

Dear Valuable Clients,

Lately where ever I went, most of the people whom I've met will ask me this question "How is it going in the factory?" My spontaneous response is the business is slow. Well that is the truth if relatively compared to last year's business results. But to be honest, things are not so bad after all.

I'm sure many of you will be wondering why I'm I saying things are not so bad. Logically, when business is slow, companies especially with factories will resort to expense control which will eventually leads to headcount reduction, i.e. layoff. This is true looking at the current situation many are or will be facing sooner or later.

It is a fact that individually we can't change the economic situation. Whatever is happening now is something that is already been expected to happen and we can't avoid it. We can either choose to ride the economic Tsunami or drown into it. For me I would prefer to ride the waves as long there is still a wave for me to ride on ☺. It is totally useless to prolong the sadness and frustration and not doing anything about it. I personally believed with this saying "There is always a blessing in disguise".

"There is always a blessing in disguise"

Going back to my work that I fortunately still have, with the slow down in business, my work load should also slow down. But unexpectedly, I still have loads of things to do on my plate,(lucky me) just because there are opportunities popping out for improvement & development. Now I have more time to spend looking into ways to improve the processes being used in my daily work and also into my team's work. Things

that were previously impossible to look into due to time constraint now I can make them possible. Obviously with the slow down in business, indices measuring our productivity and quality standards are magnified and that will force my team and me to improve them.

Well for those who became casualties of the economic Tsunami will be asking where is the blessing? Is the blessing still in disguise until they can't even see it yet? Those are valid questions and I empathy with them. But the answers to these questions can only be discovered if they are ready to make THE CHANGE. It is a normal human behaviour to resist change just because we are way too deep into our comfort zone. Coming out of the comfort zone is already difficult and on top of that it makes matter worst by loosing their job.

"To improve is to change; to be perfect is to change often," Winston Churchill believed. And Charles Darwin wrote, "It is not the strongest of the species that survive, not the most intelligent, but the one most responsive to change."

"It is not the strongest of the species that survive, not the most intelligent, but the one most responsive to change."

The bottom line, whatever is happening to you now regardless if it is a good thing or not, you will need to bear in mind that to survive and continue to strive future success; you will need to be flexible enough to ride the Tsunami.

If you have any comments or want to share your experience and discuss about it, feel free to drop me any e-mail at

career_advisor@resumeweassist.co

ResumeWeAssist Enterprise services – CMS Workshop/Talk

[m](#) or chat at Skype (search for resumeweassist).

In this month's E-Newsletter, I would like to introduce one of our services; Career Marketing System (CMS) Workshop/Career Talk. I will be sharing how these services can help you attain your career goals.

In this month Career Marketing System (CMS) article, I will also share the result on my survey that was conducted last year about following up by jobseekers after sending in their resume or after an interview.

For Malaysian engineers, under Hot JOBS, there are 4 opportunities to start or grow your career in Penang.

I really hope the information available in this and the future E-Newsletter will be beneficial for your career marketing and growth. If you think this newsletter will be beneficial to your friends or family members, please feel free to share this E-Newsletter with them. Sharing is caring.

If you think this newsletter will be beneficial to your friends or family members, please feel free to share this E-Newsletter with them. Sharing is caring.

Nevertheless, I know that I am not able to fulfill all your needs that is why I highly encourage for your feedback and comments on how to improve our future E-Newsletters to exceed your needs.

Please e-mail us at career_advisor@resumeweassist.com, exclusive vouchers will be given for your valuable feedbacks.

Till next month, take care.

CMS is established as a guide for job seekers to **search**, **secure** and **negotiate** a suitable job for themselves. The structure of CMS is leverage from basic marketing principals where job seekers are able to use some basic marketing techniques to let their future employer know that they are **capable**, **knowledgeable** and **skillful** to get the job done. At the same time **convince** their future employer they are the best candidate. To close the deal, job seekers also have the right to **negotiate smartly** the best benefits as their compensation. Basically CMS teaches & guides job seekers the complete cycle in the process of looking and securing a job.



Career Marketing System (CMS) Model

Benefit to students from CMS workshop/career talk:

- ✓ Learn techniques to effectively market their career from the perspective of the employer's expectation and needs.
- ✓ Build confidence to win in a very competitive job market.
- ✓ Aware and use the resources available to effectively market their career.

Benefit to learning institution from CMS workshop/career talk:

- ✓ Assist university/college to produce marketable graduates to contribute to the nation's development and industrial needs aligned with the university/college mission & vision.
- ✓ Able to provide a platform for students to enhance and learn knowledge, skills & tips on how to effectively market their career upon graduation.
- ✓ Able to establish a quality and innovative final year program for their students to adequately prepare them to win the competition in local as well in global job market.

During the workshop/career talk, you will experience:

● How to secure an interview?

- a) Looking for a job
- b) Introduction to Resume
- c) Tips to write an effective Resume – using job advertisement
- d) Resume delivery & follow up process

● How to win in an interview?

- a) Introduction to an interview
- b) Tips for effective preparation before an interview
- c) Tips to stay cool and look impressive during an interview
- d) Follow up after an interview

● What to do after getting a job offer?

- a) Understand your job offer

● How to effectively negotiate your benefits?

- a) Know your benefits
- b) Understand your needs
- c) Do you have the negotiation power?
- d) Accept or not to accept?

Who should attend?

SPM or STPM students, final year certificate, diploma or degree students, fresh graduates & working adults who are looking for a job or looking for career growth opportunity.

Why choose us?

- ✓ Training programs are industrial based as well as customer based
- ✓ Experienced trainers (more than 9 years industrial experience)
- ✓ Excellent flexibility and adaptability to the current industrial changes and future industrial development

If you are struggling to secure a job and really desperate for help and willing to learn on how to effectively market your career, I can ensure you that this workshop/career talk will give you a lifeline chance to win in the job market. If you would like to attend or conduct the career talk/workshop in your school, college, university or workplace, please contact me via e-mail:

career_advisor@resumeweassist.com, thru Skype: search for resumeWeAssist or thru LinkedIn [:http://www.linkedin.com/in/resumeweassist](http://www.linkedin.com/in/resumeweassist)

We can help you attain your career goals!





4 great opportunities for engineers to start or expand their career in Bayan Lepas, Penang. Open to Malaysian only. If you are interested to apply any of these listed jobs, please send me your resume to career_advisor@resumeweassist.com. We will work with your future employer to assess your suitability for an interview.

Good luck!

.....

1) R&D Digital Design Senior/Engineers

Responsibilities:

Responsible for the architecture, design and development of embedded digital systems that include microprocessors and memory sub-systems, CPLDs, FPGAs, and other standards-based protocols such as PCI-X.

Deliver prototype hardware to customers by implementing physical hardware designs by selecting components, capturing schematics, and supervising PCB layouts.

Develop hardware design verification test plans and perform verification of prototype hardware per requirements specifications.

Use EDA tools such as Cadence Concept and SpectraQuest, Chronology

Timing Designer, Mentor Graphics DxDesigner and ModelSim.

Requirements:

Bachelor/Master Degree in Electronics & Electrical Engineering with a minimum of 2 years experience in structured hardware design

2) Product Development Project Manager

Responsibilities:

Responsible for creation of the project proposal, which includes the project plan, schedule, budget to meet customer expectations.

Manages customer expectations in regards to team performance, deliverables, and schedules to ensure successful project and customer satisfaction.

Responsible for the selection, and ultimate performance, of third party suppliers and sub-contractors required to execute the project plan.

Requirements:

Masters/Degree in Electrical Engineering with minimum 8 years working experience in an electrical development and project management environment

Must have electronic or software development experience

Applicants should be Malaysian citizens or hold relevant residence status.

3) Staff/ Senior Embedded Software Engineer

Responsibilities:

Responsible for the architecture and design of software that will control embedded products using Intel x86, Motorola PowerPC, and other RISC-based processors that range from 8-bits to 32-bits.

Responsible for conceiving, designing, developing and testing of customize products for global market, from as early as function creation to product initiation and finally to product realization.

Design and develop the software solution based on the customers' specification.

Define and implement best software development processes and software quality assurance.

Carry out research assignments and drawing-up customer's Software User Requirement specifications.

Finalizes the software design specifications, develop the software solution and tests the designed modules.

Develop and execute software design verification test plans per requirements specifications to ensure software releases meet design requirements

Maintain and deliver controlled software releases to customers by utilizing appropriate configuration management tools

Support other functional groups as required.

Support transition to manufacturing.

Requirements:

Bachelor/Master Degree in Electrical Engineering, Computer Engineering or Computer Science

Minimum of 7 years' software development experience in the medical, computer and/or industrial projects

Proficient in software program languages which includes ASM, C/C++/C#, JAVA, UML and .NET.

Familiar with real-time operating systems such as VxWorks, pSOS, Linux, and WinCE as well as creating custom real-time schedulers.

Experience in using Rational Rose, Rational ClearCase, and Rational ClearQuest will be an added advantage

Familiar with SEI CMM reference models software process

Applicants should be Malaysian citizens or hold relevant residence status.

4) Senior/ Analog Design Engineer

Responsibilities:

Responsible in design and development of analog systems and interfaces that include power supplies, distributed power systems, mechanism and motor control, sensor interfaces, small signal conditioning and RF.

Conduct feasibility studies on the design of industrial, telecommunication or medical products and communicate issues regarding the feasibility of such design constraints within the project team.

Finalize the design specifications, implement the design and verify the designed hardware. Use EDA tools such as Cadence Concept, Cadence PSPICE, Mathworks MatLab, and Mathsoft MathCad.

Requirements:

Bachelor/Master Degree in Electronics & Electrical Engineering with a minimum of 2 years experience in structured hardware design

Strong analytical skills with a good knowledge of electronic components and systems

Applicants should be Malaysian citizens or hold relevant residence status.

articles in the future to expose the power of follow up.

If following up will help to market our career effectively, then why many of us are not doing it?

Stay tune.

.....

CMS ARTICLE – Have you ever follow up after an interview?

As expected, all responded never. Even for myself, never as a job seeker or as an interviewer. I've never received any form of follow up after an interview from my candidates except from recruitment company asking about how their candidates did during the interview.

On top of that, I also found out that job seekers having this thought that it will be very offensive to the interviewer if they follow up after an interview. In matter of fact, I also had the same dogma. Only after I've begin to work on CMS, I started to realize that following up after an interview is not actually a bad thing after all if done professionally. It will also boost up your chance to secure the job.

Interestingly, some of my respondent commented that they are only comfortable to follow up if they felt they did well during an interview from the "positive" expression of the interviewer. Rationally, if the interviewer is giving you positive feedback, following up will be easier. However, even though the interviewer is not so positive about you, following up may be helpful to convince the interviewer to reconsider your application or at certain situation, will call for a re-interview.

As what [Winston Churchill](#), Prime Minister of United Kingdom during World War II famously said "*Never never never give up*".

If following up will help to market our career effectively, then why many of us are not doing it?

A simple answer is lack of awareness on how to effectively follow up. That is why; I've included follow up as part of a process in CMS. I'll be writing more

.....

You can find our previous editions of E-Newsletter at:
<http://resumeweassist.com/blog/category/e-newsletter>