, and with a household name like Nestlé, I can contribute in enhancing the lives of communities worldwide through good nutritional food and beverages.

What has been a highlight working with Nestlé?

I was fortunate enough to be given the opportunity to be part of a project team for a major investment project despite having joined the company for just a year. Throughout my career with Nestlé, I received strong support and guidance from my superiors. They are always open to sharing ideas and knowledge.

TOUCHING LIVES

RACHEL LEE, 26
Trade Marketing Executive
Nestlé Malaysia

Being part of Nestlé means being part of the company's vision to change lives through good food, says our talent.

Describe your role at the company.

As the Trade Marketing Executive in MILO, I work very closely with the Sales and Marketing teams to strategise and execute initiatives to drive category growth. Part of my day-to-day tasks includes planning for MILO promotional activities for shoppers and retailers as well as bringing to life brand campaigns at store level. Aside from working with shopper insights and data, people management is also key as my role involves coordinating with multiple stakeholders.

Why Nestlé?

I was intrigued at how the World's #1 Food Company operates locally and internationally. Being a fresh graduate, I was keen to channel my energy and focus in the FMCG industry to learn its fast-paced, dynamic and innovative working environment. More than just a tagline, "Good Food, Good Life" truly embodies the Nestlé purpose and I am very proud to be part of that vision.

How did you start working for Nestlé?

I started with an internship programme that exposed me to the FMCG industry and the company's culture and values. I applied for the Management Trainee Programme where the interview process assessed all aspects especially teamwork, presentation, analytical and problem-solving skills.

What do you love about working for Nestlé now?

It is not every day you get to work behind a brand you grew up with. My highlight has been the opportunity to be a part of MILO that celebrates its 70th year in Malaysia in 2020. Seeing how MILO campaigns touch the lives of people through its school initiatives, it brings me back to when I was a student. I feel fulfilled knowing that I can make a difference in their lives.

"More than just a tagline, "Good Food, Good Life" truly embodies the Nestlé purpose and I am very proud to be part of that vision."

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PART OF THE ACTION

Being part of the OCBC Graduate Talent Programme has given our talent the opportunities he needs to be in the thick of it all.

JAGDISH SINGH A/L PURNAM SINGH, 24

Management Associate, Operations & Technology Division
OCBC Bank (Malaysia) Berhad

Describe your role at the company.

I am part of the 2019 OCBC Graduate Talent Programme serving with the Operations & Technology division. I am working on a bank-wide initiative to migrate all staff onto a new operating system (OS) with cloud-computing capabilities. Eventually, as a Business Analyst within OCBC Bank, my role would revolve around taking business banking requirements and using technology to form workable solutions before passing it along to an IT project team.

What was your recruitment process like?

Having previously interned in other industries, I was open to joining any field. However, I was quite determined to join a Management Associate Programme as I believed I would benefit tremendously from the structure and exposure. I was fortunate to have come across OCBC's advertisement for the programme around the time I began job hunting; I found the outline quite wholesome. The interview process was interesting as it involved case studies and featured a panel of interviewers comprising heads of divisions and departments. Overall, the experience was extremely positive, despite being challenging and somewhat nerve-wracking.

> **"It is definitely going to be an exciting period of growth for a newcomer like me!"**

What are the things you look forward to in your industry?

It is no secret that the banking industry has yet to attain its full potential in terms of technological capabilities. Fintech and other forms of technology such as blockchain and Artificial Intelligence (AI) have pushed banks into embarking on their digital journeys. So it is definitely going to be an exciting period of growth for a newcomer like me.

What kind of support do you get from your seniors?

The folks in OCBC Bank are extremely collaborative, laidback and enthusiastic. Within months of joining, I was encouraged by my seniors to emcee an internal Digithon event as well as participate and organise divisional-level events for holidays.

ALWAYS A LEARNING PROCESS

Being part of the exciting banking industry means always learning, says this young banker.

STEPHANIE LING SHUMIN, 26

Assistant Manager, Digital Banking
OCBC Bank (Malaysia) Berhad

Describe your role at the company.

I work with the Digital Banking arm of the Emerging Business division at OCBC Bank. I oversee the implementation of social strategy and the enhancement of brand awareness in the digital space. My role includes planning, executing and managing digital marketing campaigns. I also optimise content to drive website traffic and leads-acquisition. Recently, I also linked up with CTOS on the Bank Negara Malaysia Sandbox testing as part of a digital identity verification (eKYC) initiative.

What was the interview process like for you to be recruited to the bank?

I applied for the OCBC Graduate Talent Programme, then known as the Young Bankers Programme. What stood out about it was that OCBC accepts candidates across all academic disciplines and backgrounds. The interview was an intense process comprising four selection stages. The third was the most interesting as candidates were asked to be seated at a table surrounded by six interviewers. We were given a set of scenarios to discuss and come up with a presentation within 40 minutes.

Our performance and thought process were observed by the interviewers throughout the discussion!

> **"Never be afraid to ask questions and voice your opinion."**

What excites you about the industry?

Digital innovation is constantly changing the financial sector. We can see unprecedented fintech disruption in the banking sector and also the recent introduction of digital banking licenses across the globe. Keeping up with the ever-evolving competition against tech companies for financial services is what excites me.

A valuable advice you received when you started work that stuck till today.

Never be afraid to ask questions and voice your opinion.

MAKING A DIFFERENCE

ESTHER TANG, 25
Management Associate
Parkway Pantai

Our talent hopes to provide solutions that will contribute to better healthcare in Malaysia.

Describe your role at the company.

I'm currently attached to the Strategic Planning & Business Development department where I'm tasked to analyse the competitive advantage of Parkway Pantai Hospitals in Malaysia. Prior to this, I was attached to Gleneagles Kota Kinabalu (one of the hospitals under Parkway Pantai) to understand hospital operations where I was rotated to clinical and non-clinical departments. I was involved in projects such as clinical outcome improvement where my team and I engaged with stakeholders to understand the situation on the ground to help us prioritise accordingly before implementing any change.

Why healthcare?

When I was younger, I aspired to study medicine; however, unforeseen events led me to study engineering instead. I was open to venture into industries other than engineering and it was through GRADUAN that I got to know more about Parkway Pantai. Its multiple presence, both locally and internationally, is what attracted me as it shows that the company has a solid establishment. When I received the job offer, I was pleased for the opportunity to join the healthcare industry as I aspire to help make a difference in people's lives through excellent healthcare.

What was the interview process like?

After submitting my CV on the GRADUAN website, I was contacted by the Parkway Pantai Human Capital Management (HCM) team for an informal phone interview. Thereafter, I was invited to attend a role-playing interview during the GRADUAN career fair and then a final interview with the Head of HCM. The role-playing interview was thought-provoking as we had to do cost-benefit analysis prior to reaching a consensus in a state of emergency.

> **"I aspire to help make a difference in people's lives through excellent healthcare."**

Why did you choose Parkway Pantai?

During the interview with the Head of HCM, I learnt the company envisions to develop hands-on leaders with a passion for learning through this graduate programme. This ascertained that I would grow working at Parkway Pantai.

A HAND IN EVERYTHING

NURAINIE MAZLAN, 24
Management Associate
Parkway Pantai

Being a management associate means being assigned to different departments for more exposure.

Tell us about your education.

After finishing high school, I left for Washington, USA, for a cultural exchange programme for six months. I then did my A-Levels at Kolej Yayasan UEM for two years before studying Biomedical Sciences at University of Essex for three years.

What do you do as a management associate at Parkway Pantai?

The MA programme is a comprehensive and structured rotation training programme that exposes new joiners to the healthcare industry. My role is to get a sound understanding of hospital operations through on-the-job training in different departments. I have been to the front office, finance and marketing departments where I observed everyone's day-to-day tasks and at the same time, learn how to do it hands-on. Currently, I am assigned to the CEO Office where I am entrusted to assist mostly with hospital projects such as the opening of new wards and the launching of our Oncology Centre.

How did you end up as a management associate?

I attended the UKEC-GRADUAN career fair in London during my final year and came across the Parkway Pantai booth. I have always been interested in healthcare but I wanted to be more vocal in what I do and be open to other areas in healthcare, which is why this programme was ideal for me. What stood out most about this programme is that management associates have the opportunity to shadow and work directly with the hospital's CEO as our mentor to get first-hand understanding about hospital objectives and issues.

> **"Listen to advice but make up your own mind and be true to yourself. Make yourself known but be humble."**

Advice on how to survive your first month at work?

I made sure to observe the work culture first, and then execute. Being shy gets you nowhere so ask questions to learn. Listen to advice but make up your own mind and be true to yourself. Make yourself known but be humble. Lastly, I believe in dress to impress as this is one of the ways you can be confident about yourself.

NEW IDEAS NEW OPPORTUNITIES

There's always something to look forward to – and learn – in the high-tech electronics industry.

KHOO SOO HAN, 24

Management Associate
Samsung Malaysia Electronics (SME)

Describe your role at Samsung.

As a Management Associate under the Samsung Management Associate Programme (SMAP), I am rotated to different departments within the company. My first rotation was in the Content & Services group under the larger IT & Mobile (IM) team. Our responsibility includes managing all the services that Samsung provides to customers, such as Samsung Pay. Currently, I work in the Product Marketing (PM) group within the IM team to market these products.

What was the interview process like for your position?

I first chanced upon Samsung at the 2019 GRADUAN Career Fair in London. After attending their engagement session and subsequently completing their online assessment; I was shortlisted to participate in Samsung's Management Associate Assessment Centre. The evaluation started with an activity that resembled a board game. Given the short time limit, my ability to quickly understand and adapt to the game's rules was tested. Following that, participants were given an extensive information pack to digest within a short time span and were expected to offer robust arguments in a debate format. The assessment was then capped off with the teams presenting an ethical framework for the topic of the debate.

What's the work environment like at Samsung?

Help is always available from my colleagues. I am assigned a mentor who provides me with the guidance and support I need. My programme peers also make it easy for me to learn beyond my role as we are scattered throughout the company in different departments and are able to share different perspective and approaches to situations.

> "This industry will only become more exciting in the near future."

What are you looking forward to in your industry?

Some noteworthy recent developments such as 5G wireless technology and foldable displays are only now starting to appear in products that could prove to be the "next big thing". This industry will only become more exciting in the near future.

ALWAYS LEARNING

With work moving at a fast pace, our talent is continuously improving herself.

CINDY JOO, 26

Marketing Communicator, IT & Mobile
Samsung Malaysia Electronics (SME)

Tell us about your education.

I attended a full-Chinese primary school and a private secondary school. After secondary school, I left Malaysia to pursue Korean language studies in Seoul and then moved to the United States for my Bachelor degree. I received my Bachelor in Advertising and Management in 2018 from Portland State University. The knowledge and experience I gained throughout the years in different countries have definitely improved my communication skills and broadened my ability to adapt to different cultures.

What do you do at Samsung?

I am a Marketing Communicator in the IT & Mobile Department. We ensure delivery of all the right messages and media to communicate with the current market to achieve the main objectives of the company's brand. Being a marketer, I have the opportunity to deploy interesting and engaging marketing ideas that develop strong marketing funnels and eventually drive product sales. During the process, I am involved in various tasks, from digital to traditional marketing; involving websites, social, print, television, radio, campaigns, etc.

On top of that, I also work with various teams from different departments to successfully deliver our objectives to the market.

> **"Life is tough, but you're tougher. Rest if you must, but don't you dare stop doing what you want in order to succeed."**

What do you enjoy most about your job?

I work in a lively environment where I am often exposed to various brands and events. Coming to work every day is like an exciting adventure as I am constantly moving at a fast pace with new ideas and campaigns. It is an environment where I continuously learn to understand the market needs and also achieve goals as I go.

A valuable advice you received when you first started work that stuck to you till now.

"Life is tough, but you're tougher. Rest if you must, but don't you dare stop doing what you want in order to succeed," said my mother.

A GREAT LEARNING OPPORTUNITY

PAMELA TEE WAN LING, 24
Management Associate
Tokio Marine Life Insurance Malaysia Bhd.

A stint with Tokio Marine Life's Management Associate programme gave our talent the lessons and experience she needed to learn more about the insurance business.

Tell us about your education background.

After high school, I went on to complete my A-Levels for my pre-university. It was there where I began to develop an interest in Mathematics. With the opportunities available to me then, I decided to pursue a degree in Actuarial Science. Last summer, I graduated with an honours degree in Actuarial Science from Heriot-Watt University, Edinburgh.

How did you end up at Tokio Marine Life?

I found out about Tokio Marine Life's Management Associate programme and felt it would be a great learning opportunity due to its two-year job rotation format. Associates are to rotate across various departments, and this has provided me with hands-on experience as well as an overview of the life insurance business.

What made you decide on Tokio Marine Life?

Tokio Marine Life is one of the most prestigious life insurance companies in Malaysia so it is a great opportunity as a fresh graduate to work for them. Aside from work, my company provides great employee benefits and other perks such as gym facilities and a ping pong table in the lounge room where I get to hang out with my colleagues during our lunch breaks.

"Tokio Marine Life is one of the most prestigious life insurance companies in Malaysia so it is a great opportunity as a fresh graduate to work for them."

Your proudest moment at work thus far?

Winning the third place prize, along with my team, at the Kaizen Award, a competition held by my organisation every quarter of the year. My team worked closely with teams from other departments on a new automation process using Artificial Intelligence. This not only allowed me to do something completely new but also to collaborate and learn from so many great people across the organisation.

CHALLENGING BUT REWARDING

POH WEI RHYS, 25
Management Associate
Tokio Marine Life Insurance Malaysia Bhd.

While life as a management associate is challenging, our Tokio Marine Life talent says it is all worth it.

Tell us about your role as a Management Associate at Tokio Marine Life.

I worked in three different departments on rotation basis. My first department was in Bancassurance where my responsibilities were to prepare weekly sales reports, monitor sales progress, and assist in setting the sales strategy of the department. Then, I rotated to Pricing where I worked on group insurance policy assessment and performed tests for new products. My final rotation was in Actuarial where I handled and translated valuation data into informative reports and submitted monthly reports to Bank Negara Malaysia.

What was the interview process like?

I sent my CV to multiple life insurance companies for an Actuarial role. However, I was approached by Tokio Marine Life for a permanent role in the Risk function. The interview went smoothly until the person who interviewed me mentioned their Management Associate programme. We ended up talking more about the programme than the permanent role itself; the manager who interviewed me had completed the programme himself and mentioned that it would be good exposure for people who are unsure of their paths.

Your biggest challenge since starting the programme?

The first few weeks were unfamiliar but exciting. I expected my first job to be actuarial related such as modelling or reserving. My biggest challenge was trying to transition into this new discipline and performing well despite not being confident about my job scope. I overcame it by encouraging myself to accept the challenge as part of a learning and growing process in my career.

"Have a positive mindset, be willing to learn, be open to criticism, and most importantly, be humble."

Your advice to young graduates on how to survive their first month at work?

Speak up and share your ideas. Employers always welcome someone who adds value to the team. I also like to remind myself of these other things: Have a positive mindset, be willing to learn, be open to criticism, and most importantly, be humble.

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DIRECTORY

ONE STEP CLOSER TO FINDING THE RIGHT JOB

Here are all the contact details you need to start working on your job application! Be sure to do your own research to find out more about the company you're applying to.

Best of luck!

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Menara Muti-Purpose
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Banking

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Alliance Bank Malaysia Berhad
Alliance Bank Malaysia Berhad is a dynamic, integrated banking group offering end-to-end financing solutions through its consumer banking, SME banking, wholesale banking, Islamic banking, investment banking and stock broking businesses, having served the financial community over the past five decades.

The banking group is involved in the provision of financial services through its principal subsidiaries, Alliance Bank Malaysia Berhad, Alliance Investment Bank Berhad, and Alliance Islamic Bank Berhad. It provides easy access to its broad base of customers throughout the country via multi-pronged delivery channels which include retail branches, Alliance Personal branches, Privilege Banking Centres, Business Centres, Investment Bank branches, and direct marketing offices located nationwide.Business Centres, Investment Bank branches, and direct marketing offices located nationwide.

PARENT COMPANY
Alliance Bank Malaysia Berhad

PARENT COMPANY COUNTRY OF ORIGIN
Malaysia

CORPORATE WEBSITE
www.alliancebank.com.my

NUMBER OF EMPLOYEES
3,500

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

HOW TO APPLY
Email : careers@alliancefg.com
Recruitment Website :
www.alliancebank.com.my/career-centre

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's

JOB OPPORTUNITIES
Work Locations
Malaysia : Nationwide

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management associate

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

AmBank Group

AmBank Group
Group Human Resource
Level 38, Menara AmBank
Jalan Yap Kwan Seng
50250 Kuala Lumpur

+603-2167 3000
+603-2167 9567

ambankgroup.com
Banking & Financial Services

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AMMB Holdings Berhad is the holding company of AmBank Group and has been listed on the Main Market of Bursa Malaysia since 1988. It is the sixth-largest banking group by assets in Malaysia, with a market capitalisation of around RM11.6 billion and assets of RM137.9 billion as at 31 March 2019.

AmBank Group is one of Malaysia's premier financial solutions groups with over 43 years of experience in supporting Malaysians in their economic development. AmBank Group offers a wide range of both conventional and Islamic financial solutions and services, including wholesale banking, retail banking, investment banking, underwriting of general insurance, life assurance and takaful, stock and share broking, futures broking, investment advisory and management services in assets, real estate investment trust and unit trusts.

The Australia and New Zealand Banking Group (ANZ) is the biggest shareholder in the AmBank Group with a 23.8% holding and provides support with Board and senior management representation, risk and financial governance, product offerings and new business developments. In the general insurance business, the Group has partnered with Insurance Australia Group Ltd (IAG). In the life assurance and family takaful businesses, the Group has a partnership with MetLife International Holdings Inc (MetLife). The Group benefits in terms of expertise transfer from IAG and MetLife.

Today, AmBank Group employs a strong high-flying workforce of over 9,970 full-time employees to serve the needs of more than three million individual and corporate customers nationwide. As part of the Group, AmBank (M) Berhad reaches out to its customers by providing an extensive network of 170 AmBank branches, 183 electronic banking centres, 766 ATMs, a 24-hour contact centre and a digital banking system, making access to AmBank's financial solutions and services, ever so easy and convenient.

We at AmBank Group will remain steadfast and resilient in providing relevant financial solutions that will fit seamlessly into the daily lives of our fellow Malaysians. Over the years, we have realigned ourselves and streamlined our operations better. We constantly strive to improve our products, solutions and services, leveraging on the power of digital technology in order to meet the growing needs of our customers and to stay competitive in today's financial landscape.

"In AmBank, we don't offer jobs, we offer careers"

PARENT COMPANY
AMMB Holdings Berhad

CORPORATE WEBSITE
ambankgroup.com

NUMBER OF EMPLOYEES
9,970

HOW TO APPLY
Contact : Group Talent Acquisition
Tel : +603-2167 3000
Fax : +603-2167 9567
Email : fly-high@ambankgroup.com
Recruitment Website : ambankgroup.com/eng/career

MODE OF APPLICATION
Email, recruitment website, apply when advertised

Career Page
LinkedIn Page

QUALIFICATIONS ACCEPTED
Bachelor's, Master's

JOB OPPORTUNITIES
Work Locations
Malaysia : Nationwide

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management trainee

TRAINING OPPORTUNITIES
Local

DISCIPLINES
Accountancy, Actuarial Science, Banking, Business Administration/Management, Business Studies, Commerce, Computer & Information Sciences, Corporate Communications, Economics, Finance, Human Resource Development, Information Systems, Information Systems & Software Engineering, Information Technology, Investment Analysis, Law, Mathematics, Social Science, Statistics

ASIAN BANKING SCHOOL

ASIAN BANKING SCHOOL
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Training & Development

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As one of the industry's preferred partners in learning and development, ABS offers industry relevant training programmes that cover a comprehensive list of banking areas and are designed and developed in-house by our Specialist Training Consultancy Team or in collaboration with strategic learning partners that includes some of the top business schools in the world. It also provides specialised consulting services and tailored learning solutions to meet the specific needs of its clients.

ABS also plays a significant role in enriching the talent pipeline for the financial services sector through the industry recognised Financial Sector Talent Enrichment Programme (FSTEP).

Started in 2007, FSTEP is an industry-driven initiative with the aim of bridging the gap that connects the needs of the industry to the talent produced by higher-learning institutions. It is designed to help fresh graduates jump-start their career in the financial services industry through a three-month period of comprehensive and interactive classroom training, followed by a nine-month on-the-job training with their respective sponsoring financial institutions.

The three-month classroom training includes technical training in banking and insurance, leadership, English, soft skills, digital banking and community projects with non-profit organisations.

FSTEP is open to graduates age 30 and below, from all majors of studies with work experience not exceeding three years. FSTEP trainees will receive a minimum monthly allowance of RM2,600 throughout the 12-month programme.

PROGRAMME WEBSITE
fstep.org.my

NUMBER OF EMPLOYEES
30

HOW TO APPLY
Contact : FSTEP team
Tel : +603-2742 7822 ext. 337/338/339/340
Email : fstep@asianbankingschool.com
Recruitment Website : graduan.com/fstep

MODE OF APPLICATION
Recruitment website

QUALIFICATIONS ACCEPTED
Minimum Bachelor's degree

JOB OPPORTUNITIES
Work Locations
Malaysia : Kuala Lumpur & Selangor

ENTRY LEVEL
Management trainee

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

AXA AFFIN GENERAL INSURANCE
Level 28, Wisma Goldhill
67, Jalan Raja Chulan
50200 Kuala Lumpur

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PARENT COMPANY
AXA, France

CORPORATE WEBSITE
www.axa.com.my

NUMBER OF EMPLOYEES
850

HOW TO APPLY
Contact : Talent Acquisition
Tel : +603-2170 8466/8409/8236
Fax : +603-2031 7287
Email : wow@axa.com.my
Recruitment Website :
https://www.axa.com.my/career/career-axa-gi.html

MODE OF APPLICATION
Email, recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : All
Overseas : Other AXA Entities

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Management trainee
- Full-time employment

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

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Telecommunications

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As one of the leading telecommunications groups in Asia in pursuit of a vision to be the New Generation Digital Champion by 2022, Axiata has transformed itself from a holding entity with a portfolio of pure-play mobile assets into a Triple Core Strategy-driven business focusing on Digital Telco, Digital Businesses and Infrastructure.

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We are advancing Asia, one step a time.

CORPORATE WEBSITE
www.axiata.com

NUMBER OF EMPLOYEES
- Corporate Centre : 306
- Group-Wide : 12,373

HOW TO APPLY
Recruitment Website : Axiata's LinkedIn

MODE OF APPLICATION
LinkedIn or Axiata Website

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Work Locations
Malaysia : Kuala Lumpur
Overseas : Indonesia, Sri Lanka, Cambodia, Bangladesh, Nepal

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

BANK ISLAM

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Bank Islam Malaysia Berhad (Bank Islam) is the first Shariah-based banking institution in Malaysia. Established in 1983 to fulfil the needs for Islamic banking solutions in the market, its founding has largely been responsible for the rapid development of the country's Islamic financial services industry. Bank Islam's vision of becoming 'A Global Leader in Islamic Banking' illustrates its commitment to the expansion of Malaysia's brand of Islamic finance into global markets. By adhering to the service excellence culture, Bank Islam continues to offer only the best and cater to the differing needs of the customers as it continues to uphold its status as the symbol of Islamic banking in Malaysia.

In recognition of its prominence in the industry, Bank Islam has been the recipient of several awards such as:-

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- **Best Islamic Banking Brand, Malaysia 2019 by the Global Brands Magazine.**
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- **Second Runner – up in Banking and Financial Services Sector by Malaysia's 100 Leading Graduate Employers Awards 2019**

Being part of Bank Islam provides you with great opportunities to work with thought leaders and tap on some of the best brain of the Islamic finance industry. The Bank offers lifelong and multi-faceted learning approach that goes beyond the norm to fulfil your career aspiration. At the same time, our integrated approach to work and life allows employees to grow professionally as well as spiritually, by giving back to the society where we operate. As a member of the organisation, you are held together with a set of universally accepted values that are centred on professionalism, integrity and mutual respect. All the elements above describe our value proposition in making Bank Islam a great place to be.

CORPORATE WEBSITE
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NUMBER OF EMPLOYEES
Over 4,500

HOW TO APPLY
Contact : Employer Branding & Talent Sourcing
Tel : +603-2088 8322
Fax : +603-2088 8325
Email : career@bankislam.com.my
Recruitment Website : www.bankislam.com.my

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, Professional Qualifications

JOB OPPORTUNITIES
Work Locations
Malaysia : Nationwide

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Contract employment

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

BANK NEGARA MALAYSIA
CENTRAL BANK OF MALAYSIA

BANK NEGARA MALAYSIA
Jalan Dato' Onn
50480 Kuala Lumpur

+603-2698 8044

www.bnm.gov.my

Banking & Finance

graduan.com/banknegara

Advertisement : Pg 2-3, Inside Back Cover

Bank Negara Malaysia
Bank Negara Malaysia, the nation's central bank, plays a key role in economic development, institutional building and in transforming the financial sector. The Bank also places a greater emphasis in human capital management and development.

The Bank invests heavily in nurturing our talent to enhance their performance and realising their potential. Targeted talent development of both technical and leadership competencies, as well as career growth opportunities, continues to be given focus to drive performance and nurture talent for succession and progression. In achieving these objectives, we seek outstanding talent who have the attributes and competencies to join us for a fulfilling career in Bank Negara Malaysia.

CORPORATE WEBSITE
www.bnm.gov.my

NUMBER OF EMPLOYEES
3,111

MODE OF APPLICATION
Application via career portals, email or write-in

HOW TO APPLY
Tel : +603-2698 8044
Email : recruit@bnm.gov.my

QUALIFICATIONS ACCEPTED
Possess a minimum CGPA of 3.00 or Second Class Upper, and credit in at least 5 subjects including Bahasa Melayu, English and Mathematics in SPM or its equivalent.

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Wilayah Persekutuan Kuala Lumpur, Selangor, Johor Bahru, Kuala Terengganu, Pulau Pinang, Kota Kinabalu, Kuching
Overseas : New York, London, Beijing

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Permanent
- Contract
- Temporary

TRAINING OPPORTUNITIES
Local & Overseas

DISCIPLINES
The disciplines include but are not limited to:
Accounting; Actuarial Science; Banking; Economics; Finance; Financial Engineering; Forensic Accounting; Business Management/International Business; Commerce; Mathematics; Insurance and Risk Management; Statistics; Investment Analysis; Islamic Banking and Takaful; Law/ Syariah Law; Engineering; Computer Science/Information Technology/Management; Data Science; Talent Management; Psychology.

BDO
Level 8
BDO @ Menara CenTARa
360 Jalan Tuanku Abdul Rahman
50100 Kuala Lumpur

+603-2616 2888
+603-2616 3197

www.bdo.my/careers
Professional Services
(Chartered Accountants)

graduan.com/bdo

Advertisement : Pg 107

BDO. Because Relationships Matter

At BDO, we understand that exceptional service to our clients begins - and ends – with exceptional regard for our people.

With more than 50 years of history, BDO in Malaysia is one of the five largest professional firms providing Audit & Assurance, Advisory, Tax and Business Services & Outsourcing (BSO); and plays a key role in the operation of offices in Cambodia, Vietnam, Myanmar, Brunei and Lao PDR. Internationally, BDO operates in 167 countries, and employs over 88,000 people in around 1809 offices.

BDO is founded on the culture that people, and hence relationships matter. People who know us say that "BDO is the 'People' firm". Hence, our Employment Value Proposition (EVP) themed 'BDO. Because Relationships Matter' truly resonates with us and is what makes BDO distinct.

Our EVP can be described in four components, which complement each other and act as strong pillars in delivering our promise to our people, ensuring relationships matter and continue to matter in BDO.

The four components are People, Development, Purpose and Recognition.

People
We cultivate trust and build meaningful lasting relationships

Development
We nurture future leaders – your career, our journey

Purpose
We empower our people to make a positive difference

Recognition
Be part of our growing global network and trusted brand

BDO in Malaysia has also been awarded the:

- ACCA Approved Employer for Trainee Development – Platinum Level
- Authorised Training Employer for the ICAEW ACA Programme
- Authorised Training Organisation for MICPA-CAANZ
- Recognised Employer Partner for CPA Australia

Come and be part of BDO's team and experience a life enriching journey with us.

Your Career, Our Journey!

CORPORATE WEBSITE
www.bdo.my

NUMBER OF EMPLOYEES
Approximately 900 in Malaysia

HOW TO APPLY
Contact : Talent Recruitment Team
Tel : +603-2616 2888
Fax : +603-2616 3197
Email : jobs@bdo.my
Recruitment Website : www.bdo.my/careers

MODE OF APPLICATION
Email, Recruitment Website

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, Accounting
Professional Qualification

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Kuala Lumpur, Penang, Johor Bahru

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local

DISCIPLINES
Accountancy/Professional Qualifications
(i.e. ACCA, CPA Australia, ICAEW, MICPA-CAANZ);
or other disciplines

GRADUAN

BIZ CONNEXION SDN BHD
B7-1 Dataran Palma
Jalan Selaman 1
68000 Ampang
Selangor

+603-4270 3270

+603-4270 3275

www.graduan.com

Employer Branding, Events, Recruitment

graduan.com/graduan

Advertisement : Pg 196-197

For 26 years, GRADUAN has been the leading and most trusted career resource for Malaysian talent, guiding them in their journey to become part of Malaysia's energetic workforce. It is also the preferred partner for leading Malaysian employers when it comes to talent recruitment and employer branding, helping organisations find their next-generation leaders

GRADUAN DIGITAL
GRADUAN believes in staying ahead of the pack. With this in mind, we introduce GRADUAN Digital, our digital format that is targeted to attract new talent through captivating and engaging recruitment videos produced by the GRADUAN team. All digital content will be recorded and featured in GRADUANtv, our YouTube channel.

GRADUAN APP
Everything talents need for their job search at the touch of a button. Get access to the latest vacancies, insider guides, self-help videos, exclusive listings and many more on the GRADUAN App. Talent can upload their CVs and share them with employers with ease. The future is digital!

GRADUAN.COM
The revamped GRADUAN.COM is a one-stop online platform that connects talent with employers through interactive features, articles, videos, listings, targeted content and more. Talent can find the latest hiring information as well as articles, tips and trends to help them with their job search.

EVENTS
GRADUAN ASPIRE
GRADUAN's highly anticipated local career fair right here in Malaysia. Started in July 2011, GRADUAN ASPIRE has evolved to become the hottest career event in town. More than 68,000 attendees (and counting!) make their way to GRADUAN ASPIRE each year, comprising of undergraduates, graduates, postgraduates and working professionals in Malaysia and abroad to meet with representatives from various companies, institutions and industry experts.

OVERSEAS CAREER FAIRS
Coupled with a well-coordinated and focused approach, the overseas career fairs have chalked up unprecedented success year after year in United Kingdom and Australia. Employers find these career fairs an impactful and cost-effective platform to connect and hunt for talent and potential employees who are currently abroad.

CORPORATE WEBSITE
www.graduan.com

NUMBER OF EMPLOYEES
20

HOW TO APPLY
Tel : +603-4270 3270
Fax : +603-4270 3275
Email : admin@graduan.com

MODE OF APPLICATION
Email, Write-in, Website, Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time Employment

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

BRITISH AMERICAN TOBACCO MALAYSIA

BRITISH AMERICAN TOBACCO (MALAYSIA) BERHAD
Level 19, Guoco Tower
Damansara City
No. 6 Jalan Damanlela
Bukit Damansara
50490 Kuala Lumpur

+603-2720 8188
+603-2716 1871

www.batmalaysia.com
Fast Moving Consumer Goods (FMCG)

graduan.com/batmalaysia

Advertisement : Pg 93

We are **British American Tobacco**, a truly global company with a highly successful past and an exciting future ahead. From the successes of our traditional tobacco business to the acquisition of Reynolds American Inc. and our $2.5 billion investment in potentially reduced-risk products, we're passionate about the world we're building. And at the heart of this world are our people. Our 55,000 future makers, industry leaders, game changers – all helping to lead the transformation of an entire industry. Together, they put category-leading products on shelves, collaborate globally, push the boundaries in a challenging environment, and lead the way for the future. Bold, passionate and results-driven, they have what it takes.

British American Tobacco Malaysia (BATM) with its combined history of over 100 years in Malaysia, is the clear market leader in the industry and our wealth of expertise employed in all aspects of our business has positioned us to meet the challenges of the future. We ensure that we market responsibly, and in a manner sensitive to our environment.

BATM offers an inimitable working environment where your progress is limited only by your commitment to progressing. Our culture is fearless, curious, and global with leading brands in over 200 markets worldwide. BATM is brimming with unique opportunities and for the right person, it's the perfect place to forge a truly exceptional, global career.

In the spirit of continuous improvement and innovation, we are currently embarking on an exciting transformation towards an agile and dynamic commercial-centric organisation. We take pride in our ability to foster a truly diverse and resilient culture, that embraces change in all our endeavours.

Innovation is at the heart of our future, just as our people and their diversity are at the heart of the business. We're not just like any ordinary FMCG business: together, we're leading the transformation of an entire industry.

#Leadthetransformation

CORPORATE WEBSITE
www.batmalaysia.com

NUMBER OF EMPLOYEES
- Over 500 in Malaysia
- Over 55,000 globally

HOW TO APPLY
Tel : +603-5628 7360
Email : gbs_hr_aspac_recruitment@bat.com
Recruitment Website : www.bat-careers.com

MODE OF APPLICATION
Recruitment website

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : UK, Australia, Korea, Japan, Hong Kong, Vietnam, Cambodia, Singapore, Indonesia
Work Locations
Local : Head office in Kuala Lumpur with sales offices nationwide
Global : Over 200 markets and 44 factories globally

INTERNSHIP OFFERED
Yes : Marketing, Supply Chain, Finance, Legal and HR

ENTRY LEVEL
12-month Global Graduate Programme

TRAINING OPPORTUNITIES
Yes, BAT has its own Global Learning Curriculum which is mainly conducted in Malaysia and UK

DISCIPLINES
All disciplines
- Bachelor's in any discipline, for Marketing and HR
- Bachelor's in Finance/Accounting/Commerce for Finance
- Bachelor's in Engineering for Supply Chain

CIMB

CIMB GROUP
17th Floor
Menara CIMB
Jalan Stesen Sentral 2
Kuala Lumpur Sentral
50470 Kuala Lumpur

+603-2261 8888

www.cimb.com

Banking & Financial Services

graduan.com/cimb

Advertisement : Pg 4, 77

CIMB is a leading ASEAN universal bank and one of the region's foremost corporate advisors. It is also a world leader in Islamic finance.

The Group is headquartered in Kuala Lumpur, Malaysia, and offers consumer banking, commercial banking, investment banking, Islamic banking and asset management products and services.

It is the fifth largest banking group by assets in ASEAN and, as at the end of September 2019, had around 36,000 staff and around 14 million customers.

Awards:
- Best Private Bank in Malaysia
  – Global Finance Private Bank Awards 2020
- Best Digital Bank in Malaysia
  – The Asian Banker Excellence in Retail Financial Services Awards 2019
- Best Retail Bank in Malaysia
  – The Asian Banker Excellence in Retail Financial Services Awards 2019
- Best Investment Bank - Malaysia
  – FinanceAsia Country Awards 2019
- Islamic Finance House of the Year
  – FinanceAsia House Awards 2019
- Malaysia's Best Investment Bank
  – Euromoney Awards for Excellence Asia 2019
- Excellence in Employee Work-Life Balance (Gold)
  – HR Excellence Award 2019
- Most Attractive Graduate Employer Brand (Bank) 1st Runner Up
  – Graduate Choice Award 2019

PARENT COMPANY
CIMB Group Holdings Berhad, Malaysia

CORPORATE WEBSITE
www.cimb.com

NUMBER OF EMPLOYEES
About 35,000

HOW TO APPLY
Contact : Graduate Recruitment Team
Tel : +603-2261 8888
Recruitment Website : https://careers.cimb.com/

MODE OF APPLICATION
Recruitment website

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, Professional Certification

INTERNSHIP OFFERED
Yes

SCHOLARSHIP
Yes

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : The Complete Banker™ (TCB) , TCB Digital and TCB Fusion – Kuala Lumpur
Overseas : The Complete Banker™ - Singapore, Indonesia and Thailand

ENTRY LEVEL
- Full-time employment
- Graduate Trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
- **TCB and TCB Fusion**: Minimum CGPA of 3.00 OR Second Class (Upper) OR High Credit (65%) and not more than one year working experience

- **TCB Digital:** We accept applications from minimum Diploma in digital tech related courses with good CGPA and excellent grades in related subjects

Cognizant

COGNIZANT
(COGDEV MALAYSIA SDN BHD)
C-11-01, iTech Tower
Cyber 6, Jalan Impact
63000 Cyberjaya
Selangor

+603-8322 1320

www.cognizant.com

IT Services & Consulting

Cognizant (Nasdaq-100: CTSH) is one of the world's leading professional services companies, transforming clients' business, operating and technology models for the digital era. Our unique industry-based, consultative approach helps clients envision, build and run more innovative and efficient businesses. Headquartered in the U.S., Cognizant is ranked 195 on the Fortune 500 and is consistently listed among the most admired companies in the world.

Cognizant combines a passion for client satisfaction, technology innovation, deep industry and business process expertise and a global, collaborative workforce that embodies the future of work. With over 50 delivery centres worldwide and approximately 289,900 employees as of June 2019, Cognizant has offices all over the world, located strategically to help us serve our clients and deliver the best expertise effectively and efficiently.

In the Asia Pacific region, Cognizant has a strong presence across Australia, China, Japan, Malaysia, New Zealand, Hong Kong, Philippines and Singapore.

To meet the specialised needs of each client, Cognizant has continued to invest in deepening its industry-specific organisational capabilities and delivery excellence. It continuously adds experienced team members with distinguished track records in key sectors, such as banking, capital markets, insurance, life sciences, healthcare, manufacturing, logistics, retail, utilities, hospitality, communications, information services, media, and entertainment, who serve as subject matter experts and provide clients with valid insights into and viable solutions to particular industry issues.

PARENT COMPANY
Cognizant, New Jersey, U.S.

CORPORATE WEBSITE
www.cognizant.com

NUMBER OF EMPLOYEES
289,900 (as of June 2019)

HOW TO APPLY
Contact : Talent Acquisition Group Malaysia
Tel : +603-8322 1320
Email : CampusAPAC@cognizant.com
Recruitment Website : www.cognizant.com/careers

MODE OF APPLICATION
Email, recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's

JOB OPPORTUNITIES
Work Locations
Malaysia : Selangor/Kuala Lumpur

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local

DISCIPLINES
Computer Science, Information Technology, Software Engineering, Management Information System and other relevant fields.

DASSAULT SYSTEMES

DASSAULT SYSTEMES INNOVATION TECHNOLOGIES MALAYSIA SDN BHD (FORMERLY KNOWN AS QUINTIQ SDN. BHD)
Crown Penthouse, 1, First Avenue,
Bandar Utama, 47800 Petaling Jaya,
Selangor

+603-7494 9100

www.3ds.com

Computer Software

graduan.com/dassaultsystemes

Dassault Systèmes, the 3DEXPERIENCE Company, provides business and people with virtual universes to imagine sustainable innovations. Its world-leading solutions transform the way products are designed, produced, and supported. Dassault Systèmes' collaborative solutions foster social innovation, expanding possibilities for the virtual world to improve the real world. The group brings value to over 250,000 customers of all sizes, in all industries, in more than 140 countries.

At Dassault Systemes we believe that IF WE show the dream is possible, we can inspire people to create it. From high-tech to life sciences, fashion to transportation, we help businesses and people around the world to create sustainable innovations for today and tomorrow.

Do you have dreams? Do you enjoy a challenge? Do you want to unleash your imagination and creativity?

Visit our careers website to see what it's like working with a top-ranking, fast-growing global company where dreams are being made. Join us to open new horizons together with the power of 3DEXPERIENCE virtual universes!

PARENT COMPANY
Dassault Systèmes, France

CORPORATE WEBSITE
www.3ds.com

NUMBER OF EMPLOYEES
17,000

HOW TO APPLY
Contact : Talent Acquisition Team, APAC South
APS.People.Recruit@3ds.com
Recruitment Website : careers.3ds.com

MODE OF APPLICATION
Recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's, Master's & PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Petaling Jaya, Selangor

Overseas : Singapore, Australia, Indonesia, Thailand

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
• Fulltime Employee

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

DELL GLOBAL BUSINESS PENANG (SWTC)
Plot 27, Bayan Lepas Industrial Zone
Phase 4,11900 Bayan Lepas, Penang
+604-633 4888
+604-633 8888

PENANG (APCC2)
Plot 76, Mukim 11
Bukit Tengah Industrial Park
11400 Bukit Mertajam
Penang

CYBERJAYA
2900, Persiaran
APEC Cyberjaya
63000 Selangor

jobs.dell.com
/Malaysia
ICT

graduan.com/dell *Advertisement : Pg 15*

Dell Technologies is a unique family of businesses that helps organisations and individuals build their digital future and transform how they work, live and play. The company provides customers with the industry's broadest and most innovative technology and services portfolio spanning from edge to core to cloud. We value our customers, winning together, innovation, results and integrity.

Together, we're different than others in our industry because:

- The breadth and depth of the technologies we provide are truly best-in-class. Every one of our brands is recognised as a leader, innovator or both.
- We're visionaries – but only in the most practical sense. When we innovate, it's because we understand that the results of our innovation enable more people and organisations to access the technology they need.
- Customers are the foundation for everything we do. It is everyone's job to serve and support them. Period.
- We are big, small and open – a unique combination different than any other company in our industry. We innovate and move like a startup, but can execute and deliver on a global scale like a large enterprise. Our businesses and brands see the world the same way; they are strategically aligned – yet offer choice.
- At our core is a commitment to diversity, sustainability and our communities. We believe in working together to build a brighter future, celebrating the entrepreneurial spirit inside us all, and marrying innovation with action.

You want a meaningful career. You want to drive human progress forward with innovation. You want to be a part of a technology company that makes a profound social impact. We are continuously looking for passionate and talented thinkers who want to take our organisation to the next level. As part of our Legacy of Good Plan, one of our goals is to hire 25% of all external hires from university campuses by the end of 2020. We believe that people like you can transform the business of tomorrow by bringing innovative ideas and creative problem-solving to the table. For our team, a good idea is valued and it's a key to success no matter how long you've been around.

PARENT COMPANY
Dell Technologies Inc, USA, Austin, Texas

CORPORATE WEBSITE
jobs.dell.com/Malaysia

NUMBER OF EMPLOYEES
185,000

HOW TO APPLY
Recruitment Website : jobs.dell.com/Malaysia

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations **Malaysia :** Penang, Cyberjaya
Overseas : Globally

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Development Program

TRAINING OPPORTUNITIES
Local

DISCIPLINES
Accounting & Finance, Business Administration, Business Studies,Computer Engineering,ComputerScience,Economics, Supply Chain, Information Technology, Marketing and Sales

Deloitte.

DELOITTE
Level 16
Menara LGB
1 Jalan Wan Kadir
Taman Tun Dr Ismail
60000 Kuala Lumpur

+603-7610 8888

+603-7726 8986

www.deloitte.com/my

Professional Services

graduan.com/deloitte

Deloitte is the world's leading professional services network with USD46.2 billion in revenues and over 312,000 professionals spanning more than 150 countries. Deloitte and its member firms provide audit and assurance, tax, financial advisory to public audit & assurance private clients across a wide spectrum of industries, all committed to making an impact that matters. Deloitte serves four out of five of the Global Fortune 500 companies.

Deloitte Malaysia is a member of the Deloitte Southeast Asia network, which comprises over 380 partners and 10,100 professionals in 25 office locations all over the region. We are supported by a vibrant and dynamic workforce of over 2,300 employees and partners operating from eight locations around the country.

As one of the top graduate employers of choice recognised by Malaysia's 100 Leading Graduate Employers Awards for the past five years (2014-2019), we encourage rigorous learning, professional development, and work-life integration in ensuring career success and satisfaction.

From international assignments, secondment to overseas branches, and participating in Life At Deloitte, Sports Club and corporate responsibility activities, at Deloitte you can define who you are and how you want your career to be.

CORPORATE WEBSITE
www.deloitte.com/my

NUMBER OF EMPLOYEES
- 312,000 people in more than 150 countries across 725 offices
- More than 2,300 staff and partners across 8 offices in Malaysia

HOW TO APPLY
Contact : Human Resources — Recruitment
Tel : +603-7610 8888
Fax : +603-7610 8986
Email : myhrdept@deloitte.com
Recruitment Website : www.deloitte.com/my/careers

MODE OF APPLICATION
Via recruitment website

QUALIFICATIONS ACCEPTED
Bachelor's (CGPA 3.2, Second Class Upper) or Professional Qualifications, Master's

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Kuala Lumpur, Penang, Johor Bahru, Ipoh, Melaka, Kota Kinabalu, Kuching and Labuan

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
Bachelor's Degree in Accounting & Finance, Business Administration, Economics, Engineering, Information Technology, Law, Mathematics and Human Resources.

We seek individuals who are able to demonstrate leadership qualities and add value to our organisation. Those who excel in both academic and extracurricular activities would be highly regarded.

DUOPHARMA

DUOPHARMA BIOTECH BERHAD
(Formerly CCM Duopharma Biotech Berhad)
Suite 18.06, Level 18
Kenanga International
26, Jalan Sultan Ismail
50250 Kuala Lumpur

+603-8924 2251

www.duopharmabiotech.com

Pharmaceuticals

graduan.com/duopharma-biotech

Duopharma Biotech Berhad began with the establishment of Duopharma (M) Sendirian Berhad in 1979. Duopharma Biotech was incorporated in the year 2000 and it is today, one of Malaysia's leading pharmaceutical companies listed on the main market of Bursa Malaysia Berhad. Firmly focused on the future, we live our vision of providing smarter solutions for a healthier life for all. Our mission is to become a leading Healthcare Group providing quality and innovative solutions by offering greater access to affordable medicines and award-winning healthcare brands. We have committed to an expansion of our manufacturing facilities with state-of-the-art technologies to enhance our compliance standards and capacity to support our growth plans. We constantly innovate for the health and wellness of society, delivering solutions by processes that are not only efficient but also affordable.

PARENT COMPANY
Permodalan Nasional Berhad (PNB), Malaysia

CORPORATE WEBSITE
www.duopharmabiotech.com

NUMBER OF EMPLOYEES : 1,250

HOW TO APPLY
Contact : Sri Gowri Taranam
Tel : +603-8924 2251
Email : gowri@duopharmabiotech.com
Recruitment Website : www.duopharmabiotech.com

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's

JOB OPPORTUNITIES
Work Locations
Malaysia : Selangor (Bangi, Glenmarie, Klang)

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

ECOWORLD
CREATING TOMORROW & BEYOND

ECO WORLD DEVELOPMENT GROUP BERHAD
No 52, Setia Avenue
No 2, Jalan Setia Prima S U13/S
Seksyen U13, Setia Alam
40170 Shah Alam, Selangor

+603-3344 2552
+603-3345 2552

ecoworld.my
Property Development

graduan.com/ecoworld

Advertisement : Pg 119

Eco World Development Group Berhad (EcoWorld Malaysia) is a public listed Malaysian company involved mainly in property development.

The brand is spread across Malaysia's three key economic regions of Klang Valley, Iskandar Malaysia and Penang with 20 development projects that include affordable, upgrader and luxury homes, integrated high-rise developments and green business parks. EcoWorld Malaysia has approximately 8,126.4 acres of land bank with a total gross development value of RM87.5 billion.

Through Eco World International Berhad (EcoWorld International), the brand has also extended its reach to London, United Kingdom and Sydney and Melbourne, Australia.

The Group is helmed by some of the most well-known and respected industry players in the Malaysian property sector. Driven by its vision of Creating Tomorrow & Beyond and powered by an experienced and dynamic team, EcoWorld is set to soar even higher in the years to come.

EcoWorld Malaysia is honoured to be one of the Top 10 Developers at The Edge Malaysia Property Excellence Awards since 2016 and has won the Best Employer award for five consecutive years. EcoWorld first made it to the list in 2015 as one of the top employers in Malaysia. 'Best of the Best Employers - Malaysia' in AON's Best Employer Studies in 2016 and 2017, Best Employer – Malaysia in Aon's Best Employer Studies in 2018 and Kincentric Best Employers - Malaysia in 2019 (formerly known as Aon Best Employers).

CORPORATE WEBSITE
ecoworld.my

NUMBER OF EMPLOYEES
1,000 - 1,500

HOW TO APPLY
Contact : Group Talent Management (Resourcing Department)
Tel : +603-3344 2552
Fax : +603-3345 2552
Email : career@ecoworld.my
Recruitment Website : www.ecoworld.my/careers

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Klang Valley, Penang & Iskandar Malaysia
Overseas : Singapore, Sydney & Melbourne (Australia) & London (United Kingdom)

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
Civil Engineering, Construction & Project Management, Quantity Surveying, Environmental, Safety & Health, Business & Commerce, Finance & Accounting

KWSP
EPF

EMPLOYEES PROVIDENT FUND (EPF)
EPF Building
Jalan Raja Laut
50350 Kuala Lumpur

+603-2616 7259
+603-2692 4462

www.kwsp.gov.my
Financial Services

graduan.com/epf *Advertisement : Pg 89*

The Employees Provident Fund ("EPF") is one of the oldest retirement funds in the world. Established in 1951, the EPF is a Member-Linked Company (MLC) focused on a mission to safeguard member savings and deliver excellent services. In recent years, in line with its vision of helping members achieve a better future, the EPF has expanded its role to encompass the creation of a comprehensive social well-being ecosystem. Today, the EPF remains steadfast in its commitment to members through consistent efforts to update and improve itself, in order to build the foundation for sustainable, holistic and equitable well-being for all Malaysians.

CORPORATE WEBSITE
www.kwsp.gov.my

NUMBER OF EMPLOYEES
Over 5,800 employees

HOW TO APPLY
Contact : Mrs. Norazurah Ismail
Manager
Tel : +603-2616 7259
Email : recruitment@epf.gov.my
Recruitment Website : www.kwsp.gov.my

MODE OF APPLICATION
EPF website, official recruitment platforms (LinkedIn)

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Work Locations
Malaysia : EPF HQ, branches all over Malaysia

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employee

TRAINING OPPORTUNITIES
Local

DISCIPLINES
- Statistics
- Mathematics
- Economics
- Finance
- Engineering
- Business
- Legal
- Artificial Intelligence / Machine Learning
- Accounting
- Information Technology
- Computer Science
- Operation Management
- Sociology
- Psychology
- Digital Marketing

EY
Level 23A, Menara Milenium
Jalan Damanlela
Pusat Bandar Damansara
50490, Kuala Lumpur

www.ey.com

Professional Services

graduan.com/ey

Advertisement : Pg 144

Whenever you join, however long you stay, the exceptional EY experience lasts a lifetime.

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In doing so, we play a critical role in building a better working world for our people, for our clients and for our communities.

In Malaysia, we are one of the largest professional services organisations with more than 3,900 professionals in 15 locations throughout the country. The work we do helps our broad range of clients grow, solve complex challenges and thrive. Every question we ask, every solution we recommend is the drop that starts the ripple and makes a difference to our ambition to help businesses work better – for when businesses work better, the world works better.

"Better" defines the way we work and it starts with asking questions like, what's next? The biggest breakthroughs in the world happen by asking these two small but powerful words. With the world in the midst of a Transformative Age, we need to respond to rapidly changing circumstances. That's what we're all about at EY.

Awards:

- Winner, Most Popular Graduate Employer in Accounting and Professional Services 2019, ***Malaysia's 100 Leading Graduate Employers***
- Winner, Most Popular Graduate Employer in Consulting 2019, ***Malaysia's 100 Leading Graduate Employers***
- World's Most Attractive Professional Services Employer and World's 2nd Most Attractive Employer Overall 2019, ***Universum***

PARENT COMPANY
Ernst & Young Global Limited

CORPORATE WEBSITE
www.ey.com/en_my

NUMBER OF EMPLOYEES
- Over 3,900 in Malaysia
- Over 280,000 worldwide

HOW TO APPLY
Recruitment Website : https://www.ey.com/en_my/careers

MODE OF APPLICATION
Recruitment website

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, Professional Accounting qualification

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Kuala Lumpur, Petaling Jaya, Penang, Ipoh, Malacca, Iskandar Puteri, Kuantan, Kuala Terengganu, Kuching, Miri, Bintulu, Kota Kinabalu, Sandakan, Tawau and Labuan

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
Accounting, Finance, Business, Commerce, Computer Science, Information Technology, Information Systems, Cyber Security, Actuarial Science, Economics, Engineering, Human Resource Management, Law, Econometrics, Mathematics, Statistics, Financial Engineering and other related disciplines.

EXPERIAN MALAYSIA
Ground Floor, Block B, Quill 18
Lingkaran Teknokrat 3 Barat
Cyber 4, 63000 Cyberjaya
Selangor

+603-8316 0104

www.experian.com.my

Information Technology

graduan.com/experian

Advertisement : Pg 12-13

What do you need to succeed in your life — or in your business?
Everyone has a different answer: buy your first home or car, send your child to college, grow your business, protect your identity. Maybe you need a loan to buy a reliable car, but you don't have a credit history and don't want to end up with a lemon. Or you want to shop online, but don't want to risk having your identity stolen. Maybe you want to make your business even more efficient and your retirement more secure.

Each of these answers have something in common: Experian. Whether you're working with us directly or we're working behind the scenes, we're there for you, helping you take advantage of every opportunity.

How? We believe data has the power to transform lives and societies for the better. The sheer amount of data and information available today might seem overwhelming. But we're making sense of it in powerful new ways that others can't. We're gathering, analysing, combining and processing data to help you take financial control and achieve your personal goals, and to better understand and meet the needs of your customers.

Every day, our data and analytics are helping people and businesses to achieve more; individuals to access the financial services they need; people to protect their identities and lives; and economies and societies to flourish.

At Experian, we're proud to be the backbone of financial progress. If you need a loan, we help you get it. We find a way that protects both you and your lender, by forming a more accurate picture of your credit history, or helping you build or repair your credit. If you're a business owner, we make it easier to connect with your customers, while safely protecting their information. If you're a police officer, an online bank or a teacher equipping the next generation with basic financial skills, we help you.

All this, in turn, makes a tremendous impact on our world. We've opened credit bureaus in developing countries, where individual access to credit was virtually non-existent. We've enabled microloans to people who've never had a bank account. And we're helping to solve big-picture problems around the world. The work we do helps homeless people get on their feet, protects people from identity fraud, identifies cost-effective ways to pay for healthcare, and helps prevent crime and terrorism.

At the same time, how we work is as important as what we do. We recognise that our work carries with it an enormous responsibility, and we work with integrity, always.

We have more than 17,200 people operating across 44 countries and 4 Data Lands and every day we're investing in new technologies, talented people and innovation to help all our clients maximise every opportunity. We are listed on the London Stock Exchange (EXPN) and are a constituent of the FTSE 100 Index.

PARENT COMPANY
Experian, Ireland

CORPORATE WEBSITE
www.experian.com.my

NUMBER OF EMPLOYEES : 17,200

HOW TO APPLY
Contact : Usha Subramaniam
(TA Specialist)
Tel : +603-8316 0104
Email : Usha.Subramaniam@experian.com
Recruitment Website : www.experian.com.my/careers/

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Cyberjaya, Selangor
Overseas : Asia Pacific

INTERNSHIP OFFERED : Yes

ENTRY LEVEL
- Full-time employment
- Management trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

GAMUDA

GAMUDA BERHAD
Block D, Menara Gamuda
PJ Trade Centre
No 8, Jalan PJU/8A
Bandar Damansara Perdana
47820 Petaling Jaya, Selangor

+603-7491 8288
+603-7728 9811

Gamuda.com.my
Construction/Engineering/
Property Development

graduan.com/gamuda

Advertisement : Pg 84-85

Backed by a creative and innovative workforce, Gamuda has grown since 1976 into Malaysia's leading contractor and property developer.

We deliver world-class products and solutions that connect people and cities and create sustainable transformation for an enhanced quality of life.

Our expertise in creating significant infrastructure and homes of the future have resulted in award-winning projects and townships and elevated industry standard.

With growing national and international market presence in Asia-Pacific region namely Taiwan, Australia, Singapore and Vietnam, Gamuda is poised to become a global player as we shift our focus towards sustainable townships and smart cities, digitalised construction ecosystem and innovative building solutions in line with the rapid changes brought about by the Fourth Industrial Revolution.

In addition to an inclusive and diverse workforce, we also invest into talent growth and continuous development to create an environment that nurtures an all-rounded, competitive and self-driven workforce.

To keep up with Gamuda's updates and developments, follow us on:
- Instagram : @gamudagroup
- LinkedIn : GAMUDA
- Facebook : GamudaBhd
- Twitter : GamudaBhd
- Youtube : Gamuda Berhad

PARENT COMPANY
Gamuda Berhad

CORPORATE WEBSITE
Gamuda.com.my

NUMBER OF EMPLOYEES
Over 4,000

HOW TO APPLY
Contact : Group Human Resource Department
Talent Acquisition
Tel : +603-7491 8288
Fax : +603-7726 9217
Recruitment Website : c.gamuda.com.my/

MODE OF APPLICATION
Email, LinkedIn, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's

INTERNSHIP OFFERED
Yes

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations : Within Malaysia & overseas

ENTRY LEVEL
- Full-time employment
- Gamuda Scholarship
- Gamuda Internship Programme (GIP)

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
Civil & Structural Engineering, Construction Engineering, Electrical Engineering, Environmental Engineering, Geotechnical Engineering, Safety & Environmental Engineering, Materials Engineering, Mechanical/ Mechatronics Engineering, Building Construction Management, Quantity Surveying, Land Surveying, Architecture, Landscape Design, Property Management, Business Admin/Management, Finance, Human Resource, Sales & Marketing, Mass Communications, Corporate Communications, Stakeholder Management, Sustainability Management, Computer & Information Technology

Great Eastern
A member of the OCBC Group

Great Eastern Life Assurance (Malaysia) Berhad
Human Capital
Level 19, Menara Great Eastern
303 Jalan Ampang
50450 Kuala Lumpur

+603-4813 3216

+603-4813 3299

www.greateasternlife.com/my

Insurance

graduan.com/greateasternmy

Advertisement : Pg 115

112 Years of Financial Excellence

As the largest and most established life insurer in the country, Great Eastern Life has served and protected millions of Malaysian families throughout their lives with its comprehensive policies since its establishment in 1908. A wholly-owned subsidiary of Great Eastern Holdings Limited, we have RM81.2 billion in assets, over 3 million policies in force, 21 operational branches, and a network of 19,000 agents nationwide.

In addition to life insurance, as a member of the OCBC Group, Great Eastern Life works closely with its parent company in Bancassurance partnerships, and offers general and Takaful insurances through its General and Takaful arm. With our pooled resources and collaborative efforts, we offer a variety of options and versatility in our business operations, as well as our hiring practices, allowing inter-company career mobility opportunities across the Group regionally for our employees.

We are the LIFE company

Our people are at the heart of our success, and as a LIFE company, we empower our talents at every stage of their career.

New employees are offered comprehensive training to orientate and ease them into their new roles and working environment, with continued professional and personal development provided throughout their journey. Additionally, we encourage our employees to take charge of their well-being through our award-winning LIFE Programme, Making Life Great (MLG) activities, and several other incentives including subsidised gym memberships, free annual health checks, fun workout sessions, health talks by medical experts, and so much more!

PARENT COMPANY
Great Eastern Holdings Limited, Singapore

CORPORATE WEBSITE
www.greateasternlife.com/my

NUMBER OF EMPLOYEES
1,001 - 2,000 Employees

HOW TO APPLY
Contact : Eileen Lim
(AVP, Human Resource Business Partnering)
Tel : +603-4813 3207
Fax : +603-4813 3299
Email : hr-my@greateasternlife.com
Recruitment Website : https://gecareers.jobs.net/

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's, Master's

INTERNSHIP OFFERED
Yes

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Kuala Lumpur, across Peninsular Malaysia (including Sabah and Sarawak)
Overseas : Singapore & Indonesia

ENTRY LEVEL
- Full-time employment
- Management trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

HongLeong Bank

HONG LEONG BANK
Menara Hong Leong
No.6 Jalan Damanlela
Bukit Damansara
50490 Kuala Lumpur

+603-2081 8888
+603-2081 8922

www.hlb.com.my
Banking & Financial Services

Hong Leong Bank Berhad ("HLB" or "the Bank") is a leading financial services institution based in Malaysia, providing regional services of wide ranging and innovative financial solutions.

HLB's branch network extends beyond Malaysian borders with one branch each in Labuan Offshore, Singapore and Hong Kong respectively, four branches in Vietnam, six branches in Cambodia, and a representative office in Nanjing, China, as well as a full-service call centre and more than 1100 self-service terminals. Wealth Management services are offered through branches in Malaysia, Singapore and Hong Kong, in addition to various Priority Banking centres located throughout Malaysia and one in Singapore.

As a bank that places digital at the core and customer experience at the heart of everything we do, we believe in innovating and delivering products and services that value-add their lives by building trust through personalised experiences that comes from having a deep understanding of customers, aiming to make every experience easy, delighting them consistently and proactively anticipating their needs. In reaching out to fresh graduates, HLB has piloted the use of an Artificial Intelligence Chatbot named HALI to provide a seamless and engaging online experience for potential new hires. With the launch of Workday, job seekers are now able to access a mobile first experience anytime, anywhere in their job applications.

The digital ambition of HLB is to continuously provide our customers with a personalised approach and simpler, more efficient and seamless banking experience for them to live life "uninterrupted". With the rapidly changing financial landscape, coupled with fast-paced technological changes, staying attuned to our customers' expectations and aspirations are critical to our ongoing efforts to develop agile talents and innovative capabilities to meet the demand of customers, today and tomorrow.

PARENT COMPANY
Hong Leong Financial Group Berhad, Malaysia

CORPORATE WEBSITE
www.hlb.com.my

NUMBER OF EMPLOYEES
8,895 pax

HOW TO APPLY
Contact : HR Recruitment Team
Tel : +603-2777 1758
Fax : +603-2081 8922
Email : Talent@hlbb.hongleong.com.my
Recruitment Website :
www.hlb.com.my/main/about-us/careers

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Primarily Malaysia
Overseas : Singapore, Hong Kong, Vietnam, Cambodia, China

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management Associate Programme
- Graduate Trainee Programme

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

HSBC

HSBC BANK MALAYSIA BERHAD
2, Leboh Ampang
50100 Kuala Lumpur

+603-2075 3000

hsbc.com/careers

Banking & Financial Services

graduan.com/hsbc

Advertisement : Pg 68-69

HSBC Bank Malaysia Berhad
HSBC's presence in Malaysia dates back to 1884 when the Hongkong and Shanghai Banking Corporation Limited established its first office in the country on the island of Penang, with the permission to issue currency notes. HSBC Bank Malaysia Berhad was locally incorporated in 1984 and is a wholly-owned subsidiary of The Hongkong and Shanghai Banking Corporation Limited, founding member of the HSBC Group. In 2007, HSBC Bank Malaysia was the first foreign bank to be awarded an Islamic banking subsidiary licence in Malaysia, namely HSBC Amanah Malaysia Berhad.

Today, HSBC Bank Malaysia has a network of 67 branches nationwide, of which 26 are HSBC Amanah Malaysia Berhad branches. HSBC Bank Malaysia offers a comprehensive range of banking and financial services including Islamic financial solutions. HSBC Bank Malaysia has also led innovation in Malaysia by introducing Malaysia's first ATM and Electronic Touch Banking in the early 1980s.

Today, HSBC Bank Malaysia has launched innovative solutions such as HSBCnet for secure banking for businesses, Trade Transaction Tracker and Facial Recognition.

The Hongkong and Shanghai Banking Corporation Limited
The Hongkong and Shanghai Banking Corporation Limited is the founding member of the HSBC Group. HSBC serves customers worldwide from offices in 64 countries and territories in our geographical regions: Europe, Asia, North America, Latin America, and Middle East and North Africa. With assets of US$2,715bn at 31 December 2019, HSBC is one of the world's largest banking and financial services organisations.

NAME OF PARENT COMPANY
HSBC Holdings Plc, United Kingdom

CORPORATE WEBSITE
hsbc.com/careers

NUMBER OF EMPLOYEES
Over 4,000

HOW TO APPLY
Recruitment Website : www.hsbc.com/careers

MODE OF APPLICATION
Company website

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : All across Malaysia

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

ICAEW MALAYSIA LIMITED
Level 2, Chulan Tower
Jalan Conlay
50450 Kuala Lumpur

+603-2171 6022
+603-2171 6025

www.icaew.com
Business and Finance

graduan.com/icaew *Advertisement : Pg 200*

The Institute of Chartered Accountants in England and Wales (ICAEW) is a professional membership organisation connecting over 155,000 chartered accountants, providing this community of professionals with the power to build and sustain strong economies.

We offer training and qualifications to a broad range of professionals, helping to foster the leadership, commercial, finance and technical capabilities that are fundamental to driving careers forward and supporting the long-term success of a business. The ACA - the ICAEW Chartered Accountant qualification - is one of the most advanced learning & professional development programmes available and currently there are approximately 10,000 students around the world pursuing this qualification.

As leaders in accountancy, finance and business our members have the knowledge, skills and commitment to maintain the highest professional standards and integrity. Together we contribute to the success of individuals, organisations, communities and economies around the world. In Malaysia, many of our members are leaders of the industry including managing partners of professional services firms, heads of government-link agencies and corporate organisations.

Partnerships are central to the way we do business. They're central to our training of chartered accountants, and consultancy work in emerging economies. They're central to our promotion of global standards within an effective regulatory framework, and to our commercial relationships. We work with Authorised Training Employers (ATEs) to give ACA students the professional training they need.

Some of the employers that we work with in Malaysia includes:

- Baker Tilly
- BDO
- Crowe Malaysia PLT
- Deloitte
- EY
- Folks DFK & Co
- Grant Thornton
- KPMG
- Mahzan Sulaiman Chartered Accountant & Advisors
- PwC
- AmBank
- Bank Negara Malaysia
- CIMB
- Maybank
- Permodalan Nasional Berhad
- RHB Malaysia
- UOB Malaysia
- Resorts World Genting
- Petronas
- Sapura Energy
- SHELL Malaysia
- Sime Darby Berhad
- Sunway Group Malaysia
- Telekom Malaysia
- Tenaga Nasional

PARENT COMPANY
ICAEW

CORPORATE WEBSITE
http://www.icaew.com

JOB OPPORTUNITIES
Via our Authorised Training Employers (ATEs) to pursue the ICAEW ACA qualification

HOW TO APPLY
Contact : Andrew Yew
Tel : +603-2171 6023
Email : andrew.yew@icaew.com
Recruitment Website : https://icaew.ca-sea.asia/icaew-aca/

MODE OF APPLICATION
Call in/ Email

QUALIFICATIONS ACCEPTED
Please contact us for more details

INTEL TECHNOLOGY SDN BHD
Halaman Kampung Jawa
Phase 3, Bayan Lepas
Free Industrial Zone
Bayan Lepas
11900, Penang

+604-253 0000

www.intel.com

Semiconductor

graduan.com/intel-technology

Intel Corporation (NASDAQ:INTC) expands the boundaries of technology to make the most amazing experiences possible. You may know us for our processors, but we do so much more.

Intel Corporation chose Penang, Malaysia as its first offshore location outside of the United States in 1972. Intel's initial investment in Malaysia has grown significantly since then and as a result, Malaysia's operations has further expanded to Kulim, Kedah in 1996, becoming one of Intel's most comprehensive sites. We have gone to successfully established business groups comprising of our Assembly Test Manufacturing (ATM), Design and Development (D&D) and the Malaysian Shared Services Center (MSSC).

Enriching the lives of people is key to our purpose, and Intel Malaysia is at the forefront of working with local and international partners to bring smart and connected devices to all. As the Internet of Things (IoT) continues to evolve, we remain committed to being a key driver of change and growth. From being connected to the cloud to advanced data calculations for businesses, Intel Malaysia provides technologies and solutions that allow a seamless transition when embracing the IoT.

What better place to build your future than with the team creating it?

PARENT COMPANY
Intel Corporation, America

CORPORATE WEBSITE
www.intel.com

NUMBER OF EMPLOYEES
More than 9,000

HOW TO APPLY
Contact : Hoe Kah Wai
APJ Campus Program & Event Manager
Tel : +604-253 0000
Email : Malaysia.staffing@intel.com
Recruitment Website : www.intel.com/jobs

MODE OF APPLICATION
Career Page

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Work Locations
Malaysia : Bayan Lepas, Penang
Kulim, Kedah

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management trainee:
  a. Graduate Trainee (GT) Program
  b. Technical Graduate Trainee (GT) Program

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

Primary (80% of hiring volume):
Electrical & Electronics/Computer Engineering/ Software Engineering/Microelectronics/Electronics & Communications/Mechatronics/Computer Science/ Mechanical

Secondary (20% of hiring volume):
Accounting/Business/IT/Marketing/Communications

KPMG
KPMG Tower
Level 10
8 First Avenue, Bandar Utama
47800 Petaling Jaya
Selangor Darul Ehsan

+603-7721 3388
+603-7721 3399

www.kpmg.com/my
Professional Services & Consulting

graduan.com/kpmg

Advertisement : Pg 62-63

KPMG first established a presence in Malaysia in 1928 and has grown to be a part of the global success of KPMG's international network of member firms. With a nationwide team comprising over 2,200 staff across eight offices.

We provide professional services in Audit, Tax and Advisory across a wide range of industries, government and not-for-profit sectors. Our focus on industry and country-specific knowledge helps us deliver exceptional people with an intimate knowledge of our client's specific business issues, deep industry expertise as well as an overriding commitment towards service excellence.

Beyond our clients, we contribute in voluntary and honorary capacities to improve the communities in which we live and operate. We value diversity and inclusion, fostering a positive and encouraging culture. As a result, we attract passionate individuals who share a common purpose to 'Inspire Confidence and Empower Change' for our clients and the communities in which we live and work.

KPMG Awards:

- Malaysia's 100 Leading Graduate Employers 2019 – KPMG Malaysia ranked Top 10 Overall Leading Graduate Employers, second runner-up in Accounting and Professional Services and second runner-up in Consulting
- Top 3 Most Attractive Employer in Accounting & Professional Services and Consulting for Graduate Choice Award (GCA) 2019
- Malaysia's 100 Leading Graduate Employers 2018 – KPMG Malaysia ranked Top 10 Overall Leading Graduate Employers
- Best Company to work for in Asia 2018
- INTI Employer of the Year 2018
- Graduate Choice Award 2018 – Best Employer Brand
- CSR Malaysia Awards 2017, 2018 & 2019 –Company of the Year Award (Professional Services)
- Universum's Top 21 Employer Most Attractive Employer Award Malaysia 2017
- Employer Branding Institute India – Best Employer Brand Award 2017
- Malaysia and Asia Best Employer Brand Awards 2016 & 2017 – Employer Branding Institute

CORPORATE WEBSITE
www.kpmg.com/my

NUMBER OF EMPLOYEES
Approximately 2,200 staff

HOW TO APPLY
Contact : Talent Acquisition Team
Tel : +603-7721 3388
Fax : +603-7721 3399
Email : talent@kpmg.com.my
Recruitment Website : www.kpmg.com/my/careers

MODE OF APPLICATION
Online application only

QUALIFICATIONS ACCEPTED
CGPA 3.2 and above, 2nd Class (Upper) qualifications or WAM 70 and above

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations : 8 offices across Malaysia (Ipoh, Johor Bahru, Kota Kinabalu, Kuching, Labuan, Petaling Jaya, Pulau Pinang and Miri)

INTERNSHIP OFFERED : Yes

ENTRY LEVEL
- Full-time employment
- Advisory Ace Programme

TRAINING OPPORTUNITIES
- Internship programmes
- ASEAN Scholarship
- KPMG Ambassadorship Program

DISCIPLINES
All Disciplines

KVC INDUSTRIAL SUPPLIES SDN BHD
Wisma KVC
Lot 3, Jalan P10/12
Kawasan Perusahaan Bangi
43650, Bandar Baru Bangi
Selangor Darul Ehsan

+603-8925 2828
+603-8925 5899

www.kvc.com.my
Industrial Solutions

graduan.com/kvc-industrial-supplies

Advertisement : Pg 65

KVC Industrial Supplies Sdn. Bhd. is Malaysia's leading industrial solution provider, headquartered in Bandar Baru Bangi, Selangor. Founded in 1989, our business has grown and expanded across Malaysia. We have more than 20 sales office with more than 700 associates serving 6,000 active customers.

To ensure sustainable growth, we diversified our business to continue to exceed our customer's expectations. In 2012, KVC formed an alliance with Sonepar (www.sonepar.com), the Number 1 Global Electric Distributor to pool industry insights and further accelerate our growth.

OUR PEOPLE ARE IMPORTANT TO US
Besides hiring new talents, we spend a lot of our time developing our existing talents. No matter who they are, everyone is given equal opportunities to grow and develop in KVC.

To succeed in our goal of "Growth Through Partnership", we aim to create a strong performance culture by establishing a lifelong learning concept through our Learning and Development Program –
- Next Generation Development Program
- Manager Development Program
- Executive Development Program
- KVC Structured Internship Program

KVC was awarded the Silver Award for Employer of Choice (Private Sector) in the 19th Malaysia-International HR Awards 2019, hosted by the Malaysian Institute of Human Resource Management (MIHRM).

Stay tune to KVC's updates and developments by following us on –
- LinkedIn : KVC Industrial Supplies Sdn Bhd
- Instagram : @kvc.career
- Facebook : kvcindustrialsupplies

What are you POWERED by?
We are KVC – POWERED by DIFFERENCE

PARENT COMPANY
Sonepar

PARENT COMPANY COUNTRY OF ORIGIN
France

CORPORATE WEBSITE
www.kvc.com.my

NUMBER OF EMPLOYEES
Over 700

HOW TO APPLY
Contact : Talent Acquisition Team
Email : recruit@kvc.com.my
Recruitment Website : www.career.kvc.com.my

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
- Experienced hires preferred
- Minimum Diploma

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations : Wisma KVC, Bandar Baru Bangi (Head Office) & branches nationwide

INTERNSHIP OFFERED : Yes

ENTRY LEVEL
- Full-time employment

TRAINING OPPORTUNITIES : Local & overseas

DISCIPLINES
Engineering : Electrical & Electronic, Mechanical, Mechatronic

Business : Accounting, Finance, Business Administration, Marketing, Mass Communication, Procurement, Logistics, Supply Chain, Information Technology

MAYBANK
44th Floor
Group Resourcing Centre
Menara Maybank
100 Jalan Tun Perak
50050 Kuala Lumpur

+603-2070 8833

www.maybank.com

Financial Institution

graduan.com/maybank

Advertisement : Pg 7, 57, Outside Back Cover

Maybank is among Asia's leading banking groups and South East Asia's fourth largest bank by asset. The Maybank Group has an international network of over 2,600 offices in Malaysia, Singapore, Indonesia, Philippines, Cambodia, Thailand, Vietnam, Myanmar, Brunei, Laos, India, China, UK, USA, Pakistan, Saudi Arabia, Uzbekistan and Dubai. The Group offers an extensive range of products and services, which includes consumer and corporate banking, investment banking, Islamic banking, stock broking, insurance and takaful and asset management. It has over 40,000 employees worldwide.

Maybank has a unique mission of 'Humanising Financial Services' and has been an essential part of the Asian landscape for close to 60 years. Maybank is committed to providing people with easy access to financing at fair terms and pricing; advising customers based on their needs and being at the heart of the communities it serves. A key goal while building its business is to also ensure that it manages to ride the wave of digital transformation. Maybank continues to leverage on innovation to remain a leading player in the digital banking space, in line with its 2020 strategic objective of becoming the digital bank of choice in the region.

Maybank is a top recruiter of talent and views its leadership pool and talent pipeline as key to realising its aspirations. Guided by our Core values, T.I.G.E.R. (Teamwork, Integrity, Growth, Excellence & Efficiency, Relationship Building), we are an organisation that allows talent to grow through various personal and career development programmes as well as leadership acceleration opportunities.

CORPORATE WEBSITE
www.maybank.com

NUMBER OF EMPLOYEES
Over 40,000

HOW TO APPLY
Email : mycareer@maybank.com
internship@maybank.com
Recruitment Website : maybankjobs.com

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

INTERNSHIP OFFERED
Yes

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : All states
Overseas : Singapore, Indonesia, Philippines, Cambodia, Thailand, Vietnam, Myanmar, Brunei, Laos, India, China, UK, USA, Pakistan, Saudi Arabia, Uzbekistan and Dubai

ENTRY LEVEL
• Full-time employment
• Management trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

MCDERMOTT

MCDERMOTT ASIA PACIFIC SDN BHD
Level 24
Menara Hap Seng 2
No. 1 Jalan P Ramlee
50250 Kuala Lumpur

Mcdermott.com

Oil and Gas

graduan.com/mcdermott-asia-pacific *Advertisement : Pg 103*

McDermott is a premier, fully integrated provider of technology, engineering and construction solutions to the energy industry. For more than a century, customers have trusted McDermott to design and build end-to-end infrastructure and technology solutions to transport and transform oil and gas into the products the world needs today.

Our proprietary technologies, integrated expertise and comprehensive solutions deliver certainty, innovation and added value to energy projects around the world.

Customers rely on McDermott to deliver certainty to the most complex projects, from concept to commissioning. It is called the "One McDermott Way." Operating in over 54 countries, McDermott's locally focused and globally-integrated resources include approximately 32,000 employees, a diversified fleet of specialty marine construction vessels and fabrication facilities around the world.

To learn more, visit www.mcdermott.com.

PARENT COMPANY
McDermott International Inc., Houston, USA

CORPORATE WEBSITE
McDermott.com

NUMBER OF EMPLOYEES
1,000 (Malaysia)

HOW TO APPLY
Recruitment Website :
http://www.mcdermott.com/Careers

MODE OF APPLICATION
Recruitment website

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Work Locations
Malaysia : Kuala Lumpur
Overseas : Based on project locations

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local

DISCIPLINES

- Engineering – Electrical, Instrumentation, Layout & Piping, Mechanical, Process & Safety, Structural & Construction Support, Subsea Engineering & Naval Architect, Pipeline and Project Engineering
- Project Management and Project Control (Cost Control, Planning and Contracts)
- Marine Operations
- Supply Chain – Procurement, Subcontracts and Logistics
- QHSES
- Commercial – Business Development, Proposal and Estimating
- Finance / IT / HR / Legal

Microsoft

MICROSOFT MALAYSIA SDN. BHD
Level 18
Menara Shell No. 211
Jalan Tun Sambanthan
50470 Kuala Lumpur

www.microsoft.com

Information Technology, Sales, Marketing

graduan.com/microsoft

At Microsoft, our mission is to empower every person and every organisation on the planet to achieve more. Achieving that mission begins and ends with people: Our people and the people we provide products and services to, whether they're organisations or individuals. We believe technology is a powerful force in improving people's lives — whether it's students discovering the magic of creating something new with code, or health workers who use cloud services to better diagnose illnesses, collaborate with colleagues, and treat patients. We hire amazing people to do amazing things.

Internship Programme
As an intern at Microsoft, you will take part in a 12-week long summer internship programme. You will take on challenging and meaningful projects and your team will rely on your skills and insights to help deliver those projects to market. You will get the opportunity to work on projects that matter and have fun along the way. This is your chance to show off your skills and work on cutting-edge technology.

Microsoft Aspire Experience
Microsoft Aspire Experience is an onboarding experience, designed to equip, develop and empower those who join Microsoft after graduating from Undergraduate school and Masters/MBA programs. We believe that work is a place for exploration, creativity, innovation and professional growth. As a full-time university hire at Microsoft, you will learn from the finest in the business and experience an inspiring world-class programme.

As a company, we look to those that join the Microsoft Aspire Experience to shape the future of our company, to spark the next waves of disruptive innovations, and most importantly, to help discover new ways to accomplish our mission.

If you're ready to empower your career, we welcome you to apply for a role and join our Microsoft Aspire Experience!

PARENT COMPANY
Microsoft Corporation, United States

CORPORATE WEBSITE
www.microsoft.com

NUMBER OF EMPLOYEES
124,000 (worldwide)

HOW TO APPLY
Recruitment Website : microsoft.com/careers

MODE OF APPLICATION
Recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's, Master's & MBA

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Kuala Lumpur
Overseas : (For Southeast Asia only)
Singapore, Indonesia, Philippines, Vietnam, Thailand

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

Nestlé
Good Food, Good Life

NESTLÉ MALAYSIA SDN BHD
22-1, 22nd Floor, Menara Surian,
No.1, Jalan PJU 7/3, Mutiara Damansara,
47810 Petaling Jaya Selangor

+603-7965 6000
+603-7965 6767

www.nestle.com.my
FMCG

graduan.com/nestle

Advertisement : Pg 98-99

Nestlé is the world's largest food and beverage manufacturer. Headquartered in Switzerland, Nestlé is present in 189 countries around the world, and our 328,000 employees are committed to Nestlé's purpose of enhancing quality of life and contributing to a healthier future.

Our performance is driven by our Nutrition, Health and Wellness strategy. Since 1912, we have been nourishing Malaysians through our quality brands and products, whilst maintaining our Halal excellence and integrity. This is in line with our promise of delivering GOOD FOOD, GOOD LIFE to all.

Our world class top brands include Milo, Maggi, Nescafe and Kit Kat. To learn more about how we have been nourishing Malaysians for over a century, do visit www.nestle.com.my or our Facebook page at http://www.facebook.com/NestleMalaysia

PARENT COMPANY
Switzerland

CORPORATE WEBSITE
www.nestle.com.my

NUMBER OF EMPLOYEES
More than 5,300 employees

HOW TO APPLY
Tel : +603-7965 6000
Recruitment Website : www.nestle.com.my/jobs

MODE OF APPLICATION
Email, recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Degree, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Selangor, Kuala Lumpur
Negeri Sembilan, Penang
Perak, Pahang, Kedah
Kelantan, Terengganu
Johor, Sabah, Sarawak

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Apprentice
- Management Trainee
- Fulltime Employee

TRAINING OPPORTUNITIES
Local & Overseas

DISCIPLINES
All disciplines

OTHERS
- Business Administration
- International Business
- Marketing
- Human Resource
- Accounting & Finance
- Finance and Commerce
- Economics
- Supply Chain & Logistics Management
- Mechanical Engineering
- Chemical Engineering
- Electrical Engineering
- Quality Assurance
- Biotechnology
- Microbiology
- Food Technology
- Food Science & Nutrition

OCBC BANK (MALAYSIA) BERHAD
Menara OCBC
18 Jalan Tun Perak
50050 Kuala Lumpur

www.ocbc.com.my

Banking

graduan.com/ocbc

Advertisement : Pg 72-73

OCBC Bank is the longest established Singapore bank, formed in 1932 from the merger of three local banks, the oldest of which was founded in 1912. It is now the second-largest financial services group in Southeast Asia by assets and one of the world's most highly-rated banks, with an Aa1 rating from Moody's.

Recognised for its financial strength and stability, OCBC Bank is consistently ranked among the World's Top 50 Safest Banks by Global Finance and has been named Best Managed Bank in Singapore and the Asia Pacific by The Asian Banker.

OCBC Bank's key markets are Singapore, Malaysia, Indonesia and Greater China with more than 600 branches and representative offices in 18 countries and regions. Since its incorporation in 1994, OCBC Bank (Malaysia) Berhad (OCBC Malaysia) has grown to become one of Malaysia's largest foreign banks by most counts. Our Islamic banking subsidiary, OCBC Al-Amin Bank Berhad (OCBC Al-Amin), was the first Singapore-based Islamic Bank established in Malaysia in 2008. To date, OCBC Malaysia has grown its total network size to 46 branches, comprising 33 conventional branches and 13 Islamic Banking Branches.

OCBC Bank was also named Kincentric Best Employer for 2019, an award which recognises leading employers that strive to continuously spark change, inspire their people and accelerate business success.

At OCBC, we believe that everyone should have the opportunity to succeed. No matter where you see yourself in the future, we want to help you get there.

PARENT COMPANY
OCBC Group

PARENT COMPANY COUNTRY OF ORIGIN
Singapore

CORPORATE WEBSITE
www.ocbc.com.my

NUMBER OF EMPLOYEES
Over 5000 (in Malaysia)

HOW TO APPLY
Contact : Resourcing Centre,
Human Resource Department
Recruitment Website : www.ocbc.com/careers

MODE OF APPLICATION
Recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Nationwide
Overseas : Singapore, China, Brunei, Thailand, Vietnam, Myanmar, Philippines, Hong Kong, Taiwan, Japan, South Korea, Australia, USA, UK, UAE

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

Parkway Pantai

PARKWAY PANTAI
Pantai Medical Centre Sdn Bhd
Level 6, Block A
Pantai Hospital Kuala Lumpur
8, Jalan Bukit Pantai
59100 Kuala Lumpur

+603-2298 1000
+603-2298 1078

www.parkwaypantai.com
Healthcare

graduan.com/parkwaypantai

Advertisement : Pg 6

Parkway Pantai is one of Malaysia's leading healthcare groups with a network of 15 multi-disciplinary hospitals in the country under two brands, Pantai Hospitals and Gleneagles Hospitals.

For over 40 years, these hospitals have established themselves as the region's best-known brands in private healthcare, synonymous with best-in-class patient experience and outcomes.

The hospitals operate a total of 2,500 licensed beds and are anchored by a pool of clinical professionals comprising more than 1,000 doctors and 3,500 nurses.

Parkway Pantai provides ancillary healthcare services on top of secondary and tertiary care, including comprehensive laboratory and rehabilitative services.

Through new hospital developments and expansion of existing facilities, Parkway Pantai continues to define Malaysia as a regional medical hub by delivering unparalleled quality, service and value. This is achieved by leveraging on Parkway Pantai's global track record for medical excellence and managing world-class hospitals, steadily expanding its reach in markets where demand for quality care is strong and growing.

Parkway Pantai is part of IHH Healthcare, one of the world's largest healthcare groups by market capitalisation. IHH operates more than 15,000 licensed beds across 80 hospitals in 10 countries worldwide, offering the full spectrum of integrated healthcare services from clinics to hospitals to quaternary care and a wide range of ancillary services including medical education.

PARENT COMPANY
IHH Healthcare Berhad, Malaysia

CORPORATE WEBSITE
www.parkwaypantai.com

NUMBER OF EMPLOYEES
Over 10,000 (in Malaysia)

HOW TO APPLY
Contact : Imran Huneid Tyeb
Manager, Learning & Development
Tel : +603-2298 1000
Fax : +603-2298 1078
Email : my.mod.careers@parkwaypantai.com

MODE OF APPLICATION
Email, write-in

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, PhD (Possess a minimum CGPA of 3.00 or a Second Class Upper)

JOB OPPORTUNITIES
Work Locations
Malaysia : Kuala Lumpur, Selangor, Penang, Perak, Melaka, Johor, Kedah, Sabah (Kota Kinabalu)

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management trainee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

PETRON MALAYSIA
Level 10 Menara I&P 1
No 46 Jalan Dungun
Damansara Heights
50490 Kuala Lumpur

+603-2082 8400

www.petron.com.my

Oil & Gas

graduan.com/petron

Petron Malaysia is an emerging and rapidly evolving Asian oil company. It is part of Petron Corporation which is the leading oil company in the Philippines. Our integrated refining, distribution, and retailing of world-class petroleum products help meet the country's growing energy needs and contributes to a more progressive nation. We are dedicated and passionate about our vision – to be the leading provider of total customer solutions in the oil sector and its allied businesses.

Our refinery in Port Dickson produces a wide range of petroleum products, which include gasoline, diesel, liquefied petroleum gas (LPG), and aviation fuel. Petron premium fuels are distributed from strategically located depots and storage terminals around the country ensuring a continuous and reliable supply of quality fuels to our customers.

As an Asian company with a global mind set, we look forward to becoming an integral part of your lives as we fuel journeys through our network of service stations nationwide. Petron service stations with its distinctive blue and red logo embody what our brand stands for – innovative products, excellent service, successful partnerships built on trust, and caring for our customers.

We also help power the Malaysian economy by supplying fuels to key industries such as power ƒsgeneration, fisheries, transportation, manufacturing, and agriculture.

At Petron, we are not just in the business of oil, we are also in the business of fueling lives.

PARENT COMPANY
Petron Corporation, Philippines

CORPORATE WEBSITE
www.petron.com.my

NUMBER OF EMPLOYEES
More than 600 employees

HOW TO APPLY
Contact : Petron HR Recruitment
Tel : +603-2082 8400
Email : career@petron.com.my
Recruitment Website : https://www.petron.com.my/web/site/join

MODE OF APPLICATION
Email, apply recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Degree, Master's

JOB OPPORTUNITIES
Overseas Postings : No
Work Locations
Malaysia : Peninsular & East Malaysia

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Management Trainee
- Fulltime Employee

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

OTHERS
- Engineering
  (priority: Mechanical, Chemical, Process, Civil, Structural)
- Business Administration
- Accounting
- Management
- Marketing
- Architecture
- IT/Computer Science

pharmaniaga
passion for patients

PHARMANIAGA BERHAD
No 7 Lorong Keluli 1B, Kawasan Perindustrian Bukit Raja Selatan, Seksyen 7, 40000 Shah Alam, Selangor

+603-3342 9999
+603-3344 5626

www.pharmaniaga.com
Healthcare/Pharmaceutical

graduan.com/pharmaniaga

Advertisement : Pg 64

Pharmaniaga Berhad is proud to be the largest integrated pharmaceutical group in Malaysia. In line with our commitment to excellence, we have established a strong reputation as a provider of quality products and services within the healthcare industry.

With a vision to be the premier pharmaceutical company in the region, Pharmaniaga is driven by its motto Passion for Patients and guided by its working philosophy and compliance culture of "Do It Right" when rendering services and products of highest quality to all stakeholders.

The ambit of our business interests ranges from research and development, manufacturing of generic pharmaceutical products, sales and marketing as well as logistics and distribution of pharmaceutical products and medical equipment. The Group has also successfully harnessed the synergies of our business to expand into the community pharmacy segment.

As an entity listed on the Main Board of Bursa Malaysia Securities Berhad with a strong domestic presence, we have been steadily growing our global presence through our expansion initiatives.

PARENT COMPANY
Boustead Holdings Berhad

CORPORATE WEBSITE
www.pharmaniaga.com

NUMBER OF EMPLOYEES
3,500 employees

HOW TO APPLY
Contact : Recruitment Unit
Tel : +603-3342 9999
Email : recruitment@pharmaniaga.com
Recruitment Website : http://www.pharmaniaga.com/

MODE OF APPLICATION
Email, recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Degree, Master's

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Selangor, Perak, Pulau Pinang, Kedah, Sabah and Sarawak
Overseas : Indonesia

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Fulltime Employee

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

OTHERS
- Pharmacy
- Finance/Accounting
- Business Administration
- Sciences
- Medical Sciences & Health
- Social Sciences

PRUDENTIAL ASSURANCE MALAYSIA BERHAD
Level 20, Menara Prudential
Persiaran TRX Barat
55188 Tun Razak Exchange
Kuala Lumpur

+603-2778 3888

www.prudential.com.my

Insurance

graduan.com/prudential

Advertisement : Pg 58-59

Prudential Assurance Malaysia Berhad (PAMB) was established in Malaysia in 1924. For its 2019 half year ended 30 June 2019, it achieved RM712 million in new business sales. New business sales include both life insurance sales and takaful contributions. Takaful products distributed by PAMB's wealth planners and agents are underwritten by Prudential BSN Takaful Berhad.

As a leading and innovative insurer, PAMB serves the savings, protection and investment needs of Malaysians by offering a full range of financial solutions through its branches and bancassurance distribution partners network nationwide. With more than 1,700 employees, PAMB is committed to helping people achieve their ambitions for a brighter and financially secure future.

PAMB is an indirect wholly owned subsidiary of UK-based Prudential plc. Prudential plc is an Asia-led portfolio of businesses focused on structural growth markets. The business helps individuals to de-risk their lives and deal with their biggest financial concerns through life and health insurance, and retirement and asset management solutions. Prudential plc has 20 million customers and is listed on stock exchanges in London, Hong Kong, Singapore and New York.

Prudential plc is not affiliated in any manner with Prudential Financial, Inc., a company whose principal place of business is in the United States of America or with the Prudential Assurance Company, a subsidiary of M&G plc, a company incorporated in the United Kingdom.

PARENT COMPANY
Prudential plc, United Kingdom

CORPORATE WEBSITE
www.prudential.com.my

NUMBER OF EMPLOYEES
1,700

HOW TO APPLY
Contact : Human Resources Division
Tel : +603-2778 3888

Recruitment Website :

CAREER PAGE

LINKEDIN PAGE

MODE OF APPLICATION
Apply when advertised in Prudential's career page
www.prudential.com.my/en/join-our-team

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : All states in Peninsular Malaysia, Sabah & Sarawak

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Graduate Programme

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

PUBLIC BANK

PUBLIC BANK BERHAD
Head Office:
Menara Public Bank
146 Jalan Ampang
PO Box 12542
50450 Kuala Lumpur

www.publicbankgroup.com

Banking & Financial Services

graduan.com/publicbank

Advertisement : Pg 14

NURTURING ASPIRATION TO BE A PREMIER BANKER
Public Bank began its journey in 1966 and has grown into a premier banking group in Malaysia, offering a comprehensive and competitive range of products and services with overseas market presence in Cambodia, Vietnam, Laos, Hong Kong, China and Sri Lanka.

As one of the most efficient, profitable and respected premier financial institutions in Malaysia, we are the market leader in financing of residential properties, commercial, and passenger vehicles as well as in sales and management of unit trust fund in the country.

To ensure our passion to deliver the best is shared by all employees, we nurture and energise them to partake in our game plans to perpetuate the Public Bank Success Story.

LIVE OUR VALUES, GROW OUR BUSINESS
The hallmark of many successful businesses lies in having a shared vision, common objectives, a clear sense of purpose and values amongst its employees. In Public Bank, our core values are:

DELIVER EXCELLENCE TOGETHER
Taking pride in our work is a key driver for us to give our best, go that extra mile, exceed expectations and create a pleasant experience in all aspect of our service delivery as a team.

INNOVATE FOR PROGRESS
To foster success for ourselves, we constantly seek fresh insights that meet evolving needs in the market. All employees are encouraged to take ownership and proactively spot problems, fire off ideas and strive to improve things that are just fine so that we are ever ready to adapt to changes and be at the forefront.

CAREER DEVELOPMENT
Human Capital Development has always been an important component to support our preference to grow talent internally. Our Knowledge & Learning Centre serves as the hub to deliver extensive training and development solutions and resources for employees to unlock their potential and propel them to broader and higher levels of excellence in the Bank.

CORPORATE RESPONSIBILITY
We believe that through customer, employee, shareholder and community engagement, we are working together to help communities thrive and contribute to the long term success and sustainability of our business. Our CR key initiatives include responsible business practices, environmental sustainability, investing in helping local communities advance.

CORPORATE WEBSITE
www.publicbankgroup.com

NUMBER OF EMPLOYEES
19,260

HOW TO APPLY
Email : hrd@publicbank.com.my
Recruitment Website :
www.publicbankgroup.com/careers

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Head Office, Kuala Lumpur.
Branches Nationwide.
Overseas : Cambodia, China, Hong Kong, Laos, Sri Lanka, Vietnam.

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management trainee
- Sales & Marketing Executives

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

PwC
Level 10, 1 Sentral
Jalan Rakyat
Kuala Lumpur Sentral
50470 Kuala Lumpur

+603-2173 1188
+603-2173 1288

www.pwc.com/my
Professional Services

graduan.com/pwc

Advertisement : Artcard, Pg 49

Learn and Grow with PwC Malaysia

Whether you've just graduated or have years of experience, this is a firm where you can learn and grow. At PwC, you will be given the opportunity to solve important problems by working with leading clients on meaningful engagements.

To support you in achieving your potential, we provide you with opportunities to grow whenever, wherever through various digital learning platforms. We also understand the importance of recognition for a job well done, which is why we have flexPoints, a web/mobile app that allows you to give and receive real-time recognition.

Most importantly, we believe in growing not just professionally, but also personally. That's why we encourage the different ways of working through our *flex+* programme, which covers:

1. **flex@work:** Enabling work-life integration such as flexFridays, flexSpace, and flexTime
2. **life@work:** Providing workplace flexibility with initiatives like flexWear, flexMed, birthday leave, and Rest & Refresh
3. **parents@work:** Giving parents the time and opportunity to focus on the family when you truly need it with flexMum, extended paternity leave, flexDad, and more
4. **flexBenefits:** Allows flexibility to use your benefits in areas that you need the most at different phases of your life.

Because we believe that by creating a supportive work culture, we can make a difference and create the greatest value for our business, clients, and society.

Why not join PwC for the experience that stays with you?

CORPORATE WEBSITE
www.pwc.com/my/careers

NUMBER OF EMPLOYEES
- Over 2,800 (Malaysia)
- Over 200,000 (Worldwide)

HOW TO APPLY
Contact : Graduate Recruiter
Tel : +603-2173 1188
Fax : +603-2173 1780
Email : career.enquiries@my.pwc.com
Recruitment Website : www.pwc.com/my/careers

MODE OF APPLICATION
Recruitment website

QUALIFICATIONS ACCEPTED
Minimum Diploma

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Kuala Lumpur, Johor Bahru, Melaka, Pulau Pinang, Ipoh, Labuan

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time Employment
- Management Trainee
- Seasonal Employment

TRAINING OPPORTUNITIES
Local

DISCIPLINES
All disciplines

RHB BANKING GROUP
RHB Centre
Jalan Tun Razak
50400 Kuala Lumpur

+603-9280 2840
+603-9281 2935

www.rhbgroup.com
Banking & Financial Services

graduan.com/rhb

Advertisement : Artcard, Pg 110-111

RHB Banking Group is a multinational regional financial services provider that is committed to deliver complete solutions to customers through differentiated segment offerings and an eco-system that support simple, fast and seamless customer experience, underpinned by a cohesive and inspired workforce and relationship built with stakeholders.

Ranked among the top banks in Malaysia and a significant player in ASEAN by performance, RHB has a strong market leadership in Malaysia across targeted products and segments. With a staff strength of more than 14,000 employees group-wide, RHB's presence spans across nine countries in the ASEAN Region and Hong Kong / China. RHB also has representative offices in Vietnam and Myanmar.

TOGETHER WE PROGRESS
Our strong heritage is the foundation of our commitment to continue serving the community. For over a 100 years, we have been helping people and businesses grow and succeed, and will continue to do so.

We hope our legacy and pursuit for excellence continues as we tirelessly cultivate and nurture the next generation through our actions and words, preparing a brighter future ahead.

We thank those who believe in us and welcome everyone to join us on our exciting journey of progress. The time has come for us to move forward in unison, to realise our greater potential together. Our new brand promise "Together We Progress" honours our past, celebrates the present and welcomes the future.

We invite you to join us as we work towards a better and brighter future for all.

PARENT COMPANY
RHB Bank Berhad, Malaysia

CORPORATE WEBSITE
www.rhbgroup.com

NUMBER OF EMPLOYEES
+-14,000 as of December 2019

HOW TO APPLY
Contact : Talent Acquisition & Manpower Planning
Tel : +603-9280 2840
Fax : +603-9281 2935
Email : career@rhbgroup.com
Recruitment Website :
www.rhbgroup.com/career/career-opportunities/careers

MODE OF APPLICATION
Career Page
Scan the QR Code

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Nationwide
Overseas : RHB Regional Presence

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- RHB Graduate Programmes

TRAINING OPPORTUNITIES
Local & regional attachment

DISCIPLINES
All disciplines

SAMSUNG

SAMSUNG MALAYSIA ELECTRONICS (SME) SDN BHD
Level 15, Mercu 2
3 Jalan Bangsar, KL Eco City
59200 Kuala Lumpur

+603-2728 0000

www.samsung.com

Technology

graduan.com/samsung-malaysia

Advertisement : Pg 81

Samsung Electronics is a global leader in technology, opening new possibilities for people everywhere. Through relentless innovation and discovery, we are transforming the worlds of TVs, smartphones, wearable devices, tablets, digital appliances, network systems, medical devices, semiconductors and LED solutions. Samsung is also leading in the Internet of Things space through, among others, our Smart Home and Digital Health initiatives.

Since being established in 1969, Samsung Electronics has grown into one of the world's leading technology companies, and become recognized as one of the top 10 global brands. Our network now extends across the world, and Samsung takes great pride in the creativity and diversity of its talented people, who drive our growth.

To discover more, please visit our website at www.samsung.com and our official newsroom at news.samsung.com

PARENT COMPANY
Samsung Electronics Co. Ltd, South Korea

CORPORATE WEBSITE
www.samsung.com

NUMBER OF EMPLOYEES
> 300,000

HOW TO APPLY
Tel : +603-2728 0000
Recruitment Website :
https://www.samsung.com/my/aboutsamsung/careers

MODE OF APPLICATION
Recruitment website

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Kuala Lumpur, Penang, Perak, Pahang, Melaka, Johor, Sarawak, Sabah
Overseas : 73 countries around the world, across all continents

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Samsung Management Associate Programme (SMAP)
- Fulltime employment

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

Schlumberger

SCHLUMBERGER BUSINESS SUPPORT HUB SDN BHD
Level 6, 1 First Avenue
Bandar Utama
47800 Petaling Jaya
Selangor

+603-7724 8688

www.slb.com

Oil & Gas Services

graduan.com/schlumberger

Advertisement : Pg 50

We're the world's leading provider of integrated pore-to-pipeline technology solutions to the oil and gas industry. Our people invent, design, engineer, apply, and maintain technologies that help our customers find and produce oil and gas more efficiently and safely. As a leading employer in our sector, we have a reputation for hiring the best and the brightest people, and keeping them at the top of their game through career-long development opportunities.

Knowledge, technical innovation and teamwork are at the centre of who we are. With a global network of research and engineering facilities, we place strong emphasis on developing innovative technology that adds value for our customers. Annually, we invest more than USD1 billion in Research and Development.

One of our greatest strengths is the diversity of our workforce, with men and women of many nationalities and backgrounds working together and sharing common objectives. With over 80 years' presence in Malaysia, Schlumberger is well placed to offer countless career opportunities that will let you prove your abilities from your first day of work.

Each day, in 85 countries, we help our customers find and produce the energy the world needs, respecting communities and the environment. Today's industry challenges call for new ideas, techniques, and solutions. To drive your career and grow with a company that's embraced new ways of thinking since 1927, explore a career with us.

PARENT COMPANY
Schlumberger

PARENT COMPANY COUNTRY OF ORIGIN
Schlumberger has principal offices in Paris, Houston, London and The Hague

CORPORATE WEBSITE
www.slb.com

NUMBER OF EMPLOYEES
100,000

HOW TO APPLY
Contact : Recruiting Team
Tel : +603-7724 8688
Recruitment Website : www.careers.slb.com

MODE OF APPLICATION
Recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's, Master's

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Selangor, Kuala Lumpur, Terengganu, Labuan
Overseas : More than 85 countries

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
Accounting and Finance, Computer Science & IT, Human Resource Management, Psychology, Supply Chain, Engineering (all disciplines)

SIME DARBY OILS
Level 7, Main Block, Plantation Tower,
No. 2, Jalan PJU 1A/7, Ara Damansara,
47301, Petaling Jaya,
Selangor Darul Ehsan, Malaysia

+603-7848 4938

+603-7848 4873

https://www.simedarbyoils.com/

Manufacturing, Sales and Trading

graduan.com/sime-darby-oils

Launched on 4 March, 2019, **Sime Darby Oils** (SDO) represents the entire downstream division of Sime Darby Plantation with a business that spans across fifteen (15) countries worldwide, involving the trading, manufacturing as well as sales & marketing of oils and fats products, palm oil-based biodiesel, nutraceuticals and other derivatives. Under this core business, we manage and operate 12 refineries with a total capacity of almost 4 Million Metric Ton (MT) Per year and a total bulking installation capacity of 300,000 MT.

SDO's tagline, 'Realising Possibilities, Together', reflects its philosophy of collaborating with its partners to produce quality and enriching products as well as ensuring sustainable living for consumers. With our extensive network and global footprint, SDO strives to be the most accessible supplier of oils and fats by focusing on quality, sustainability, integration, innovation.

CORPORATE WEBSITE
www.simedarbyoils.com

NUMBER OF EMPLOYEES
2,141

HOW TO APPLY
Contact : Talent Management
Tel : +603-7848 4938
Fax : +603-7848 4873
Email : recruitment@simedarbyoils.com
Recruitment Website : www.simedarbyoils.com/careers

MODE OF APPLICATION
Email, recruitment website

QUALIFICATIONS ACCEPTED
Bachelor's minimum CGPA of 3.5

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia
Overseas :

- China
- Indonesia
- Netherlands
- Papua New Guinea
- Philippines
- Singapore
- South Africa
- Thailand
- United Arab Emirates
- United Kingdom
- United State of America

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment

TRAINING OPPORTUNITIES
Local and Overseas

DISCIPLINES
All disciplines

SYNTHOMER SDN BHD
Unit 16-2 Level 16
Wisma Damansara UOA II
No. 6 Changkat Semantan
Damansara Heights
50490 Kuala Lumpur

+603 -2080 7200
+603 -2080 7300

www.synthomer.com
Chemical Polymer

graduan.com/synthomer

Synthomer is one of the world's major suppliers of latices and speciality emulsion polymers supporting leadership positions in many market segments including coatings, construction, textiles, paper and synthetic latex gloves. The company has its Head Office in London, UK and provides customer focused services from operational centres in Marl, Germany, Harlow, UK, and Kuala Lumpur, Malaysia.

Synthomer develops and markets polymers used in a wide range of industries to create and enhance everyday consumer products. Whether you're reading a book, opening a pack of breakfast cereals, painting your kitchen, labelling an envelope, laying a carpet, tiling a bathroom or simply driving the car, you could be using a product that has been improved by our scientists.

We hold positions 1, 2 or 3 in all of our chosen markets and have a proven record to generate added value to our customers through in-depth application know-how and strong R&D support. We deliver the right formula, globally, individually.

Our business is founded on expertise and experience. So is our HR strategy, ensuring a high educational level amongst our employees. Our leadership team accordingly reflects our long experience in the chemical industry, although our approach towards markets and customers is based on fresh thinking to add value to customers' businesses and shareholders' expectations.

Awards:
- Employers of Choice Award (Gold) by MIHRM 2018
- Highly Commendable in Training and Development by Institute of Chemical Engineering Malaysia 2018
- 2nd runner up for Productivity Link Wages by Ministry of HR 2018
- Malaysia Best Employer Brand Awards by Employer Branding Institute 2019

PARENT COMPANY
Synthomer PLC, United Kingdom

CORPORATE WEBSITE
www.synthomer.com

NUMBER OF EMPLOYEES
570 (Malaysia only)

HOW TO APPLY
Contact : Ng Yat Seng
(Senior Manager Talent Management)
Tel : +603-2080 7200
Fax : +603-2080 7300
Email : career.asia@synthomer.com
Recruitment Website : www.synthomer.com

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Work Locations
Malaysia : Damansara Heights (Kuala Lumpur), Kluang and Pasir Gudang (Johor)
Overseas : Thailand, Vietnam, China, UK, Germany, Netherlands, Belgium, France, Italy, Spain, Egypt, Saudi Arabia, Brazil, USA

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employment

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
Chemical Engineering, Mechanical Engineering, Electrical Engineering, Applied Chemistry, Polymer Chemistry, IT, Procurement, Supply Chain, Human Resource, Accounting/ Finance, Business Administration, Sales & Marketing, Legal

TDCX (MY) SDN. BHD.
Level 9, Axiata Tower,
No 9, Jalan Stesen Sentral 5, KL Sentral,
50470 Kuala Lumpur, Malaysia

+603-2731 8888

+603-2731 8899

https://www.tdcx.com/

BPO

graduan.com/tdcx *Advertisement : Pg 16*

TDCX (formerly known as Teledirect Telecommerce) was founded in 1995 as a business process outsourcing (BPO) services in customer experience & Asia-Pacific's best-outsourced contact centre with global workspaces in Singapore, Malaysia, Thailand, Hong Kong, Philippines, China, Japan & Spain.

Over the years, we have evolved into an enabler of the digital economy, with more than 8,000 talented employees, empowering global brands in various industries. We deliver innovative customer experience solutions in:

- Customer Service
- Content Moderation
- E-Commerce
- Tech Support
- Trust & Safety
- Revenue Generation
- Inside Sales

We remain as passionate as ever in applying a unique approach to people, process, performance and platform for our people and clients and are proud of our reputation for being a trusted partner to industry leaders. To date, we have won over 200 international, global and regional industry awards in recognition of our customer experience solutions, talent acquisition and work culture.

We are also being recognised as Best Newcomer and Most Popular Graduate Employer in BPO & Shared Services by Malaysia's 100 Leading Graduate Employers Awards 2019. To make it even happier, garnering these awards gave us the 27th rank in the Top 100 Leading Companies in the Country that Shape Our Future Leaders in Malaysia.

PARENT COMPANY
TDCX (SG) Pte Ltd, Singapore

CORPORATE WEBSITE
https://www.tdcx.com/

NUMBER OF EMPLOYEES
2750

HOW TO APPLY
Contact : TDCX Malaysia
Tel : +603 2731 8888
Email : myrecruitment@tdcx.com
Recruitment Website : https://www.tdcx.com/careers

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Kuala Lumpur

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management associate

TEXAS INSTRUMENTS MALAYSIA SDN BHD
1, Lorong Enggang 33
Ulu Klang, Ampang
54200 Kuala Lumpur

+6012-9174341

www.ti.com

Semiconductor

graduan.com/texas-instruments-electronics-malaysia *Advertisement : Pg 125*

Why TI
TI is a global semiconductor design and manufacturing company operating in 35 countries and producing 100,000+ analog ICs, embedded processors, software and tools.

Our semiconductor technologies and our people are changing the world. We engineer, manufacture, test and sell analog and embedded semiconductor chips — key ingredients in things you experience every day. From connected cars to intelligent homes; from self monitoring health devices to automated factories, our technologies add intelligence to electronic systems — making them safer, smarter, more connected and more efficient.

We are innovators and world-changers, offering:
- Challenging work and hands-on experience
- Extensive training and leadership development
- Variety of assignments worldwide
- Creative and friendly work environment

Who we are
Our company is a reflection of our people — 30,000 employees in 35 countries who have been redefining what's possible for decades. Companies worldwide count on our relentless drive to deliver products that pioneer tomorrow's breakthroughs.

Our values
Our culture is driven by our core values of integrity, innovation and commitment. These values have been at the heart of who we are and how we behave for decades, dating back to our founders and their vision for TI at its inception in 1930.

People & culture
We are problem solvers — creative, driven, meticulous — and relentless in our drive to help our customers succeed. We are passionate about our work, our communities, our families and our hobbies.

Technology & manufacturing
Our ingenious people are creating world-changing technologies, chip-by-chip, design-by-design. Our flexible manufacturing strategy helps ensure we can reliably deliver the products our customers need.

PARENT COMPANY
Texas Instruments, United States

CORPORATE WEBSITE
www.ti.com

NUMBER OF EMPLOYEES
30,000

HOW TO APPLY
Contact : Yeoh Shun Rhu
Tel : +6012-9174341
Email : s-yeoh@ti.com
Recruitment Website : careers.ti.com

MODE OF APPLICATION
Email, recruitment website

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Ulu Klang / Ampang, Kuala Lumpur
Batu Berendam, Melaka
Overseas : Worldwide in 35 countries

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
Full-time employee

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

TELEKOM MALAYSIA BERHAD
Menara TM, Jalan Pantai Baharu,
50672 Kuala Lumpur

www.tm.com.my

Telecommunication

graduan.com/tm *Advertisement : Pg 198-199*

Telekom Malaysia Berhad (TM)
Telekom Malaysia Berhad (TM) has been at the forefront of each telecommunication technology evolution of the nation, and will continue to do so. We provide the communications backbone of Malaysia with the widest connectivity and convergence network. TM remains committed to continue to expand its network into a comprehensive digital infrastructure – as its moves beyond connectivity services into new value-added digital services–to serve a more digital lifestyle and society, digital businesses and digital Government.

TM's digital infrastructure, connectivity and digital solutions will fast-forward Malaysia into Industrial Revolution 4.0 era and beyond.

With over 22,000 employees, TM strives to unlock the potential of our greatest asset – our people by maintaining a conducive working environment and a high performing work culture that keeps our employees highly engaged and productive in fulfilling our role as the National Telecommunication Infrastucture Provider and the enabler of Digital Malaysia aspirations. It is an environment where employees thrive to bring out the best of themselves; feel happy, driven by a higher sense of purpose and unified objective to deliver "Life and Business Made Easier" for all Malaysians.

Let's #BersamaSama5G in #ProgressingHumanity towards a #DigitalMalaysia!

PARENT COMPANY
Telekom Malaysia

PARENT COMPANY COUNTRY OF ORIGIN
Malaysia

CORPORATE WEBSITE
www.tm.com.my

NUMBER OF EMPLOYEES
22,000+

MODE OF APPLICATION
Recruitment website

HOW TO APPLY
Contact : Human Resource Department
Manager Sourcing Management
Group Human Capital Management TM
Tel : +603-2240 1589
Email : nurulfauzilah@tm.com.my
Recruitment Website :
https://www.tmcareer.com.my/

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's

JOB OPPORTUNITIES
Work Locations
Malaysia : Kuala Lumpur, Selangor, Perak, Pahang, Kedah, Perlis, Negeri Sembilan, Johor, Kelantan, Terengganu, Sabah, Sarawak, Melaka, Penang

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
• Full-time employment

TRAINING OPPORTUNITIES
Local

DISCIPLINES
Telecommunication Engineering, Computer / Information Technology, Sales, Marketing

TOKIO MARINE
INSURANCE GROUP

TOKIO MARINE LIFE INSURANCE MALAYSIA BHD
Menara Tokio Marine Life
189, Jalan Tun Razak
50400 Kuala Lumpur

+603-2059 6188
+603-2162 8068

www.tokiomarine.com
Life Insurance

graduan.com/tokiomarine

A reputation that invites respect

Established in the year 1879 as the first insurance company in Japan. Tokio Marine has grown over the decades and offers an extensive selection of General and Life Insurance products and solutions. With a presence in 38 countries covering 483 cities and expanding, Tokio Marine ranks as one of the world's most globally diversified and financially secure insurance groups.

Tokio Marine Life Insurance Malaysia Bhd. was formerly known as TM Asia Life Malaysia Bhd. an established life insurance company with a history of more than 70 years.

Tokio Marine Life's presence in Malaysia is the result of the strategic alliance between Tokio Marine & Nichido Fire Insurance Co., Ltd. and Asia General Holdings (Asia Life's parent company) in March 2007.

Over the years, we have established strong historical investment returns, disciplined underwriting and careful expense management.

From financial security to wealth enhancement and legacy planning, our priority is to meet the key financial needs of individuals through a comprehensive suite of insurance plans.

Tokio Marine Life has proved its ability to become in its industry by winning The BrandLaureate Industry Champion Brand ICON Leadership Award 2018 & 2019 under the category of "Insurance Solutions". Tokio Marine Life also won the BrandLaureate Award Recipient of 2014-2015, 2015-2016 and 2018 for the Best Brand in Life Insurance in Malaysia. The company's achievements is a testimony of Tokio Marine's brand success and an endorsement of being one of the best in the life insurance industry.

PARENT COMPANY
Tokio Marine Holdings, Inc.

CORPORATE WEBSITE
www.tokiomarine.com

NUMBER OF EMPLOYEES
- 500 Malaysia
- 39,000 Globally

HOW TO APPLY
Contact : Human Resource Department
Tel : +603-2059 6188
Fax : +603-2162 8068
Email : recruit@tokiomarinelife.com.my
Recruitment Website :
www.tokiomarine.com/my/en/about-us/careers/career-openings.html

MODE OF APPLICATION
Email, write-in, recruitment website
Apply when advertised

QUALIFICATIONS ACCEPTED
Diploma, Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Work Locations
Northern Region : Alor Setar, Butterworth, Penang
Central Region : Kota Bahru, Kuantan, Ipoh, Klang, Kuala Lumpur (Headquarters)
Southern Region : Seremban, Melaka, Johor Bahru
East Malaysia : Kota Kinabalu, Sandakan, Kuching, Miri, Sibu

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Full-time employment
- Management associate

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
Actuarial Science, Medical Science, Biochemistry, Biology, Computer Science, Engineering in Computer, Science & Technology, Insurance Studies, Business Administration, Communication Studies, Finance & Accounting

UNIQLO (MALAYSIA) SDN BHD
Lot 3.05, Level 3
1 First Avenue
Bandar Utama
47800 Petaling Jaya
Selangor Darul Ehsan

www.uniqlo.com/my/store/

Retail

graduan.com/uniqlo-malaysia-sdn-bhd *Advertisement : Pg 124*

UNIQLO Malaysia

UNIQLO Malaysia is a joint venture between Fast Retailing Co., Ltd. and Wing Tai Clothing Sdn. Bhd. (a wholly-owned subsidiary of Wing Tai Holdings Limited). The UNIQLO name is derived from a contraction of our original title "Unique Clothing Warehouse" and has come to stand for high quality, unique products at extremely affordable prices. We are renowned for our attention to detail and innovative concepts and designs. UNIQLO believes in the democratisation of fashion epitomized by our "Lifewear" philosophy as we inspire the world to dress casually. Our goal is to create a generation of global leaders prepared for a new world.

Corporate Statement:
- Changing clothes.
- Changing conventional wisdom.
- Change the world.

Group mission:
- To create truly great clothing with new and unique value, and to enable people all over the world to experience the joy, happiness and satisfaction of wearing such great clothes.
- To enrich people's lives through our unique corporate activities, and to seek to grow and develop our company in unity with society.

PARENT COMPANY
Fast Retailing Co., Ltd

PARENT COMPANY COUNTRY OF ORIGIN
Japan

CORPORATE WEBSITE
www.uniqlo.com/my/store/

NUMBER OF EMPLOYEES
More than 1,000

MODE OF APPLICATION
Apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's, Master's

JOB OPPORTUNITIES
Work Locations
Malaysia : Kuala Lumpur, Selangor, Putrajaya, Johor, Pulau Pinang, Pahang, Melaka, Perak, Kedah, Negeri Sembilan, Sabah, Sarawak

ENTRY LEVEL
Management trainee

DISCIPLINES
All disciplines

UOB 大华银行

UNITED OVERSEAS BANK (Malaysia) BHD
Menara UOB, Jalan Raja Laut
50350 Kuala Lumpur, Malaysia

+603-2787 5255
(Ext: 5295)

www.uob.com.my

Banking and Financial Services

graduan.com/united-overseas-bank-malaysia-bhd *Advertisement : Pg 52-53*

United Overseas Bank (Malaysia) Bhd (UOB (Malaysia) was incorporated in 1993 but has had a presence in Malaysia since 1951. It is a subsidiary of United Overseas Bank Limited (UOB), a leading bank in Asia with a global network of more than 500 branches and offices in 19 countries and territories in Asia Pacific, Europe and North America.

UOB (Malaysia) is rated among the top banks in Malaysia with a long-term AAA rating from the Rating Agency of Malaysia, RAM Rating Services Berhad. Guided by our rich heritage and values, we have built lasting relationships with our customers and continue to ensure we act in their best interest by delivering solutions that meet their financial goals and suit their lifestyles and preferences. Today, UOB (Malaysia) has 45 branches across the country offering both conventional and Islamic banking services and has the largest branch network of any foreign bank operating in Malaysia.

UOB (Malaysia) offers an extensive range of commercial and personal financial services through its branches and subsidiaries such as commercial lending, investment banking, treasury services, trade services, cash management, custody services, home loans, credit cards, wealth management, and bancassurance products.

We believe in being a responsible financial services provider and we are committed to making a difference in the lives of our stakeholders and in the communities in which we operate. Just as we are dedicated to helping our customers manage their finances wisely and to grow their businesses, UOB (Malaysia) is steadfast in our support of social development, particularly in the areas of art, children and education.

PARENT COMPANY
United Overseas Bank Limited, Singapore

CORPORATE WEBSITE
www.uob.com.my

NUMBER OF EMPLOYEES
5,000+

HOW TO APPLY
Contact : Talent Acquisition Team
Tel : +603-2787 5255
Fax : +603-2787 5295
Email : careers@uob.com.my
Recruitment Website : https://www.uob.com.my/about/careers/careers-index.page

MODE OF APPLICATION
Recruitment website, apply when advertised

QUALIFICATIONS ACCEPTED
Bachelor's, Master's, PhD

JOB OPPORTUNITIES
Overseas Postings : Yes
Work Locations
Malaysia : Nationwide
Overseas : Asia, Europe, North America

INTERNSHIP OFFERED
Yes

ENTRY LEVEL
- Management Associate Programme
- Graduate Programmes
- Full-Time employment

TRAINING OPPORTUNITIES
Local & overseas

DISCIPLINES
All disciplines

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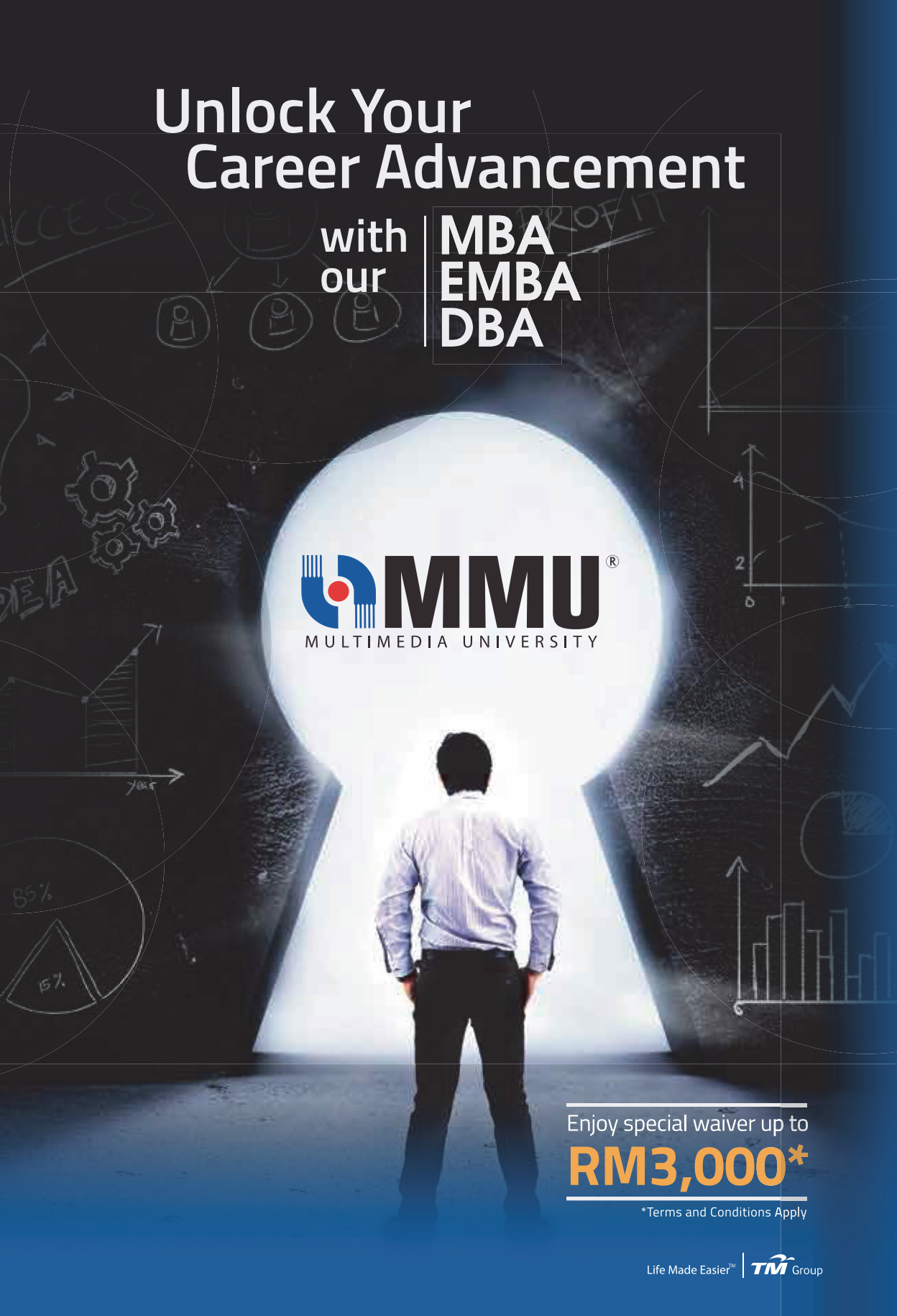
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DBA
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TM Group

Our MBA, EMBA and DBA programmes offer cutting edge courses that equip business leaders like you with the knowledge and skills to navigate the world of digital transformation

QS UNIVERSITY RANKINGS ASIA 2020

Ranked 170th in Asia and Top 5-Malaysian Private University 2020

THE WORLD UNIVERSITY RANKINGS

Top 5-Malaysian Private University 2020

Premier Digital Tech University™

Awarded by Ministry of Education (MOE) and Malaysian Digital Economy Corporation (MDEC), 2019

Preferred Institute of Higher Learning

MDEC's Malaysian Digital Talent Study 2017 by Frost & Sullivan Asia Pacific

MQA

Awarded Self- Accreditation Status from Malaysian Qualifications Agency (MQA), 2017

MULTIMEDIA UNIVERSITY [DU001(B)]

Cyberjaya Campus
Jalan Multimedia
63100 Cyberjaya
Selangor

Melaka Campus
Jalan Ayer Keroh Lama
75450 Melaka

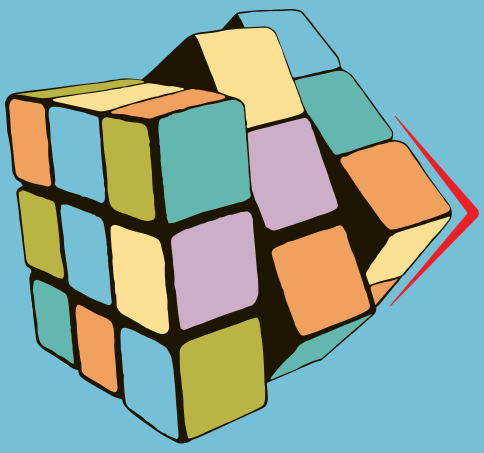
For more information: pginfo@mmu.edu.my

www.mmu.edu.my

SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION

PUTRA BRAND AWARDS



Chartered Accountancy is for problem solvers

Become an ICAEW Chartered Accountant

Creating strategies. Unpicking puzzles. Finding answers. There's a lot more to accountancy than just numbers. It's a career that can take you into pretty much any industry. And an ICAEW qualification is your way in.

CONTINUOUS SUPPORT THROUGHOUT STUDY, TRAINING AND BEYOND

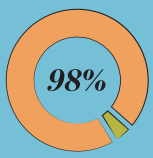
- Financial support and scholarships are available for SPM, STPM and pre-university high achievers
- ICAEW Authorised Training Employers support the cost of study for students during the final stage of the ACA programme
- ICAEW members have unparalleled access to professional development and networking opportunities, as well as well-being advice and support services

WHY ICAEW?

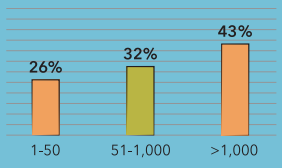
The Institute of Chartered Accountants in England and Wales (ICAEW) qualification opens doors to various industries and in many directions. 80% of the top 10 organisations ranked on Malaysia's 100 Leading Graduate Employers 2019 are ICAEW Authorised Training Employers.

Globally, the yearly average salary plus bonus of a chartered accountant 0-2 years' post qualification is RM249,000

They are supported by our global network of over 180,000 members and students



98% of the world's 100 global leading brands employ ICAEW Chartered Accountants



They work for organisations of all shapes and sizes

For more information on how to become an ICAEW Chartered Accountant, please visit **icaew.ca-sea.asia** or contact **ICAEW Malaysia** at **malaysia@icaew.com** or **03-2171 6023.**