B

ACK for the second year in a row, the gradmalaysia Graduate Recruitment Awards (GRA) has announced a new category to add to its existing three categories. As an initiative by GTI Media, the GRA recognises and applauds the excellence of recruiters who carve a niche for themselves in attracting and hiring graduates. This initiative is carried out through four categories of awards, where each one focuses on a specific element in the recruitment process.

THE MECHANICS

Graduate employers from all sectors in Malaysia are eligible for this award. Organisations that are not confirmed to participating in just one category. If an organisation qualifies for all four, they can submit an entry for all four categories.

All entries will be shortlisted and judged by a panel of impartial industry experts that comprises career advisors, work placement professionals and graduate recruitment media experts. Assessments will be made solely on the criteria set for each award.

HOW DO I ENTER?

Organisations may enter all four categories if they wish, by providing detailed reasons and supporting material as to why it should win in that category.

The four award categories

1 Best Management Trainee/Graduate Programme
   This award seeks to highlight the employer who offers the best management training and personal development opportunities for graduates.
   
   Criteria:
   - Must display well-designed, well-planned and well-executed programmes beneficial to the participating individuals as well as the organisation
   - Positive feedback from previous participating graduates
   - Number of hours per week for “on-the-job” training and formal/professional training.
   - Real business benefit and return on investment, including quantifiable results for both the business and/or graduates

2 Best Internship Experience
   In search of the organisation which has best leveraged social media to achieve its career marketing and promotion campaigns objectives.
   
   Criteria:
   - Emphasis is given on the originality of a concept, measures taken on planning and execution as well as, if it garnered positive response from the target audience, the students.
   - Evidence that the initiatives resulted in specific objectives being met (e.g. recruitment goals)

3 Best Innovation On Campus
   Recognising marketing innovation and the importance of employer brand presence on campus.
   
   Criteria:
   - Innovation and creativity in design, planning and implementation of social media campaigns
   - Demonstrate how the campaign transitions between online and offline activities, drives traffic to the job site, with clear and measurable outcomes and indicators of success

GRADMALAYSIA GRADUATE RECRUITMENT AWARDS 2014 WINNERS AND FINALISTS

Winners of the GRA 2013 receiving their awards from Rosihan Thiran, CEO of Leaderonomics

Best Management Trainee Programme:
(L-R) Chen Fong Tuank (Maybank), Suzan Gleave (Maxis), Lam Meng Choo (F&N)

Best Innovation On Campus:
(L-R) Tan Kim Chuan (KPMG), Puan Mariani Mohd Nazir (CIMB), Hishamuddin Salleh (Maybank)

Best Internship Programme:
(L-R) Mona Shafini Abu Bakar (PwC), Abdul Qayyum bin Nur Zakri (CIMB internt), Anisha Sashenward (Groupon)

NESTLÉ

NESTLÉ is a firm believer in grooming and developing young talent. In fact, 40% of Nestlé’s global executive board members joined the company as graduates mainly through the Nestlé Management Trainee Programme. The Nestlé Management Trainee Programme is a two-year comprehensive leadership and development programme for young talent positioned in strategic functions across the organisation. The programme aims to ensure that the organisation is equipped with high performing individuals groomed to be future leaders of Nestlé.

NESTLÉ offers Management Trainee (MT) positions in the following functions:

- Sales and marketing
- Finance
- Supply chain
- Technical and production
- Human resources
- Ability to work well independently and as part of a team

Selection criteria:
Masters or Degree holders with min CGPA 3.5
Fresh graduates or graduates with no more than two years working experience
Active in co-curricular activities
Excellent communication skills: verbal and written
Great interpersonal skills
Strong leadership and analytical skills

The recruitment period for Technical Management Trainees and Corporate and Commercial Trainees is from April to July. Intake date is in September. To learn more of the Nestlé Management Trainee programme, please log onto http://www.Nestle.com.my/careers/graduates/management_trainee

All entries with supporting materials must be sent to GTI Media at P-7/12, Street Mall One South, Jalan 05, 43300 Seri Kembangan, Selangor DE by Sep 15, 2014.
To obtain the entry forms and for further enquiries, please contact Nor Fathiah at fathiah@gtimeasia

GRADMALAYSIA GRADUATE RECRUITMENT

AWARDS 2013 WINNERS AND FINALISTS

AWARD WINNER FINALIST FINALIST
Best Management Trainee/Graduate Programme Maxis F&N Maybank
Best Internship Experience CIMB Group Groupon PwC
Best Innovation On Campus CIMB Group KPMG Maybank

GRADUATE PROGRAMMES WITH LEADING EMPLOYERS

In the war for top graduate talents, the TalentCorp-World Bank survey finds that many leading graduate employers in Malaysia have introduced premium graduate programmes which pay a higher starting salary to source for fresh talent. Forty-three percent of companies interviewed paid “premium” entry-level graduates between RM3,000 and RM8,000 a month. These programmes aim to attract top graduate talent who can be groomed to be future leaders of the company. This article illustrates some examples of attractive career opportunities for Malaysian graduates which provide structured programmes for high potentials to develop their skills and gain exposure in organisations with a regional and international presence.

To find out more about graduate programmes and career tips from leading employers in Malaysia, log on to www.Roody4Work.my
How many hours are you prepared to work in your first job?

<table>
<thead>
<tr>
<th>Role</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>8.7</td>
<td>8.5</td>
<td>8.6</td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High Potential</td>
<td></td>
<td></td>
<td>8.8</td>
</tr>
</tbody>
</table>

What makes an employer attractive to you?
- Training and development
- Good Career prospects
- Good work-life balance
- Good employer leadership style
- Personal development

STANDARD CHARTERED BANK

STANDARD Chartered Bank, with its brand promise “Here for good”, recruits graduates for two main programmes:

INTERNATIONAL GRADUATE PROGRAMME (IGP)
During the programme of between 12 and 24 months, graduates are rotated through six different functions. They are given value-added work and ownership of the projects undertaken. Upon completion of the programme, graduates will be placed in a unit or division within the bank that best suits their strengths and interests.

Selection requirements for both graduate programmes:
- Any academic degree
- Strong interest and passion in wanting to become a world-class banking professional
- Strong command of English
- Having other language skills is a strong advantage
- Ability to build relationships with people easily

The recruitment period for the IGP and Fast Track programme is from September to February. Intake date is in September.

To apply for Standard Chartered’s graduate positions, please log onto www.standardchartered.com/ExploreYou

UEM GROUP
EVERY year, the company looks for two groups of fresh graduates to join their Talent Development Programme, which comprises two tracts – the Young Engineers Programme and Young Graduates Programme.

YOUNG ENGINEERS PROGRAMME (YPE)
The YEP is a five-year programme that develops graduate engineers into project managers and construction managers, eventually leading the talent to become a project director. Once graduates have established a career track record, they will be considered for senior management positions.

Engineering graduates’ career paths are mapped to the requirements of the board of Engineers in order for UEM YEPs to gain their PE. (Professional Engineer) qualification.

YOUNG GRADUATES PROGRAMME (YGP)
The YGP is a three-year programme which recruits fresh graduates from various fields to build a talent pipeline for non-technical roles.

Non-technical roles are corporate affairs, human resources, supply chain, information technology, and communication technologies. As with YEP graduates will have a structured training programme which will develop and nurture technical and leadership skills.

The YGP runs for 18 months. It comprises two tracts – the Young Graduates Programme, and the Young Graduates Programme.

The recruitment period for the YGP is from March to December. Intake date is in November.

To apply for UEM’s graduate positions, kindly log onto www.uem.com.my.

CELCOM AXIATA BHD
Management Trainee - Curriculum

The CELCOM Axiata Management Trainee Programme. The programme was formerly known as the Axiata Experiential Programme or AEP.

The purpose of the programme is to identify young talented individuals who have just graduated, and who, over time, can lead and take the CELCOM business to new heights. Once selected, CELCOM Management Trainees (MTs) will embark on an 18-month programme designed to give talented exposure to the core of CELCOM business from their first day of work.

The YEP is divided into three stages: Each stage will run for a six-month period on a rotation basis. The stages consist of three divisions – Sales strategy, brand management, device marketing, and digital technology.

During each rotation, MTs will learn more about the function whilst accomplishing a specific role and a project. This role and project will have real responsibilities, deadlines and KPIs.

MTs are placed in these three divisions in order to gain specific knowledge and the skills of CELCOM’s core business areas. Additionally, MTs will participate in leadership projects, development workshops, and a mentorship programme.

As indicated above, upon completion of the full programme, MTs are given priority to be placed in the division that is best suited to their interests and career aspirations.

CELCOM places huge emphasis on critical thinking, and this is just one of many leanings that CELCOM wishes to enhance during the duration of the CAMT programme.

Other key learnings will be business and financial acumen, stakeholder management, skills in creating and presenting a business case, and leadership skills.

REQUIREMENTS:
- Bachelor’s degree
- Good command of English (written and spoken)
- Structured and creative thinking process
- Confident in presenting new ideas and proposals to the senior management team
- Ability to adapt and change to new working environments and circumstances

The recruitment period for CAMT is from March to October. Intake date is in January.

To apply for the CAMT programme, please log onto http://axiata.com/careers/join_young.htm