

timesletter

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TRENDS IN
RECRUITING
SENIOR
STAFF

Trends in recruiting senior staff.

Senior staff are person who responsible for key positions in departments of a company. In multinational corporations or large-scale companies, organizational structure of each department is explicitly configured. Depending on the size of each company, the quantity of managers may increase or decreases. But considering the overall number of employees of companies, the quantity of managers only accounts for about 10-15% and not less than half of those have managed and directly participated in strategy development of the company.

In recent years, there have many requisition come in recruiting for senior staff. If this continue, we could predict there will be in-balance in supply and demand. Furthermore, education and training systems have not meet requirements of social development. Background and skills of candidates for senior positions have not met requirements of employers, especially in foreign investment sector. That's the reason why scarcity or personnel management in terms of both quantity and quality is easy to understand, especially for a country being on the path of integration.

Unemployment of low skill level of employees is not related to the scarcity of talent. Evenly, the countries with high unemployment rate are going into situation of serious lack of skilled staff.

That's the chronic disease of global nature.

Businesses need to do something to attract people who have knowledge and ability to undertake the work. In this situation, the victor in the war for talent is the one who is able to set for themselves the right steps to attract talent and retain them.

Companies specialize in providing executive search service only perform the function of collecting a suitable database of candidates. They map out candidates available in database with urgent requirements of business in finding key staff resource. Beside, an internal HR professional of business can only take on the responsibility of assisting the board of management to select the appropriate headhunters and maintain the contact between the company and the candidates. Gradually, executive search trend of headhunting companies has shifted towards actively search to help talent recruitment become more effective.

Now days, the company which has large demand for human resources is often interested in finding skilled professionals in the field of



executive search and assign them hunting task, even adopting entice policies to have candidates from rival companies.

There is no definite ways for businesses to attract and retain in where there is a rela shortage of senior staff. Enterprises must clearly define their expectations and strategic HR issues, especially senior management who will run the business.

Business need to understand the local factors. Define a recruitment strategy for each position is the key, build from internal, borrow from external forces for short terms plans or outsource for an important position. With special positions, difficult to recruit, such as research and development, the candidate potentials should been trained abroad before the company implemented a localization strategy.

Today most companies have policies to nurture the available talent and maximum boost resources, leverage the strengths of employees, ensure cultural appropriateness and minimize risks in recruiting, training and developing the wrong person.

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Potential Candidates

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CENTRAL REGION

ACCOUNTING/FINANCE

FINANCE MANAGER, INTERNAL CONTROLS (PUCHONG) - ML0602

Early-30's, FCCA member with around 8 years of working experience in general accounting and audit field in shared services, manufacturing and auditing. Has around 2 years of experience as a Team Lead in Record-to-Report function with a shared service. Was leading 2 subordinates, reporting to Assistant Manager, Record to Report, and exposed to reconciling GL/bank and intercompany matching. Recently experienced in setting up a shared-service-like operation locally as an individual contributor in charge of Internal Control. Previously has experience in overseeing full-set accounting. Familiar user of SAP, experienced in process improvements.

Expected Salary: RM7,500

SENIOR FINANCE ANALYST (SERI KEMBANGAN) - ML0603

Late-20's, with a Bachelor of Commerce, majoring in Accounting and completing final ACCA. Around 6 years of working experience. 3.5 years in finance roles in shared services, as well as 2 earlier years in external auditing. Responsible for financial accounting such as financial statements, profit and loss, balance sheet, cash flow, data variance of intercompany and external transaction, accruals, etc. Unofficially leading a team of 2 juniors, directly consolidating their reports and overseeing their tasks. Overseeing Australian region and was reporting to Finance Manager. Experienced in system implementation and project migrations. Familiar user of SAP, experienced in simplification and process improvements. Possess good communication skills.

Expected Salary: RM7,000

SENIOR EXECUTIVE, COST ACCOUNTING (KUALA LUMPUR) - SL0601

Bachelor Degree in Finance. Early 30's with total of 8 years working experience in various roles and industries. Experienced in product costings, full set of accounts, P&L reporting, month end closings, budgeting & forecasting, as well as preparing cost reports. Familiar with providing statistical figures and reconciliations of CO-PA. Proficient in SAP accounting system.

Expected Salary: RM6,200

SENIOR ACCOUNT EXECUTIVE (KLANG VALLEY) - BY0601

Advance Diploma in Accounting. Early 30's with more than 10 years in handling full set of accounts, with experience in guiding and leading 2 Junior Account Executives. Proficient in UBS & Autocount. Previously has experience in overseeing full-set accounting.

Expected Salary: RM7,000

SENIOR ACCOUNT EXECUTIVE (KLANG VALLEY) - BY0602

Diploma in Finance & Accountancy, with qualification in LCCI. Late 30's with 15 years plus of accounting experience, including more than 10 years of experience in handling full set of accounts. Proficient in using SAP, UBS, MYOB. Act as a Team Lead, managing 1 Junior Account Executive, involving in financial report preparation, GL, AP, AR, taxation, GST, etc.

Expected Salary: RM6,000

SENIOR ACCOUNT EXECUTIVE (KLANG VALLEY) - BY0603

Diploma in Finance & Accountancy, with qualification in LCCI. Mid 30's with 13.5 years of accounting experience, including approximately 7 years of experience handling full set of accounts. Proficient in using SQL, UBS & SAP accounting system. Current position responsible for financial account transaction in business division, handling GL, AP, AR, taxation, internal auditing and GST. Work in a team of 3, guiding and supervise 2 junior team members.

Expected Salary: RM5,800

TEAM LEADER, BILLING (KLANG VALLEY) - TK0602

Diploma in Accountancy, Finalist ACCA (passed 10 papers out of 11 papers). Early 30's with 7.5 years of billing experience in shared service center, with 4.5 years of people management experience. Managing a billing team of 40 members together with 2 other team leads. Familiar with system Oracle JDE, SAP, Oracle Duty Billing System.

Expected Salary: RM5,800

ASSISTANT TEAM LEAD, ACCOUNTS PAYABLE (KLANG VALLEY) - TK0603

Bachelor of Accounting. Late 30's with 11 years of accounting experience, including 7.5 years of people management experience in shared service center. Managed an invoicing team of 9 members. Hands on experience for SAP accounts payable function.

Expected Salary: RM7,000

BILLING ANALYST (KLANG VALLEY) - TK0604

Bachelor in Business Administration. Late 20's with 4.5 years of billing experience in a shared service center. Proficient in operating system such as Open Office and good with UBS Computerized Accounting (Practical), SPSS, IBM Personal Communications tools, Cognos, SQL/Hyperion and ERP System (Workday). Available immediately.

Expected Salary: RM3,500

ADVISORY FULFILLMENT ADMINISTRATOR (KLANG VALLEY) - TK0605

BA (Hons) in Business Management. Mid 20's with close to 3 years of billing experience in shared service center. Acquired software skills and knowledge such as Lotus Notes, IBM Personal Communications (blackscreens) and Hyperion. Available immediately.

Expected Salary: RM3,500

SENIOR ACCOUNTS EXECUTIVE (KUALA LUMPUR) – PH0602

Diploma in Accounting. Late 30's with total of 15 years of solid working experience in accounting field. Currently attach with a logistic company to handle company full set of accounts, analyzed P&L, prepare yearly tax submission and also in-charge of company HR & Admin task – recruitment, payroll and office administration.

Expected Salary: RM5,000

SENIOR TAX CONSULTANT (PETALING JAYA) – PH0603

ACCA qualification. Mid 20's with 4 years of working experience as Tax Consultant in Big 4. Currently servicing Singapore, Hong Kong and New Zealand's clients on all tax matters. Good knowledge in tax equalization calculation and also a Team Leader to company new recruit. Provide coaching, induction and conduct training.

Expected Salary: RM4,500

SENIOR TAX ASSOCIATE (SUBANG JAYA) – PH0605

ACCA qualification. Mid 20's with 3 years of working experience, 1 ½ years working in corporate account field and latest 1 ½ years in an audit firm as Tax Associate. Able to handle partial accounts and GST implementation. Conduct training, consultation and GST implementation to the company's client.

Expected Salary: RM4,500

TAX ASSISTANT MANAGER (KLANG VALLEY) – MM0601

Bachelor Degree in Accounting and a certified MIA. Late 30's with 10 years of total working experience from various type of industries. Strong experienced in taxation, corporate tax, treasury, audit, tax computation, GL and etc. Good understanding in of Malaysian Income Tax Law and Regulations and taxation principles.

Expected Salary: RM7,500

TAX ASSISTANT MANAGER (KLANG VALLEY) – MM0602

Advanced Diploma in Financial Accounting and certified ACCA. Late 20's with 5 years of total working experience mostly from taxation firms' exposure. Experienced in corporate & personal tax, tax computation, tax planning, GST and etc. Good understanding in of Malaysian Income Tax Law and Regulations and taxation principles. Able to use SPC tax system, Bizz tax system, Superior Tax Software, Office Automation, Autocount Accounting Software, LCCL- Level 2 Certificate in Computer, Audit Express Professional Audit Module, UBS Accounting Skill Program (UASP) and MS Office Package as well.

Expected Salary: RM6,500

ACCOUNT PAYABLE TECHNICIAN (KUALA LUMPUR) – SC0604

Degree in Finance with Multimedia. Late 20's with more than 2 years of working experience in account payable function with a shared services center. Supporting North America, Europe and Asia country to verify and ensure the documents contain sufficient coding and approval information, as well as resolve the invoice processing problems. Familiar with SAP system. Averagely processes 100 invoices per day. Good communication skills.

Expected Salary: RM4,000

P2P SENIOR ANALYST (PETALING JAYA) – SC0605

Diploma in Accounting. Mid 20's with more than 6 years of working experience in account payable function. Responsible to ensure all invoices and payments are paid on time, handle employees' claims, and carry out AP month end closing activities. Besides, support team leader in reviewing compliance to key control. Good communication skills.

Expected Salary: RM4,500

SENIOR TREASURY SPECIALIST (KLANG VALLEY) – SK0602

MBA. Early 30's with more than 8.5 years of working experience within finance function, of which more than half of the time in Cash Management and Treasury. Hands on experience in cash flow forecasting for entity and projects' operations. Tasked in cash allocation for payments, fund placements for investments and FX dealing on daily basis, using Oracle ERP in current company. With experience in SAP Cash Management (CM) too.

Expected Salary: RM6,800

SENIOR TREASURY SPECIALIST (KLANG VALLEY) – SK0603

Bachelor Degree in Accounting. Early 30's with more than 11 years of working experience within finance function, involved in Treasury function since 2010. Hands on experience in cash flow forecasting for the group by studying and analyzing payment pattern to vendor, and AR collections behavior in maintaining the optimum cash holding. Also, tasked with cash management by maintaining financial standing, i.e. managing cash surplus or shortage. Handled money market financing too (rapport placement). Reports directly to Financial Controller and exposed to in-house ERP system.

Expected Salary: RM7,300

SENIOR FINANCIAL ANALYST (KLANG VALLEY) – YY0602

Bachelor Degree in Applied Accounting and ACCA certified. Mid 30's with 12 years of working experience, including 8 years in finance and accounting in shared service center and 4 years in external audit with Big 4. Experienced in finance related responsibilities for Australia, New Zealand, Japan and other global regions. Experienced in budget setting, quota setting and deployment, financial analysis and reporting, accounting, etc. Hands-on in SAP system.

Expected Salary: RM15,000

FINANCE MANAGER (KLANG VALLEY) – YY0603

Bachelor Degree in Accounting and Finance, ACCA and MIA certified. Mid 40's with close to 20 years of working experience including 3 years in external audit and 17 years of finance and accounting experience. Currently attached to a multinational foreign currency exchange company, with 4 years of shared service exposure, and 3 years audit exposure in Big 4. Responsible for reporting and analysis, forecasting and budgeting, monthly closing, reconciliation, financial audits, tax computations, etc.

Expected Salary: RM13,000

FINANCE MANAGER (KLANG VALLEY) – YY0604

Bachelor Degree in Accounting and Finance. Late 30's with total 12 years finance and accounting experience mainly in MNC with shared services experience. Possess 3.5 years audit experience in Big 4. Previous 4 years focused in financial reporting and analysis and recent 5 years focuses in outsourced projects while supporting US and European regions. Proficient in SAP, Navision, Audit System 2, ERP (China), MYOB, Sun System, CLS.

Expected Salary: RM16,000

FINANCE MANAGER (KLANG VALLEY) – YY0605

Bachelor Degree in Accounting with CPA and MIA certified. Mid 40's with 15 years of finance experience and 5 years of external audit experience. Total 9 years of manufacturing industry exposure mainly in Japanese, US and European based MNC. With regional experience – Singapore, India, Taiwan, China, Indonesia.

Expected Salary: RM14,000

OPERATION DELIVERY LEAD – RECORD TO REPORT (PETALING JAYA) – CL0601

Bachelor degree in Accounting. Late 30s. More than 15 years of experience in audit and accounting background, with strong analytical skills and broad range of reporting expertise. 12 years of global shared services experiences. Supported APAC, Americas and EMEA region with extensive migration experiences. Demonstrates confident, self-reliant approach in dealings with clients (Regional to Global), stakeholders, co-workers and subordinates of all socioeconomic background. Was leading a team of 30 with 6 direct report (Team leads), reporting to a Director based in UK.

Expected Salary: RM18,000

ADMINISTRATION

ADMIN ASSISTANT / RECEPTIONIST (KLANG VALLEY) – MM0605

Professional Certificate in Secretarial Management. Early 30's with more than 5 years of total working experiences. Experienced in daily clerical/admin tasks, customer relationship, customer service, sales and accounts exposure. Able to use MS office package. Good in dealing with customers, writing email correspondences, handling paper works and liaising with couriers as well.

Expected Salary: RM2,800

PROJECT SECRETARY (WANGSA MAJU) - YP0602

SPM. Early 30's with 13 years of working experience, mainly holding administrative roles and being attached with manufacturing industries. Currently attached with an interior designing company as a Project Secretary who is responsible of coordination task such as liaising with sub-contractors, monitoring operation team, preparing purchase orders, invoices, quotations, appointment arrangements, etc.

Expected Salary: RM3,000

CUSTOMER SERVICE

CALL CENTRE TEAM LEAD (KUALA LUMPUR) – SL0602

Professional Degree in Business Management. Mid 30's with total of 11 years working experience in call center industry. Exposed to banking and insurance industry. Familiar with call center set-up, SLA targets, quality monitoring, as well as management reporting. Experienced supporting Vietnam and Hong Kong counterparts, with maximum of 22 headcounts in a team.

Expected Salary: RM6,500

CALL CENTRE MANAGER (KLANG VALLEY) – SL0603

Sijil Pelajaran Malaysia. Mid 30's with total of 11 years working experience in customer service background. Exposed to supporting Singapore, Australia and South Africa counterparts. Familiar with call centers' SLAs, talent acquisition, streamlining SOPs, standardizing scorecards, as well as continuous efforts and implementations in improving efficiencies. Proficient in COPC standards.

Expected Salary: RM9,000

CUSTOMER SERVICE ENGINEER (PETALING JAYA) – IT0603

Diploma in Computer Science/IT. Mid 20's with total of 3 years working experience in IT helpdesk industry supporting both nationwide and international calls. Exposed to oil and gas industry. Familiar with call center set-up, experience with client connectivity, antivirus, Microsoft Windows, and various PC hardware and peripherals.

Expected Salary: RM2,800

TEAM HEAD CONTACT CENTRE (KLANG VALLEY) – MC0603

Diploma in Marketing. Mid 40's with over 20 years of working experience mainly in BPO and banking industry with 10 years of working experience as a Head of Contact Centre. He reports direct to Assistant Vice President and CEO, and managing overall 250 inbound Customer Relation Officers, excluding 5 Supervisors (Team Leaders), 4 Assistant Managers (Operations Manager) and 3 Managers (Senior Operations Manager). Hands on experience in monitoring and conducting training and coaching to all agents and managers on productivity and on call quality control. Familiar with KYC, team management, team leadership, team building, leadership and management skills.

Expected Salary: RM10,000

TEAM HEAD CONTACT CENTRE (KLANG VALLEY) – MC0604

Diploma in Hotel Management. Late 20's with 9 years of experience working in BPO which inclusive of 5 years of experience in managerial level. Report direct to Director of Operations and overseeing 13 Team Leaders with 13 CS agent each team, 1 admin and 3 floor walkers that reports directly to. Experience in project management, managing off-shore centers, coaching and contact centers management.

Expected Salary: RM10,000

TEAM HEAD CONTACT CENTRE (KLANG VALLEY) – MC0605

SPM and Certified ITIL, PRINCE 2 and Lean Six Sigma. Mid 40's with up to 20 years of experience working in banking and IT varied people and customer experiences. Reporting direct to Country Manager. Overseeing 76 staffs excluding 2 managers, 8 Team Leaders. Experienced in managing resources such as planning, acquiring, developing & governing the team. Good communication skills.

Expected Salary: RM10,000

CONTACT CENTRE ADVISOR (CYBERJAYA) – JY0603

Degree in Human Development and Management. Mid 20's with 2 years of working experience in call centre and telesales industry to resolve products and service problems. Work in business process outsource center, handling customer's enquiries and provide support under Account Payable Team. Supporting mainly Singapore, Hong Kong, follow by Malaysia and Indonesia.

Expected Salary: RM3,200

CUSTOMER SERVICE REPRESENTATIVE (KLANG VALLEY) – JY0604

Diploma in Medical Assistant. Early 20's with nearly 1 year of working experience in customer service, technical support, email or live chat support. Deal and identify the different issues faced by client. Responsible in enhancing product, quality and technical skills. Process orders, forms and applications. Route calls to appropriate resource as well as follow up customer calls where necessary. Document all call information according to SOP.

Expected Salary: RM3,000

ENGINEERING

SENIOR MECHANICAL ENGINEER (TURBINE MAINTENANCE SECTION) (KAJANG)- ML0601

Early 30's, a First Class Degree holder in Mechanical Engineer and a member of Board of Engineers. Close to 5 years of mechanical engineering experience in oil & gas industry. Has hands-on experience in rotating & static equipment in plants as well as offshore EPC projects. Currently a Senior Mechanical Engineer responsible for maintenance and improvements of various coal fired power plant equipment including steam turbines, pumps, heat exchangers, pressure vessels, and other auxiliary equipment. Possess exposure in API standards. Previously a Rotating Equipment Mechanical Consultant specializing in rotating equipment in oil & gas industry. Good communication skills. Flexible for travels and on-call.

Expected Salary: RM7,500

MECHANICAL AUTOMATION DESIGN MANAGER (KLANG VALLEY) – BG0602

Degree in Electronic & Communication Engineering. Late 40's with more than 20 years of working experience. Managing 4 Mechanical Design Engineers. Participating in assembly, installation, operation and troubleshooting of equipment. Managing and executing project based on schedule time frame. Assisting sales department in feed design and presales activities. Providing support on customer site during machine setup and installation. Familiar with Solid Work 3D Model, Solid Design 3D Model, PowerPoint. Maintaining good relationship with customers to achieve long business partnership.

Expected Salary: RM13,000

SENIOR MECHANICAL ENGINEER (KLANG VALLEY) – NH0601

Degree in Mechanical Engineering. Late 20's with more than 7 years of total working experience in manufacturing industry, handling mechanical and maintenance issues for machineries and facilities. Mainly exposed to heavy industries manufacturing and knowledgeable in handling PLC machines.

Expected Salary: RM7,500

FACILITY MANAGER (KLANG VALLEY) – NH0602

Degree in Mechanical Engineering. Mid 40's with more than 20 years of working experience in maintenance and facilities management from manufacturing industry. Responsible for business and operational strategy development as well as assets maintenance strategy and plan. Involved in leading and strategizing HSE compliance programs for the manufacturing plant. Responsible for 42 total headcounts including 5 Engineers, 1 Facility Management Contractor and others.

Expected Salary: RM10,000

QUALITY MANAGER (KLANG VALLEY) – NH0603

Degree in Industrial Technologies. Early 40's with more than 17 years of experience in handling quality management issues from various manufacturing industries mainly supporting automotive customers. An MR representative and Lead Auditor for company and well verse in various quality management tools (ISO 14000 and ISO/TS 16949). Direct working exposure in handling complaints and quality issues with local and international car makers.

Expected Salary: RM8,000

ENGINEERING MANAGER (KUALA LUMPUR) - IT0604

Early 40's, a PhD holder in Chemical Engineering and a member of Board of Engineers. Almost 20 years of experience in oil & gas industry. Currently working as an Engineering Manager managing a team of engineers involved in both greenfield and brownfield work across Malaysia as well as act as a TA for process engineering related matters. Previously working as a Senior Process Engineer in charge of production and operation. Familiar with HAZOP, HAZID, Request for Quotation (RFQ) and Invitation to Bid (ITB). Good communication skills.

Expected Salary: RM45,000

PRODUCTION EXECUTIVE (BATU CAVES) – CH0601

Bachelor's Degree in Industrial Automation and Robotics Technology. Late 20's with close to 5 years of working experience as Production Executive in manufacturing industry. Plan and monitor the packaging materials to meet the production on monthly basis. Focus on logistics and production via liaise with production master planner for production plan.

Expected Salary: RM3,000

PRODUCTION ENGINEER (BATU CAVES) – CH0602

Bachelor's Degree in Petroleum Engineering. Early 30's with 6 years of working experience as Production and Design Engineer in manufacturing industry. Monitor and control production tonnage and costing, identify problem root cause and propose preventive maintenance action. Explore better and cost effective ways for operation to improve productivity.

Expected Salary: RM4,500

ETC.

WORKFORCE MANAGEMENT ANALYST (KLANG VALLEY) – TK0601

Diploma in Electrical Engineering. Late 30's with 10 years of experience in call center environment. 7.5 years of team lead experience, managing more than 6 Service Desk Analysts. 1 year of experience in workforce and real-time management, responsible for scheduling and forecasting of 50 service desk analysts. Available immediately.

Expected Salary: RM6,500

PROCESS IMPROVEMENT MANAGER (KLANG VALLEY) – BC0601

Degree in Computer Science and PMP certified. Aged 40 with over 15 years of experience in IT BPO, service operation & delivery, operational excellence and service improvement, mainly within IT, banking and insurance industries. 4 years plus of experience in process reengineering and project delivery via adopting Lean Six Sigma methodology. Currently reporting to Head of ITSM and managing a team of 6 Analysts.

Expected Salary: RM18,000

PROCESS IMPROVEMENT MANAGER (KLANG VALLEY) – BC0602

Master Degree in Business Administration. Mid 30's with over 5 years of process improvement experience, mainly in banking industry, supporting Thailand, Indonesia, Singapore and Cambodia. Over 5 years of project management experience via adopting Lean Six Sigma methodology, mainly for back-end operations and IT project. Currently reporting to Head of Business Process Reengineering and managing 1 subordinate.

Expected Salary: RM16,000

PROCESS IMPROVEMENT, SENIOR MANAGER (KLANG VALLEY) – BC0603

Professional Diploma in Corporate Admin (MAICSA). Mid 40's with over 5 years of process improvement experience, mainly in IT and shared services environment – global support. Over 5 years of project management experience via adopting Lean Six Sigma. Currently reporting to Group Operations Manager and managing a team of 3 Business Process / CI Analysts. Supporting Head of Shared Services in developing strategy road map for shared services as well.

Expected Salary: RM25,000

QA/QC AND SAFETY MANAGER (SUBANG JAYA) – CH0603

Master of Science in Construction. Early 40's with 10 years of working experience in construction line. Responsible in preparing Project Quality Plan (PQP) and setting up a standard system for site teams to achieve CONQUAS or QCLASSIC score for selected projects. Involved in preparing Project Safety Plan (PSP) and Environmental Management Compliance Plan (EMCP).

Expected Salary: RM7,500

QA/QC MANAGER (PUCHONG) – CH0604

Currently pursuing part time Master's Degree in Integrated Construction Project Management. Mid 30's with more than 7 years of working experience in QA/QC. Coordinate with quality inspections and non-destructive testing on site with all the site sub-contractors and vendors. Monitor the implementation of the approved site QC plan.

Expected Salary: RM7,500

QA/QC MANAGER (BANGI) – CH0605

Bachelor's Degree in Civil Engineering. Early 50's with more than 25 years of working experience as QA/QC managerial role. Lead the QA/QC department in reviewing the drawings, Inspections, preparing the PQP, Method Statements, ITP, RFI, RFI, other documentation and audit. Involved as QA/QC Manager in project level in establishing the quality system, and document control, etc.

Expected Salary: RM12,500

ASSISTANT MANAGER OPERATION (SERI KEMBANGAN)– PM0602

BSc Honours in Accounting and Finance. Early 30's with more than 7 years of working experience. Started off in a Global Data Processing as Global Support Executive to Assistant Manager Operation. Previously involved in local and foreign remittance transaction for Hong Kong region, and currently responsible in financial crime compliance. Experience in executing migration project from Malaysia to India. 4 years of people management experience, managing 30 staffs currently.

Expected Salary: RM6,500

ASSISTANT MANAGER (CHERAS) – PM0603

Diploma in Secretarial. Early 30's with more than 10 years of working experience in insurance and banking industry. Sound knowledge in UAT. Experience in monitoring and performing UAT for GST system and enhancement for 2 in-country system modules in UOB. Involved with system migration and new products operation testing. At least 7 years of leading experience.

Expected Salary: RM7,500

HUMAN RESOURCES

HUMAN RESOURCES ASSISTANT MANAGER (KAJANG) – SC0601

Master Degree in Human Resource. Mid 30's with more than 10 years of human resources experience, in manufacturing and insurance industry. Solid experience in overseeing day to day operation in HR department, managing manpower planning, recruitment & selection process for both local and foreign employees. Besides, in charge for employee grievances deals, provide counselling to employees and supervisors. Good communication skills.

Expected Salary: RM7,000

SENIOR HUMAN RESOURCE EXECUTIVE (BANGI) – SC0602

Degree in Human Resource. Late 30's with more than 10 years of working experience in HR field with manufacturing and FMCG industry. Responsible in handling overall HR function including payroll, compensation & benefits, minor cases of IR and recruitment for whole Malaysia. Managing 3 Executives and 1 Admin Assistant, and reporting to HR Manager and Senior General Manager. Good communication skills.

Expected Salary: RM7,000

SENIOR HR GENERALIST (SERI KEMBANGAN) – SC0603

Degree in Human Resource. Early 30's with close to 10 years of working experience in HR field. Currently working with a manufacturing company and responsible in full spectrum of HR, including recruitment, Compensations & Benefits, IR, ER, and HR administration. Besides, acting as a HR support with 240 Trade Union employees and 110 Management employees, as well as provide assistance and support to HRBP in counselling and resolving employee grievances. Good communication skills.

Expected Salary: RM8,000

ASSISTANT HR MANAGER (PETALING JAYA) – PM0604

Bachelor Degree of Social Science (Hons). Late 20's with more than 5 years of working experience in human resources. Currently an Assistant HR Manager in an engineering and construction company. Experience in handling full spectrum of HR function, including payroll, employees leave and attendance management, benefits and welfare, recruitment, etc. Sound knowledge in using HR2000 – Quick Pay System.

Expected Salary: RM6,000

INFORMATION TECHNOLOGY

TEST MANAGER, SAP (KLANG) - ML0604

Early 40's with a Bachelor Degree in Information Technology. 17 total years of testing experience, with 12 years of test leading experience in an international consulting company, managing a team of 6 to 13 (based on projects). Has 4 years of SAP testing experience while based in a telco client. Mainly specialising in modules OMPA & CRM. Tools used for testing was HPQC & TAC (Test Acceleration Center) and Microsoft Team Foundation Server (TFS) as defect management tool.

Expected Salary: RM12,000

FUNCTIONAL SME (SAP - MM, PM, FI & PS) (PUCHONG) - ML0605

Mid 30's with a Bachelor's Science of Information System Engineering. Has around 10 years in SAP IT consulting experience. Recently moved towards a functional role. Previously has around 4 years of project-based SAP regression testing experience (in manual testing environment) based in a shared service center. Covered SAP modules including SAP MM, PM, FI, BW and BO. Also familiar with ABAP and BI. Tools used for testing was HPQC & Worksoft (assisting regression team for them to build the test script for automation). Experienced in leading a team of 4 Functional Testers. Reports to Lead Tester.

Expected Salary: RM11,000

IT SUPPORT EXECUTIVE (PETALING JAYA) – PH0601

Diploma in Computer Science, mid 20's with total of 4 years of working experience as IT Support Executive. Currently attached with a multinational company as IT Helpdesk Support. Familiar in Level 1 to Level 3 IT support, good in networking, Backup Data, Formatting, Imaging, Installing OS into a new PC especially using Symantec Ghost, Arconis True Image, Clonezilla & Apple DiskCopy.

Expected Salary: RM3,000

IT SECURITY SPECIALIST (PETALING JAYA) – PH0604

Bachelor Degree in Computer Engineering. Early 30's with total of 5 years of working experience as IT Networking Specialist. Possess ITIL V3 certificate. Good in infrastructure management, incident management, IT Security Management and Window Server Administration.

Expected Salary: RM7,000

ASSISTANT SOFTWARE DEVELOPMENT MANAGER (KLANG VALLEY) – BG0607

Bachelor Degree in Computer Science. Early 40's with more than 15 years of working experience in IT industry. Experienced in maintain website and SEO system, using ASP.NET, C#, JavaScript, and CSS programming language. Familiar with MS SQL Server, MySQL database, MVC 5, crystal report, SSRS. Knowledge in using PHP coding for debugging, enhancement and maintaining.

Expected Salary: RM8,500

SAP SUPPORT SPECIALIST (KLANG VALLEY) – SK0601

Bachelor's Degree in Human Resource Management. Early 30's with more than 9 years of working experience, began as customer service / call centre agent for BPO, moved to SAP helpdesk support for IT consulting and commercial firm in May 2011. Solid experience in SAP application support of SD module – Order to Cash (OTC). Specialized in SAP Tables, Fields, ABAP Query: Simple reports, and Debugging. Having broad knowledge in SAP application, with experience in using/supporting other modules (FICO, PTP, MM, S&A, Basis, etc) too.

Expected Salary: RM5,500

IT PROJECT MANAGER (KLANG VALLEY) – SK0604

Master of Information System. Early 30's with more than 8 years of working experience in IT industry, currently titled Project Manager with IT house specialized in financial services industry. Hands on managing software development and practiced SDLC methodology in project management, from business requirements gathering to scheduling and man-day arrangement, up to Pre-post support. Pursuing PMP certification.

Expected Salary: RM8,300

SOFTWARE DEVELOPER (KLANG VALLEY) – SK0605

Bachelor in Mechatronic Engineering. Mid 20's with 2 years of software developing experience in an IT house. Hands on experience in developing automation systems for industrial machines, for both Programmable Logic Control (PLC) and PC. Proficient with C/C++, Matlab, Microsoft Visual Studio, Pro-Engineer/Creo, PIC, Java, Pspice, Keyence (Vision), Vision Pro, PLC.

Expected Salary: RM8,300

SOLUTION DELIVERY MANAGER (KLANG VALLEY) – CL0602

Bachelor Degree in Computing. Late 30s. Total 17 years of Java application development and delivery exposure of various environment of both vendor based and In house – Shared Services. Was leading the Java Technical team of 6 members by providing technical design, construction and delivery of Service Maintenance Releases and Projects. Practicing agile development methodology, SCRUM. Exposure in web based front end system development / E-commerce system. Gained global exposure via constant engagement with global United State team.

Expected Salary: RM16,000

SENIOR SOFTWARE DEVELOPER (KLANG VALLEY) - YP0601

Bachelor's Degree in Engineering (Communication & Electronic). Late 20's with 4.5 years of working experience. Currently attached with an insurance company with responsible in various applications' development, maintenance and enhancement. With exposure in C++, VB6, Java, etc.

Expected Salary: RM5,500

SALES/MARKETING

SOCIAL MEDIA ASSISTANT MANAGER (KLANG VALLEY) – SL0604

Bachelor Degree in Mass Communications. Early 30's with total of 9 years' working experience, with a combined experience in digital marketing, social media, copywriting, corporate communications, SEO & Google Analytics. Proficient in content creation, planning & executing campaigns & advertising and lead generation. Exposed to ghost writing, proofreading and transcribing videos/audio. Familiar with Google Analytics, Hootsuite, Buffer, Contento & WordPress CMS, JIRA, Adobe Illustration and Photoshop.

Expected Salary: RM8,000

BRAND MANAGER (KUALA LUMPUR) – SL0605

Bachelor Degree in Mass Communication. Early 30's with total of 11 years' working experience. Familiar with planning and executing branding initiatives and product launch/campaigns for clients for various industries such as FMCG, Manufacturing, Property Developer and Beauty Industry. Exposed to events planning, costings, clients' management, business networking, ATL, BTL, artwork designing and preparation. Proficient with Adobe Illustrator, Photoshop, Corel Draw, Dreamweaver, Quark Express, and 3D Studio Max.

Expected Salary: RM8,500

KEY ACCOUNT SALES EXECUTIVE (KUALA LUMPUR) – BY0604

Bachelor of Management with Honours, major in Retailing Management. Early 20's with 2.5 years of FMCG sales experience for skin care products. Experienced in dealing with key accounts such as hypermarket and chained mall. A young and energetic candidate who passionate in doing sales.

Expected Salary: RM3,500

KEY ACCOUNTS SUPERVISOR (KUALA LUMPUR) – BY0605

Diploma in Finance & Accountancy, with qualification in LCCI. Late 20's with approximately 7 years of sales experience in FMCG industry for food & beverage products, which including 2 years of modern trade experience. Currently handling 1 key account for all outlets in Selangor area, managing sales & marketing planning, monitoring monthly sales revenue, and etc.

Expected Salary: RM4,300

KEY ACCOUNT MANAGER (KLANG VALLEY) – BC0604

Degree in Computer Science. Early 30's with over 10 years of corporate sales experience in telco industry. Currently reporting to CEO and managing a team of 4 sales persons. Product portfolio consists of mobile tracking device, mobile application and mobile services. Mainly to deal with clients within logistic, manufacturing, IT and GLC sectors.

Expected Salary: RM7,500

BUSINESS MANAGER (KUALA LUMPUR) – IT0605

Diploma in Computer Science/IT. Late 30's with more than 15 years of working experience. Currently working as a Business Manager focusing on Business Development and managing telemarketing in a training/consulting company. An energetic and self-motivating individual.

Expected Salary: RM8,000

SENIOR MERCHANT SALES EXECUTIVE (KLANG VALLEY) – YY0601

Bachelor Degree in Accounting and Finance. Mid 20's with 3 years of working experience in merchant sales for banking industry. Experienced in recruiting new merchant and servicing existing clients up to 400-500 clients. Clients are from various industries such as Food and Beverages, Entertainment, Beauty, etc.

Expected Salary: RM5,000

OUTDOOR SALES CONSULTANT (JOHOR BAHRU) – JY0605

Degree in Business Management. Late 20's with 4 years of working experience in medical sales. Escalate and achieve target of sales of pharmaceutical and medicines. Medical products to clinics and pharmacies. Achieve sales target more than RM 20,000 per month. Able to market, convince and sell the products and services to clients from various industries. Develop plans with marketing teams to cover and achieve organizational goals and targets.

Expected Salary: RM3,500

PROJECT SALES EXECUTIVE (SHAH ALAM) - YP0603

Diploma Industrial Design Engineering (Major in Transport). Late 20's with over 6 years of corporate sales experience, mainly in manufacturing industry. Experienced in sourcing for new clients, maintaining relationship with clients, site coordination, documentation related task such as quotation, etc.

Expected Salary: RM3,500

MEDICAL SALES REPRESENTATIVE (KLANG VALLEY) - YP0604

Professional Certificate in Food & Beverages Services Management. Mid 20's with over 5 years of corporate sales experience, mainly in pharmaceutical industry. Experienced in dealing with pharmacists, doctors, negotiating on the best deal, building rapport with customers, etc.

Expected Salary: RM3,500

SENIOR PRODUCT MANAGER (PETALING JAYA) – PM0601

Master of Marketing & Bachelor of Pharmacy. Early 40's with more than 10 years of working experience in pharmaceutical/healthcare industry. Extensive experience in sales and marketing of top brands which are the leading of established brands in their respective categories. Good knowledge of the customer environment – hospitals, pharmacies and end consumers. Good communication skills.

Expected Salary: RM11,000

REGIONAL LEASING & COMMERCIAL ANALYST (SUNGGAI BULOH) – PM0605

Bachelor of Business Management in Financial Management. Late 20's with more than 4 years of working experience. Started off as Promotion Analyst to Promotions Manager in a Multinational Merchandise Retailer. Currently a Regional Leasing & Commercial Analyst in one of a leading Health Club Group. Current job scopes involving at least 80% data driven-conducting research and analysing various set of data, compiling analysis into interactive dashboards for presentation. Heavy user of Excel, Tableau BI, and Axere RP Pro. Excellent communication skills.

Expected Salary: RM8,500

SECRETARIAL/PERSONAL ASSISTANT

COMPANY MANAGER (KLANG VALLEY) – MM0603

A certified ICSA. Late 40's with 10 years of experience in secretarial practices in listed and private corporations. Possess strong portfolio encompassing corporate compliance, corporate secretarial in both listed and private companies in diversified businesses such as corporate services, consulting, property, travel and others. A competent executor with sound and broad knowledge in matters relating to companies and securities laws and regulations as well as Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Malaysia"). Well versed experiences in dealing with all relevant parties such as Registrar of Companies, preparing Board of Directors papers, resolutions and meetings. Liaise with other investee companies. Attend the AGM meeting and hands on experience in handling annual report.

Expected Salary: RM18,000

PERSONAL ASSISTANT (KLANG VALLEY) – MM0604

Diploma in secretarial course. Early 40's with 10 years of total working experience mostly in secretarial/personal assistant exposure. Experienced in handling end to end process of personal assistant duties, administration, taking minutes meeting, handling documentations needed, book-keeping, analysis, handling business documents, business proposal, business presentation, attending meetings and etc. Hands-on experience in assisting C levels and top management level bosses.

Expected Salary: RM8,000

SUPPLY CHAIN

PRODUCTION PLANNER (SHAH ALAM) – NH0604

Degree in Applied Science. Late 20's with more than 8 years of total working experience as Production Planner and Production Supervisor in metal stamping and steel drums production lines. Well-versed in handling production planning and scheduling. Familiar in using SAP and ERP system for planning matters.

Expected Salary: RM5,500

PROCUREMENT EXECUTIVE (KLANG VALLEY) – NH0605

Diploma in Business. Mid 30's with more than 10 years of working experience handling procurement role from various industry including manufacturing, oil & gas and shared services. Familiar with day to day procurement and logistics activities including sourcing, bidding, contracts management and others. Proficient in using SAP system.

Expected Salary: RM6,500

PROCUREMENT OPERATION SPECIALIST (KLANG) – MC0601

Degree in Business Studies. Late 20's with more than 9 years' experience in procurement operations from Share Service environment. Overseeing 8 Procurement Analyst. Responsible for sourcing and negotiating with suppliers and preparing price to proceed the order, to raise purchase order and review purchase requisition. Knowledge in SAP, Procure-to-pay (P2P) process and negotiating.

Expected Salary: RM4,800

PROCUREMENT OPERATION SPECIALIST (KLANG) – MC0602

Degree in Economic. Late 20's with more than 4 years' experience mainly in manufacturing / production. Hands on experience for Vendor Master Data Maintenance and Supplier Enablement, Responsible in engaging with key stakeholders, reporting, review and updating and software maintenance contracts in ERP /SAP systems. Knowledge in SAP and ERP systems.

Expected Salary: RM4,800

PROCUREMENT SUPPORT OPERATIONS, ASSOCIATE (CYBERJAYA) – JY0601

Degree in International Business Management. Mid 20's with 3.5 years of working experience in procurement. Responsible to ensure delivery achieve customer production. Handle PO management, shipment arrangement, risk management and EOL management or inventory control. Monitor and communicate with partners on delivery of goods to prevent customer production down times. Windows PIC or platform to customer for negotiating and seek for a best solution to avoid production disruption, etc.

Expected Salary: RM3,200

PROCUREMENT SUPPORT OPERATIONS, ASSOCIATE (CYBERJAYA) – JY0602

Degree in Business Administration. Mid 20's with 3 years of working experience in procurement and specification & quotation representative. Responsible in preparing and processing purchase requisitions in accordance with the company's policies and procedures. Source, negotiate and purchase materials from local and international vendors. Monitor & control procurement spending in line with the company budget.

Expected Salary: RM3,300

CONTRACT AND VENDOR MANAGEMENT LEAD (KLANG VALLEY) – CL0603

Bachelor Degree in Telco Engineering. Early 30s. Total 9 years of procurement experiences, with 8 years of indirect procurement and 1 year of direct procurement. Industries experiences including engineering, mining, oil & gas, shared services and FMCG. In charge of all indirect purchasing of various MNCs. Item procured are such as spare parts, office facilities, professional services, IT and telco. With people management experiences and 7 years of SAP system experiences.

Expected Salary: RM11,000

PROCUREMENT LEAD (KLANG VALLEY) – CL0604

Master in Business Administration. Mid 30s. Close to 12 years of procurement & strategic sourcing experiences. Various industries exposure namely IT services, consumer products and Regional Shared Services. Solid professional experiences in indirect procurement. Conducted tendering, supplier managements on many commodities – namely office facilities/maintenance, office renovation, logistics services, IT, electronics components and some mechanical parts too. Good communicator with SAP system exposure.

Expected Salary: RM13,000

LOGISTIC EXECUTIVE (KAJANG) - YP0605

Diploma in Business Administration. Early 30's with 13 years of working experience in logistics operations. Been attached with manufacturing industries with responsibilities in daily operation coordination (transport & warehouse), administrative task, issuing invoices, etc.

Expected Salary: RM3,500

NORTHERN REGION

SENIOR HR EXECUTIVE (PRAI/KULIM) – FK0601

Degree in Science & Technology with major in HR. Early 30's with more than 9.5 years of working experience in general HR and administration functions. In current company, candidate is specialize in recruitment & staffing for local & managerial level meanwhile support on training & development functions. In previous employment, joined as Senior Clerk in HR department and later been promoted to become Senior HR Officer, handled general HR functions including of recruitment, C&B, training, payroll, etc. Familiar with Malaysian Labour Law and Employment Act.

Expected Salary: RM4,800

SENIOR ADMIN EXECUTIVE (PENANG ISLAND/PRAI) – FK0602

Diploma in Business Studies. Late 20's with more than 8 years of working experience in administration and customer service role. Experience in liaison with customers and handling their inquiries. Able to handle documentation and office administration job tasks assigned. Computer literate and knowledge in Microsoft Office application.

Expected Salary: RM3,000

ASSISTANT ENGINEER/ENGINEER (PENANG ISLAND/PRAI) – FK0603

Fresh Degree graduate in Microelectronics Engineering from local University. Mid 20's with around a year of internship experience with manufacturing environment, under engineering department. Obtained basic hands-on experience in Wafer Fabrication Equipment, Engineering Drawing Equipment, Programmable Logic Controller (PLC), Integrated Circuit Encapsulation Process (Molding), Wire Bonding Machine, Failure Analysis Equipment Atomic Force Microscopy(AFM) and C-Mode Scanning Acoustic Microscopy(C-SAM)], Electronic Scope and Smart Scope, Surface Mount Technology(SMT), etc.

Expected Salary: RM2,600

LOGISTICS/SHIPPING OFFICER (PENANG ISLAND/PRAI) – FK0604

Diploma in Logistics Management. Early 40's with 20 years of working experience in supply chain management (Purchasing, Warehouse, Planning, Logistics, etc.) with manufacturing industries. Able to deal with forwarder on shipment requirement, well verse with warehouse management, etc. Involved in supply chain process in current company, from planning, purchasing, and delivery until warehouse management. Familiar with GST and shipping procedure. Basic exposure in dealing custom documentation and Lampiran C. Able to handle and drive forklift.

Expected Salary: RM2,500

SENIOR LOGISTICS EXECUTIVE (PENANG ISLAND/PRAI) – FK0605

Certificate in Information Technology. Early 30's with 10.5 years of working experience of which 7 years in logistics role with MNC environment. Currently the Northern Region Logistics Senior In-charge (spare parts & machines) with a MNC. Taking care of 4 warehouse branches with 8 staffs reporting directly. In charge of liaison with oversea counterpart in the whole international supply chain procedure. From forecast, stock/usage planning, purchasing (issue PO), shipment, receiving, warehouse, etc. Familiar in liaison with custom department. Well-versed with custom clearance procedure/documentation. Well-versed to deal with forwarders in getting quotation and plan for delivery arrangement. Responsible for warehouse and inventory management for Northern Region as well. Able to drive forklift.

Expected Salary: RM4,200

LOGISTICS SALES EXECUTIVE (PENANG ISLAND/PRAI) – FK0606

Diploma in Hospitality Management. Late 20's with 6 years of working experience of which 3 years in sales/business development role with logistics/courier service industries. Currently working as Business Development with a Japanese-based Logistics provider. Solely focus on new client account development in Northern Region until Thai border area. Strong client networking and managed to bring in new client accounts mostly from Medical & Automotive industries. Well verse with air & sea freight and on ground logistics. Good understanding of INCOTERMS, Shipping documents, etc.

Expected Salary: RM3,600

SENIOR MECHANICAL DESIGN ENGINEER (PENANG ISLAND) – BG0606

Degree in Mechanical Engineering. Late 20's with 6 years of working experience; 4years' experience in mechanical design. Involved in mechanical design for machine, module and jig design and product improvement. Knowledge in running the module test and failure analysis. Understanding the concept of FMEA. Preparing BOM list, SOP and work instruction. Experienced in data analysis and failure analysis. Familiar with using 3D CAD design and 2D drawing.

Expected Salary: RM7,200

SENIOR MECHANICAL DESIGNER (PENANG / PRAI) – BG0608

Bachelor Degree in Mechanical Engineering. Early 30's with more than 6 years of working experience in mechanical design. Involving in designing audio product for mechanical portion, molding part. Developed new assemblies that accelerated production line speed. Evaluating design model for product safety requirement, and design review before hand over to production. Experienced in managing the phases of design process for components assemblies. Experienced in using PTC Creo Elements, Windchill PDMLink.

Expected Salary: RM6,500

SENIOR PURCHASING & PLANNING OFFICER (PENANG ISLAND/PRAI) – KH0601

Master degree in Business Management. Mid 40's with more than 20 years of working experience. Lead commercial activities of a new project, new sourcing request and improvement projects. This includes quotations and cost comparison, piece part and tooling cost negotiation. Assist business unit in the quoting process with commodity expertise to obtain and maintain better than industry revenue growth through competitive costs. Ensure the company's purchases are in accordance with quality standard, cost effective and time frame to support the business. Determine cost reduction initiatives/strategies and report to management throughout the company, support the business in achieving materials related cost reductions. Consolidate and update the department monthly performance indicators (internal KPI) such as cost savings, value engineering programs & etc.

Expected Salary: RM9,000

PURCHASING MANAGER (PRAI) – KH0602

Diploma in Hospitality. Late 30's with more than 15 years of working experience. To training and supervising purchasing team. To prepare purchasing reports to Managing Director. To reduce materials cost through cost down project and localization. Forecasting price trend and impact on future activities of raw materials. Forecasting stock levels of raw materials demands to meet the production yield. Execute, monitor and planning overall purchasing of the company such as: raw materials, machineries, packaging materials and others indirect materials. Purchase chemical products from local & overseas for production usage. Ability to evaluate and audit potential oversea suppliers in terms of supply consistency, products quality and reliability. Conduct negotiations with suppliers to meet the best package in terms of qualities, prices terms, deliveries and services that beneficially to company. Sourcing, develop and evaluation of new products from local & overseas. Assist production dept. for the new production line setup. Liaise with custom officer of LMW application, monthly and annual report.

Expected Salary: RM9,000

SENIOR EHS ENGINEER (PRAI) – KH0603

Degree in Chemistry. Mid 30's with more than 11 years of working experience. Organize and lead EHS team towards EHS excellent. Ensure all compliance with local regulation DOE, DOSH, FMA, AELB. Perform daily safety walkabout to ensure safety at workplace. Promote safety at work by organizing safety and health committee. Plan and develop a training need analysis and for safety and health and ERT team. Organizing training fire drills, first aid, evacuation drill, chemical drills to employee in company and hostel. Lead ISO 14001 and 18001 audit and internal audit. Becoming MR for 3rd party audit by customer/EICC/SR audits. Maintain and work with Radiation Consultant. Ensure all EHS KPI are plan, drive and meet expectation. Analyse accident, incident and near miss statistic to achieve zero incident goal. Become an expert in RoHS and coordinate all RoHS requirement in plant. Liaise with DOSH, BOMBA, DOE to ensure report and permit are renewed on time. Monitor air, water and schedule waste management to adhere DOE requirements. Environmental monitoring program to save environment and resources.

Expected Salary: RM7,000

PROCESS ENGINEER (PRAI) – KH0604

Bachelor Degree in Chemistry. Mid 30's with more than 12 years of working experience. Study and carry out the evaluation for the process parameter correlation. Evaluate the weight / effect of key parameter. Define sampling plan and create reject / acceptance criteria. Standardize process condition and documentation by. Present and propose the process condition in Process Design Review meeting. Process documentation in Process Control Standard & Process Standard. Analyse the defect & do brain storming to list out the possible causes. Mapping & observation on the suspect particular area. Repair / redesign / modify the machine parts to eliminate or minimize the defect happen. Monitoring and continue improvement to prevent the issue happen again. Responded flow chart and train to production member immediate react and respond to these happened defects. To conduct improvement in quality, yield, productivity, material delivery and cost. To lead, guide and coach to subordinates.

Expected Salary: RM6,500

EHS MANAGER (PRAI) – KH0605

Degree in Chemistry. Mid 30's with more than 10 years of working experience. Responsibilities as stipulated in Section 29 (3) of OSHA Reg 1994 and Reg 18 /19 of OSHA (Safety and Health Officer) Regulations 1997. Experience in handling, storage and packaging of Scheduled Waste (CepSWaM) competent person. Knowledge in handling facilities such as Waste water treatment plant, scrubber system and beg filter. Well versed with DOE, DOSH and BOMBA regulations. Handling any audits and have knowledge in OHSAS 18001, ISO 9001 and ISO 14001 standard requirements. Have experience in any accident / incident reporting. Conducting internal training on any EHS related matters. Have knowledge in chemicals and SDS (Bachelor Degree holder in Analytical Chemistry). Acting as the Management Representatives of ISO and OHSAS system. Have experience in conducting OHSAS internal audits and acting as internal auditor.

Expected Salary: RM13,000

JAPANESE SPEAKING ENGINEER (PENANG ISLAND / PRAI) – KH0606

Degree in Mechanical from Japan University. Early 30's with more than 7 years of working experience. Act as a Japanese translator and provide support to Japanese advisor. Lead and coordinate new products and processes development projects. Work with Process/ Production Engineers to insure changes as a result of existing/new products have acceptable capability. Lead technical problem solving during development and recommend direction based on cost, performance, mass, timing and other program imperatives. Solving problems in production by performing 3G (Genba, Genbutsu, Genjitsu). Be an auditor of departmental Genba Audit to lead 5S audit in each production area. Attend IATF 16949 training and become an internal auditor of IATF 16949. To provide temporary changes by issuing Technical Instruction notice to production and fully follow up the result and close up each temporary changes (compliance in IATF 16949). Emphasis in SCW (Stop Call & Wait) Yubisashi Kousyou (Point and call) And SQP (Safety Quality and productivity) during work. Safety in 1st place in any circumstances.

Expected Salary: RM5,000

STRATEGIC SOURCING MANAGER (PENANG) – CL0605

Bachelor degree in Computing. Mid 30s. Over 10 years of working experiences in vendor management environment especially in category management/ sourcing area and supply chain cycle of MNC environment. Current responsibility as a Strategic Sourcing Manager, managing the indirect procurement for Asia Pacific region where responsibilities include but not limited to supplier selection involvement, develop and negotiate contracts as well as develop sourcing strategies. Specialties including direct & indirect materials Sourcing, Contract Negotiation, Supply Chain Management, Pricing Management, Bid Management, and Project Management.

Expected Salary: RM11,500

OTHER REGIONS

INSTRUMENTS AND CONTROL – SYSTEMS ENGINEER (JOHOR) – BG0601

Degree in Electrical and Electronic Engineering. Late 20's with 4 years of working experience. Experienced in installing, calibrating and loop checking of the field instruments. Preparing maintenance strategies, work instructions and procedures to ensure safe and controlled work environment. Maintaining and calibrating the control valves, configuring flowmeters. Familiar with troubleshooting DCS and PLC system. Preparing master data sheet, schedule and procedures for PM activities and ensuring safe and efficient performing of CM. Well-versed in SAP system.

Expected Salary: RM6,000

MECHANICAL DESIGNER (MELAKA) – BG0603

Degree in Mechanical Engineering. Late 20's with 2 years of working experience in automation industry. Responsible for designing mechanical parts and equipment to develop automation systems. Conducting research and develop prototypes to meet customer requirements. Preparing detailed drawing for fabrication process. Experienced in using Solidworks 2010, AutoCAD and Autodesk Inventor.

Expected Salary: RM4,000

MECHANICAL DESIGN ENGINEER (THAILAND) – BG0604

Degree in Mechanical Engineering. Early 30's with more than 5 years of working experience. Responsible for analysing customer drawing for manufacturing drawing. Conducting design for manufacturing of mechanical components. Ensure the design meet all of performance standards and customer preferences. Responsible to create Bill of Material for new or existing products. Familiar with 2D and 3D drawing for sheet metal and machine part. Experienced in using AutoCAD, Solidworks.

Expected Salary: RM6,000

APPLICATION / DESIGN ENGINEER (JOHOR) – BG0605

Degree in Mechanical Engineering. Late 20's with 4 years of working experience. Responsible for design and application engineering for automation machine process and assembly operation. Creating documentation for manufacturing operation. Assembly for drawing machine layout, piping, mechanism and assembly process with various specification. Participating in project meeting for customer machine specification. Able to support production for technical and knowledge. Experienced in using CREO, Pro Engineer and AutoCAD.

Expected Salary: RM4,200

SALES MANAGER (SARAWAK) – BC0605

Master Degree in Business Studies. Early 40's with over 6 years of experience in promoting commercial and residential properties – medium high to high market. Highest property promoted was 40 storeys and highest property value promoted was RM 3.5 million for single block of commercial strata title. Currently reporting to COO & Sales Director and managing a team of 7 sales persons. Well-versed in Sarawak property market.

Expected Salary: RM9,500

SALES EXECUTIVE (KUCHING) – IT0601

Diploma in Hospitality. Mid 20's with 3 years of sales experience in medical and surgical products, experienced in dealing with key accounts such as hospitals and clinics as well as hunting for new accounts. A young and energetic candidate who passionate is in doing sales.

Expected Salary: RM3,000

PRODUCTION CONTROL EXECUTIVE (MELAKA) – IT0602

Degree in Industrial Management. Early 30's with 7 years of working experience of daily warehouse operation and logistic, production planning. Well-versed in using MRP software in his daily work. Area of expertise include production planning, logistic and supply chain, inventory management, warehouse operation, Kaizen & 5S activities, ISO 14001:2015.

Expected Salary: RM4,000