



**Time to
re-think year
– end appraisals.**

timesletter



The new co-chief executive of an overseas based bank remark that bankers salary structure should be restructured so that the rewards should not be excessive as once the remuneration is set it cannot be taken away.

Good employees are not necessarily motivated by promise of a good bonus as the high achievers will perform with or without the promise of a mega bonus when the year ends.

This is supported with the fact as large extent as high achievers do not wait for their year-end bonus or appraisal from their bosses to put in the extra mile in their work. Most of them are motivated by the desire to outperform and sense of responsibility towards their duties irrespective of the year-end bonus. In return if they are not well rewarded, the employees leave for better prospects, which is a loss to employers and shareholders. At the end of the day, the employer is at fault and tends to lose out the most when they fail to recognize and reward the better performers.

The culture of expecting a fat bonus package is a common feature especially among then investment banking and fund management industries. But such expectations are being confounded by none other than the bosses of banks themselves, who ironically earn the highest based on past records.

Most companies is under pressure to give better returns to shareholders in the wake of a restructuring that comes following years of the economy in the region undergoing a slowdown. They are forced to recapitalize, restructure and relook the way they undertake their business.

The best employees work hard irrespective of whether they are going to get the extra incentives at the end of the year. Even if they are not noticed by the employer, in most cases, others in the industry would take note of their performance and make an attractive offer to pinch the employee even when they are not prepared to move.

Most companies undertake their year-end appraisal to gauge who among the employees should be better rewarded that the rest. The appraisal takes weeks, especially if the section or department has many employees. In most appraisal sessions, the employee is told of his or her shortcomings, possible rewards and future path in the company.

But the better managers do not wait until year end to brief the employees of their performance of their future in the company. They are told as and when they need to be told. The applause or brickbats should come immediately. Some companies also give the rewards immediately.

These days the pace of technology changes so fast that innovation

Time to re-think year – end appraisals.



of new products tends to become obsolete. It wasn't too long ago when email and SMS were the game changers. Now it is Whatapps, Wechat, Instagram, Twitter, line, Telegram and many other applications running on smart devices that form the means of communications.

Employee loyalty is no longer paramount. The younger work force expects to be rewarded or given that pat on the back when they deserve it. At the same time, they must be told off when mistakes are made.

Year-end appraisal are increasingly become predictable. At most it serves as a platform for the boss to tell his subordinate of the state of the company and for the employee to voice his or her grouses and feedback, if any. Important matters are dealt immediate, not at the end of the year.

So sometimes hours spent on appraisals really are not that productive.

Timesconsult, a recruitment specialist that has been operating for close to a decade, is today a leading regional job board or all-level positions in both the private and public sectors. For more information, please visit www.timesconsult.com

SG

TIMESCONSULT PTE LTD: 55 Market Street #10-01, Singapore 048941
P: +65 6521 2888 | E: salessg@timesconsult.com

KL

AGENSI PEKERJAAN TIMES MANAGEMENT CONSULTANCY SDN BHD
B-13A-02, Northpoint Offices, Midvalley City, No.1, Medan Syed Putra Utara, 59200 Kuala Lumpur
P: +03-2288 1112 | F: +03-2201 9608 | E: salesmy@timesconsult.com

PG

AGENSI PEKERJAAN TIMES MANAGEMENT CONSULTANCY SDN BHD
1A-2-02 @ One Precinct (1290), Lengkok Mayang Pasir, Bayan Baru, 11950 Penang
P: +04-619 2522 | F: +04-619 2521 | E: salesmy@timesconsult.com

TH

TIMESCONSULT CO.,LTD: Lvl 12, Zen World Tower, 4, 4/5 Rajdamri Road, Pathumwan, Bangkok 10330
P: +662 – 697 9096 | E: salesth@timesconsult.com



Timesconsult Potential Candidates



SG

TIMESCONSULT PTE LTD: 55 Market Street #10-01, Singapore 048941
P: +65 6521 2888 | E: salessg@timesconsult.com

KL

AGENCI PEKERJAAN TIMES MANAGEMENT CONSULTANCY SDN BHD
B-13A-02, Northpoint Offices, Midvalley City, No.1, Medan Syed Putra Utara, 59200 Kuala Lumpur
P: +03-2288 1112 | F: +03-2201 9608 | E: salesmy@timesconsult.com

PG

AGENCI PEKERJAAN TIMES MANAGEMENT CONSULTANCY SDN BHD
1A-2-02 @ One Precinct (1290), Lengkok Mayang Pasir, Bayan Baru, 11950 Penang
P: +04-619 2522 | F: +04-619 2521 | E: salesmy@timesconsult.com

TH

TIMESCONSULT CO.,LTD: Lvl 12, Zen World Tower, 4, 4/5 Rajdamri Road, Pathumwan, Bangkok 10330
P: +662 - 697 9096 | E: salesth@timesconsult.com



CENTRAL REGION

ACCOUNTING/FINANCE

ASSISTANT MANAGER (ASSURANCE) – FR1102

Bachelor of Accountancy & CFA; Has 4 years of audit experience in big 4; Has exposure in Initial Public Offering (IPO) of a shipping Group for listing on the SGX Mainboard, audit of overseas subsidiaries located in south east Asia for semiconductor Group listed on the SGX, large commodities Group listed on the SGX, APAC regional office and local subsidiary under a Global 500 US-based distribution company, renowned healthcare retail brand and etc.

Last Drawn Salary: SGD 6,200

FINANCE MANAGER – FR1103

ACCA & Master of Applied Finance; Has 7 years of Finance & Accounts related experience in trading & manufacturing industry. Has experience in controlling the month-end closing, monthly reporting, quarterly forecasting, budget and 5-year plan. Besides, also review a full set account, reconciliation & consolidation of subsidiaries in overseas.

Last Drawn Salary: SGD 7,000

ASSISTANT ACCOUNTING MANAGER – FR1104

Bachelor of Business Administration (Major in Finance) from Local University; Has 6 years accounts related experience. in coordinate detailed yearly budget exercise of shipping entities. reviewing and projecting current year performance, ensuring all numbers are coordinated within divisions and companies for inter-organization transactions, preparing budget commentaries and presentation to management. Also has experience in analyzing and highlighting major variances in projection

Last Drawn Salary: SGD 4,250

SENIOR ACCOUNTANT – FR11105

Bachelor of Accountancy & Finance; Has 8-9 years of accounts related experience; Handle full set of accounts for the holding company and ensure that the local accounting process is in accordance to the agreed policies and procedures. Prepare statutory accounts, balance sheet reconciliations, P&L. Perform monthly revaluation for varies currency bank and inter-company transactions, prepare quarterly GST reporting. System exposure : SAP, Microsoft Dynamics AX, CRM & EBMS

Last Drawn Salary : SGD 5,000

ASSISTANT MANAGER, REGIONAL SSC – FR1106

Bachelor in Applied Accounting & MBA; Has 12 years of accounts related experience & with JSOX exposure; handling group consolidation, perform various inventory provisions, aging and NRV analysis quarterly and yearly. In addition, handle month-end financial closing review and prepare analytical reports for Management (FP&A), prepare annual budget & quarterly forecast to report to HQ

Last Drawn Salary : SGD 6,600

ACCOUNTANT – FR1107

Bachelor of Business (Accountancy); Has 3 year's external audit experience + 4 years accounts experience. Has experience in preparing and verifying journal vouchers, assist in the preparation and completion of the weekly & monthly management accounts, monthly financial analysis report. Besides, also has experience in supervising the accounts payable staffs, preparing and verifying payment / journal vouchers as well as preparation and submission of the quarterly GST returns.

Last Drawn Salary : SGD 5,000

FINANCE MANAGER – FR1108

Bachelor Degree in Accounting & Finance; has more than 10 years of accounts & finance related experience; handling full spectrum of finance function- manage and oversee the daily operations of Finance Dept, responsible for monthly and year-end closing process, includes AR, AP, GL, fixed assets and GST. Besides, monitor and submission of weekly cash projection, review payments and journal entries prepared, liaising with bankers, auditors and tax agents as well as improve work processes such as AR, AP & COS reports generating.

Last Draw Salary : SGD 6,300

FINANCE SPECIALIST – FR 1109

Bachelor of Accountancy from Local University; Has 10 years of finance related experience; has experience in charge of handling projects' finances in Telecommunications, Shipping and Oil & Gas industries. Besides, also has experience in planning, forecasting, budgeting and tracking of project finances against committed targets to maximize profitability and cash flows. In addition, ensuring projects were in compliance with US GAAP and quarterly internal controls. Handled half yearly and annual internal and external audit queries.

Last Drawn Salary : SGD 6,300

ASSISTANT FINANCE MANAGER – FR1110

ACCA; CA; Has around 3 years of external audit experience and 5 years of accounts & finance- consolidation and SGX reporting experiences. Good knowledge in Microsoft Dynamics NAV, Jet report and SAP software.

Last Drawn Salary : SGD 5,300

ACCOUNTANT- FR1111

Bachelor of Commerce in Accounting; Has 14 years of accounts related experience; handling full set accounts, controlling of account masters in the Oracle system, looking after trial balance and analyse the General Ledgers, involved in the quarterly and annual statutory financial reporting. Ensure timely and accurate month end, quarterly end and year end closing of accounts, review Fixed Assets and Intangible Schedules under FRS standard, reviewing Accounts Receivable, Accounts Payable and Advance to Suppliers reports on quarterly and yearly basis prepared by accounts team.

Last Drawn Salary: SGD 5,300

SENIOR MANAGER (FINANCE & COMPLIANCE) – FR1112

Degree in Accounting; Has 14 years of accounts related experience - Oversee and process reimbursements, payments and claims, journal adjustments. review monthly balance sheet schedules and debtor aging reports, manage GL, AR, AP and Fixed

Assets for timely closure of accounts, ensure smooth and timely running of all financial accounting matters including Year-End closing.

Last Drawn Salary : SGD 6,500

ACCOUNTANT – FR1113

ACCA; 3 1/2 years of internal & external audit experience + 8 years of finance & accounts related experience; has experience in full set of accounts, monthly and year end closing of accounts and taxation, bank reconciliation, ensure internal controls are in place and review their effectiveness, GST reporting & etc.

Last Drawn Salary : SGD 4,800

F&A SUPERVISOR (BUSINESS PLANNING) – FR1114

Bachelor in Accounting & Finance; 9 years of finance related experience; Specializes in Variance Analysis, costing and P&L forecasting activities, supports the annual business planning process on all revenue, expenses and profitability for the Asia Region. Besides, also prepare of monthly financial deck for management meetings, enhancement / Automation of monthly financial reports, monthly financial results analysis.

Last Drawn Salary : SGD 4,300

GROUP FINANCE MANAGER – FR1115

Bachelor Degree in Accounting and Finance; ACCA; 1/2 years audit experience + 3 1/2 years finance & accounts experience. Has experience in handling consolidation, planning and setup of reporting, billing and invoicing system for online/ offline subsidiaries, Internal control reviews. Also handle AR/AP/GL, Competitor analysis and forecast, regional financial planning and analysis.

Last Drawn Salary : SGD 7,000

SENIOR ACCOUNTING MANAGER – FR1116

Bachelor Degree in Accounting, ACCA ; More than 10 years of working experiences in financial reporting and bookkeeping, which cover industries like Property and real estate, shipping, logistics etc. Has experience in handling Group consolidation and corporate reporting. Besides, has been leading a team of Consolidation staff, Banking staff and General Ledger staff in performing companies' bookkeeping and Group consolidation, as well as management reporting.

Last Drawn Salary : SGD 7,000

ASSISTANT ACCOUNTS & ADMIN MANAGER – FR1121

ACCA level 2; 10 years of accounting & finance related experience; Handle full spectrum of accounting and finance functions, including month-end closing, forecasting and budgeting, taxation and cash flow management as well as preparation of timely and accurate management and statutory reporting. Besides, also has exposure in consolidating of subsidiary accounts for financial reporting. Software skills: SAP System, Lotus Notes, Hyperion, Peachtree Accounting System, Leap Accounting Software, Timesoft Payroll Software, SME Payroll Software,

Last Drawn Salary : SGD 4, 800

ENGINEERING

FIELD SERVICE ENGINEER (SINGAPORE) – JW1109

Diploma in Mechanical Engineering. Provide professional service and support for customers by performing field service installation, start-ups & commissioning, repairs and equipment maintenance within the guidelines and will follow the established procedures. Possess technical "Hands on" experience with hydraulics, pneumatics, AC/DC centrifugal/screw compressor and motor control, VFD's, Pump Systems. Good knowledge in Building Management Systems(BMS)
1-month notice.

Last Drawn Salary: SGD2,000

SENIOR FIELD APPLICATION ENGINEER (SINGAPORE) – JW1113

Degree in Physics. And Application lead for Building automation focusing on smart LED driver. Responsibility on understanding smart LED driver's applications and derive system and product requirements for the micro-controllers. System level worldwide design-in support, product training at customer and FAE sites. Good knowledge in e-meter segment, BLDC, SMPS, industrial and computing segments. Immediate available.

Last Drawn Salary: SGD6,000

FPGA DESIGN ENGINEER (SINGAPORE) – JW1114

Bachelor Degree of Science (Microelectronics with Automatic Control) and certified in Advance FPGA Implementation, Xilinx Training Course, Merit. About 10 years' time in RTL Design, C to RTL Design, Design Verification, FPGA Emulation, Place & Route, Physical Verification. Involved company major projects. 1-month notice.

Last Drawn Salary: SGD4,200

SERVICE MANAGER (SINGAPORE) – JW1117

Diploma in Computer Science/Information Technology. Having more than 10 years of various engineering service experiences. Products handling are Domestic & Commercial Home Kitchen Appliances. Another job duty is providing total solution on IT infrastructure and technology. Monitor 20 technicians for Kitchen Equipment Service Management.
1-month notice.

Last Drawn Salary: SGD5,000

TECHNICAL SPECIALIST (SINGAPORE) – JW1121

Degree in Electrical & electronic Engineering. Carry out Preventive & Corrective Maintenance in accordance to the Standard Operating Procedures and Work Instructions. Check and verify the schematic drawing that handover from sales department to our technical department. Keep track on site progress and liaise with project coordinator when is the best timing for delivery. 1-month notice.

Last Drawn Salary: SGD2,500

ETC.

SENIOR QUANTITY SURVEYOR (SINGAPORE) – JW1105

Degree in Construction Management. More than 3 years of working experience in Quantity Surveyor & product sales. Dealing with public projects such as HDB Residential and dealing with Private projects such as Condominium, mixed development etc. Currently working as a Senior Facilities Executive, ensuring that facilities meet government regulations and environmental, health and security standards Seeking a QS role now. Familiar with contracts such as PSSCOC, SIA, JTC. 1-month notice.

Last Drawn Salary: SGD4,000

SENIOR QUANTITY SURVEYOR (SINGAPORE) – JW1106

Degree in Construction Management. More than 9 years of working experience in Quantity Surveyor role. Possess the experience in both public and private projects using PSSCOC and SIA Form of Contracts. Project experience includes estimating, procurement and tender analysis, logistic arrangement, cash flow planning, labour force planning and project planning. 1-month notice.

Last Drawn Salary: SGD5,000

EXECUTIVE QUANTITY SURVEYOR (SINGAPORE) – JW1110

Degree in Quantity Surveying. Possess about 7 years of working experience in QS role. Familiar with Public Sector Standard Conditions of Contract, Bills of Quantities and tender documents preparation, contract documents preparation, interim payment recommendation, etc. A comprehensive involvement in all stages of projects from inception to completion with extensive experience working with Clients and Consultants in feasibility studies, procurement advice, Tender evaluation and Award, preparation of Cost Plan as well as Contract administration and management of Contractors' claims and finalization of projects accounts. 1-month notice.

Last Drawn Salary: SGD5,000

SENIOR QUANTITY SURVEYOR (SINGAPORE) – JW1111

Master Degree in Construction Project Management. Experienced in PSSCOC, SIA, PAM, etc. 8 years Involving in post-tender stage include the assessing to the monthly progress claims, assessing the variation orders submission from contractors, preparing monthly cost report, attending site meeting, etc. Assessing sub-contractor monthly progress claim, cost control, variation works orders, contract administration. 2-months' notice.

Last Drawn Salary: SGD4,000

SENIOR CONTRACT EXECUTIVE (SINGAPORE) – JW1115

Bachelor Degree of Property Development/Quantity Surveying. About 5 years of working experience in Quantity Survey role. Responsible for the control of the cost on construction projects, the management and monitoring of the budget, valuations and any contractual matters arising through the course of the project. Specialized in PSSCOC for local projects and FIDIC for overseas projects. 1-month notice.

Last Drawn Salary: SGD4,500

HUMAN RESOURCES

SENIOR EXECUTIVE, HR - FR1101

Bachelor of Business in Business; Has 3 years HR related experience - HR business partner ; has some experience in job grading & salary cap only - based on the existing table.

Last Drawn Salary: SGD 3,500

SENIOR HR EXECUTIVE – FR1117

Diploma in Business Administration; 8 years of HR related experience – work pass application, payroll, leave administration, compensation & benefits, recruitment, training & development, as well as other admin related duties. Has exposure in SAP, Adobe Illustrator, Freehand, Quickbooks, PayMaster, Paysonnel HRIS

Last Drawn Salary : SGD 3,600

HUMAN RESOURCE & ADMIN EXECUTIVE – FR1118

Bachelor Degree in Business Administration; 4-5 years of HR & Admin related experience. Handling full spectrum of HR function including recruitment, training, payroll administration, performance management, employee relations and compensation and benefits.

Last Drawn Salary : SGD 3,600

HR EXECUTIVE – FR1119

Diploma In Business And Human Resource Management; Around 10 Years of HR & Admin Experience In various Industry (Manufacturing, Ship Management, Audit, Mobile Game Publishing & Etc). Has experience In handling full spectrum of HR function: recruitment, on boarding, motivation, evaluation and recognition, payroll & Etc.

Last Drawn Salary : SGD 3, 500

HUMAN RESOURCE MANAGER (REGIONAL) – FR1120

Double Diploma in Business Administration & Private Secretary; 18 years of HR & Admin related experience. Has experience in preparing of monthly management report, HR Report, and payroll report, annual budget reporting, on-boarding and off-boarding, exit interview, tax clearance, team bonding activities, retention and talent management, grievances handling, work pass matters, insurance management, internship arrangements, reviewing of compensation and benefits, payroll computation and CPF submission, NS Claim submission, manpower surveys, due diligence, overseas employee management and etc.

Last Drawn Salary : SGD 7, 500

HR MANAGER – FR1121

Bachelor Degree in Biz Analytics & Graduate diploma in Human Resource Management; 15 years of full spectrum HR exposure in Ministries, SME, MNC Manufacturing and trading industry.

Last Drawn Salary : SGD 6, 300

Manager, Human Capital Development – FR1123

Graduate Diploma in Personnel Management; 16 years of HR related experience; has experience in handling Recruitment & Selection, Compensation & Benefits, induction and etc. Besides, also has experience in providing secretarial support to Vice President & GM. Has exposure in SAP HR.

Last Drawn Salary : SGD 5, 500

ADMINISTRATION & HUMAN RESOURCE MANAGER – FR1124

Degree in Business Administration (Majoring in Marketing), 10 years of HR & admin related experience; Handling of Expat relocation to Singapore in terms of housing, EP Application, payroll, Tax Matters and CPF. Besides, also has experience in drafting of Employee Handbook & Policies.

Last Drawn Salary : SGD 6,800

MANAGER, COMPENSATION & BENEFITS – FR1125

Bachelor of Business Administration; 10 years HR related experience - mainly in payroll, compensation & benefits. Has experience in salary benchmarking, annual performance, annual increment, staff insurance, Policies & Reporting. Also, has experience in overseeing a team C&B Executives for payroll matters.

Last Drawn Salary : SGD 7,300

HR BUSINESS PARTNER – FR1126

Bachelor of Commerce in Human Resource Management and Management; 4 1/2 years of HR related experience- mainly focus on recruitment & selection, draft job description, conduct orientation for new hires, apply, issue, renew and cancel of Employment Pass/ S pass / LTVP, conduct exit interview & etc.

Last Drawn Salary : SGD 3,300

TRAINING CONSULTANT – FR1127

Bachelor of Science in Management & ACTA certified; 13 years of HR related experience; Has solid experience in training - prepare and conduct training programs, conduct (WSQ) courses and assessments, conduct Training Needs Analysis. Besides, also select, train and certify designated trainers as well as source for external training service providers to conduct new programs which meet the needs of the employees. In addition, has experience in handling full spectrum of HR activities which includes training, recruitment, compensation and benefits, and other HR administrative duties.

Last Drawn Salary : SGD 5,500

HR MANAGER – FR1128

Bachelor Degree in Business Studies; 16 years of full spectrum HR experience - involved in recruitment & selection, payroll, training, performance appraisal & etc. Besides, also develop and implemented all HR policies and procedures to support business operations, resolve complex employment issues pertaining to salary, compensation & benefits, manage and handle incoming expatriates (EP application, relocation & settlement formalities).

Last Drawn Salary : SGD 7,000

IT – INFORMATION TECHNOLOGY

SOFTWARE DEVELOPER (SINGAPORE) – JW1101

Bachelor of Information Management & Information System. More than 11 years of software programmer experience. Key competencies are C# .NET, C++/STL/Boost library under both Linux and Windows environment; NoSQL, MongoDB; Database design, etc. Possess Project Management Professional Certification(PMP) and Certified Scrum Master(CSM).
1 month notice.

Last Drawn Salary: SGD6,000

SOFTWARE DEVELOPER (SINGAPORE) – JW1102

Double Degree in Computer Science and Psychology. More than 10 years of experience in software development across various platforms (including Win-forms application, Windows services, ASP.NET web applications and mobile device applications) on Microsoft's .NET platform using C#. Possess most of the Microsoft Certifications.
1-month notice.

Last Drawn Salary: SGD5,500

SENIOR SOFTWARE DEVELOPER (SINGAPORE) – JW1107

Master's Degree in Science & Technology Information Technology - NUS. More than 6 years of working experience in software developing. Providing software solutions and customizations for client's point of sales systems. Using a wide range of languages such as Perl, java, C and shell scripts, on a Linux environment. Participated in the development and maintenance of an online Risk Management system for a financial institution using JAVA. Always looking for efficient ways, such as tools and design patterns, to help in software development. 1-month notice.

Last Drawn Salary: SGD6,000

SENIOR EXECUTIVE, SAP (SINGAPORE) – WR1111

Master of Science in International Business. Systems supported include SAP (SD, MM), CRM and Web Ordering Portal. Familiar with analyzing change requests from the business, collation of requirements and determination of the appropriate method for resolution. Responsible for providing Level 1 support for the business and providing training and refresher sessions for the business. Perform UAT and mediation between the business and external consultants.

Last Drawn Salary: SGD4,450

PROJECT SUPPORT ANALYST (SINGAPORE) – WR1112

Masters in Business. Versatile technology professional with banking operations experience. Work closely with support / product managers to ensure requirements from the business are met, and developed for new services / enhancements. Knowledge of Visual Basic, VBS, Python and C. Cisco Certified Network Associate. Project oversight of both local and remote users, supporting hundreds of users. Exposure to call center environment

Last Drawn Salary: SGD4,000

SENIOR CONSULTANT (SINGAPORE) – WR1113

Bachelor of Science in Information Systems Management. More than 4 years of experience with good knowledge of business intelligence life-cycle activities. Involved in business requirement gathering, analysis & design, data architecture and modeling, data migration, front-end development, testing and user verification activities. Worked extensively using Oracle and Informatica for data warehousing development. Involved in application design & analysis for a BI project

Last Drawn Salary: SGD4,000

DATA CENTER ENGINEER (SINGAPORE) – WR1114

More than 8 years of experience in IT support. Handling of customers, contractors and vendors for site visits and deliveries to data centre. Monitor visitor management, access control and CCTV systems to ensure compliance to security processes. Monitor data centre safe and critical environment. Handle tape backups, tape rotation and offsite storage. Various Microsoft Certifications

Last Drawn Salary: SGD3,700

CYBER SECURITY CONSULTANT (SINGAPORE) – WR1115

Bachelor of Computing and Business. Business continuity and IT Risk professional with more than 6 years of experience in banking and financial services industry. Experience with Management of Business Continuity and Disaster Recover programs. Management of IT Audits as well as IT Risk Management and Business Process improvement initiatives. Familiar with handling of IT Incident Management, change management and project management of IT initiatives of the business

Last Drawn Salary: SGD7,500

SALES/MARKETING

SENIOR SALES ENGINEER (SINGAPORE) – JW1103

Degree in Material Science Engineering, NTU. About 4 years of HVAC sales experience. Achieved top sales in the Solution Business department for FY 2013 & 2014. Understanding the various types of air-conditioning systems and providing a solution-based service. Managing key accounts for commercial & residential customers. 1-month notice.

Last Drawn Salary: SGD4,000

REGIONAL SALES ENGINEER (SINGAPORE) – JW1104

Degree in Mechanical Engineering and specialized in Systems Engineering and Supply Chain Management, NTU. About 2 years of HVAC regional sales experience. Provide technical sales support for Thailand and Vietnam market which includes technical presentations to customers and sales training presentation. Managing and monitoring sales affiliates sales report, which includes budgeting and forecasting of project enquiries, analysis of loss job projects, competitor's information and new developments. 1-month notice.

Last Drawn Salary: SGD4,000

SENIOR SALES ENGINEER (SINGAPORE) – JW1116

Diploma in Mechanical Engineering. Having more than 10 years of various engineering sales experiences. Handle domestic rental sales for Power and Temperature Control Generators, Chillers, Air Handlers, Pumps, Air-Conditioners, etc. Organizing events, promotion and road shows. Good in sales forecasting and planning. 1-month notice.

Last Drawn Salary: SGD4,000

TERRITORY MANAGER (SINGAPORE) – JW1118

Degree in Engineering (Mechatronic/Electromechanical). Partner with customers in an assigned territory, providing customer service and solutions for all cleaning and sanitation needs. Develop and enhance relationships with customers. Utilize problem solving & troubleshooting skills to install and maintain dispensing system. 1-month notice.

Last Drawn Salary: SGD3,500

TECHNICAL SALES MANAGER (SINGAPORE) – JW1119

Double Diploma in Engineering & Marketing. Take the role of marketing hydraulic system, related equipment and services to existing and prospective on/offshore clientele. Experienced in selling electric motor, overseeing motor sales, technical and logistic aspects for big scale projects, PUB pumping stations. Good Sales record achievements. 1-month notice.

Last Drawn Salary: SGD4,000

SALES ACCOUNT MANAGER (SINGAPORE) – JW1120

Degree in Electrical & electronic Engineering. Dealing with Oil & Gas, refineries, petrochemicals, fine chemicals. Pulp & Paper, food processing, palm oil, pharmaceutical companies. Responsible for regional sales, working closely with country offices APAC to visit customers and secure orders. Introduce company's services solutions for obsolete products, eg. Retrofit solutions for LV and MV ACB, VCB, GCB and protection relays to customers. 1-month notice.

Last Drawn Salary: SGD5,000

SALES AND MARKETING EXECUTIVE (SINGAPORE) – JW1122

Diploma in Electrical & electronic Engineering. Familiar with solder material products (Solderbar / Solderwire / Solderpaste / Chemicals – Liquid fluxes & Cleaning solvents etc) through direct sales channel & distribution channels. Penetrate direct into local hardware trading center & to develop dealers / agent / distributors to expand brand exposure & market shares locally. Manage sales of semiconductor IC components – Passive & Active components to direct electronic manufacturing sub-contractors. 1-month notice.

Last Drawn Salary: SGD3,200

BUSINESS DEVELOPMENT MANAGER (SINGAPORE) – WR1101

Bachelor of Science with Honors, NUS. Property Management experience New customer acquisition through GeBIZ and State Property Information Online postings. Experience with preparation of tenders and cost estimation. Familiar with building works, electrical, sanitary, plumbing, pest control, landscaping and fire protection systems. Strong corporate relationships with key term contractors. Fluent in English and Mandarin

Last Drawn Salary: SGD4,000

ACCOUNT MANAGER (SINGAPORE) – WR1103

Postgraduate Certificate. Bachelor's Degree in Mechanical and Aerospace Engineering from NTU. Sales experience in the training industry. Manage a mix of both small and large enterprise accounts, conducting sales presentations, negotiation of business deals and following up of opportunities. Perform training needs analysis and proposal of a wide range of training solutions from IT, soft skills, safety, health, environmental and quality courses. Excellent interpersonal and communication skills

Last Drawn Salary: SGD4,500

SALES DIRECTOR (SINGAPORE) – WR1104

Currently pursuing MBA. Responsible for recruiting international students for the institute's programs. Oversee a team of Senior Sales Managers in various locations, developing new initiatives and execution of marketing and sales activities to achieve sales goals. Coordination with academia to develop more relevant programs for target markets and organized seminars with various overseas institutions to increase take up rate for programs. Fluent in English and Mandarin with sales exposure to China, Taiwan, Korea and South East Asian countries

Last Drawn Salary: SGD6,000

PRODUCT MANAGER (SINGAPORE) – WR1105

Bachelor's Degree in Electrical and Electronics Engineering. Strong product marketing background with strong knowledge of suppliers products, with consideration of both technical and cost requirements. Proven track record of delivering optimal results, maximizing margins. Responsible for new customer acquisition across Asean. Promote and present Release-To-Market products / portfolios / services to sales and customers. Work closely with sales and suppliers to grow strategic customers.

Last Drawn Salary: SGD5,500

MANAGER, NEW BUSINESS (SINGAPORE) – WR1106

Bachelor of Science Honors in Business Computing. Exposure to applications, hardware, professional services and IT Security product sales via both direct and channels. Experience in conducting market analysis, marketing plans, channel activities/planning, forecasting and managing the product life cycle. Currently involved in new solution roll out, growing the number of channel partners. Work closely with channels to convert competitors via programs and incentives. Responsible for training of consultants from both a sales and technical perspective

Last Drawn Salary: SGD5,200

CLIENT RELATIONSHIP MANAGER (SINGAPORE) – WR1107

Bachelor of Science in Banking and Finance. Experience with Solution Sales to the Banking Industry. Managing a frontline functional and technical role for customer enquiries. Manage both local and international clients, establishing customer relationships and serving as the first escalation point for customers. Strong focus on account expansion and revenue generation of existing customers. Fluent in English, Mandarin and Cantonese

Last Drawn Salary: SGD8,000

SENIOR SALES ENGINEER (SINGAPORE) – WR1108

Diploma in Mechanical Engineering. Professional sales and consultative executive with strong knowledge of designing miniature flow control components for system improvements and advancements. Industries covered include oil & gas, aerospace, inkjet printing and medical devices. Provision of technical consulting services to clients and spearheaded design capabilities for new products. Work closely with product management teams and currently cover the markets of Singapore and Malaysia.

Last Drawn Salary: SGD4,500

BUSINESS DEVELOPMENT EXECUTIVE (SINGAPORE) – WR1109

Bachelor's Degree in Business. Experience with managing a team, creating designs and production of apparels and accessories. Creation of product marketing collaterals with language translation for regional sales usage. Develop and drive 360-degree marketing campaigns which include ATL, BTL and TTL marketing, social media marketing, EDM and Public Relations. Forged new relationships with leading accessory manufacturers and supported strong growth of brand in various countries

Last Drawn Salary: SGD5,000

SALES MANAGER, ASEAN (SINGAPORE) – WR1110

Bachelor's Degree in Science. Strong experience in the automotive industry. Manage the Business Unit servicing the ASEAN market, managing a team size of >10. Strong capability in identifying market trends, competitor analysis and market analysis for company's services. Manage the sales turnover and product management of the business unit. Experience servicing clients in South East Asia market, managing and growing channels

Last Drawn Salary: SGD5,000

SUPPLY CHAIN

SUPPLY CHAIN COORDINATOR (SINGAPORE) – JW1108

Degree of International Business Management. Has worked in Supply Chain industry about 3 years in Singapore market. Hands on experience in export/ import procedures. Familiar with Letter of Credit process. Experience in ordering and shipping management. Managing major client accounts of the company and establish a very good client relationship. 1-month notice.

Last Drawn Salary: SGD2,800

LOGISTIC COORDINATOR (SINGAPORE) – JW1112

Degree in Business with Logistics and Supply Chain Management. 2 years plus in handling and liaising with multinational(s) corporate account; prepare and handling shipping documentations & Letter of Credits (both import & export); Ensure compliance with customer's Standard Operating Procedures & department complies with company's KPIs; and oversees a team of Assistants. 1-month notice.

Last Drawn Salary: SGD2,600