

Dear Valuable Clients,

Many will not realized that for the past 2 months, we as Malaysian have celebrated 3 New Year occasions. Previously on 28-Dec'08, Muslims have celebrated the Hijrah New Year (1430). Obviously, on the 1-Jan'09, we have celebrated the 2009 New Year and just recently our Chinese community just celebrated their year of the Ox, Chinese New Year.

It is great to be living in a multi religion country such as in Malaysia where we are able to celebrate multiple festivals throughout the year in peace & harmony. Personally, I would say that Malaysians have the most public holidays in the world ☺

However, all these happiness have been taken away from some of us who are struggling to cope with the worst economy meltdown since World War II. For those who have just lost their job, it is not the end of the world. Believe me, there are opportunities out there just waiting for you to tap on. If you need any career advice, please drop me an e-mail at career_advisor@resumeweassist.com and let me know how I can help you attain your career goals.

Also not to forget the people of Gaza who are suffering from a 3 weeks inhumane onslaught by the unrecognized Israel regime. May Allah bless them all.

In this month's E-Newsletter, I would like to take this opportunity to introduce myself especially on my effort to help you attain your career goals.

In this month CMS article, I will introduce Interview as a Crucial Conversation, where my focus will be on how to leverage some tools I've learnt

by using Crucial Conversation skills in my daily life at work & at home.

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.

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.

Regards

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About myself



Mohamed Yusoff Bin Md. Kamil

Graduated with B.Eng (Hons) in Mechanical Engineering (Sheffield, United Kingdom) in the summer of 1999. Started my career in electronic manufacturing industry since 2000 in engineering and grew my career into production management. I'm also the owner and career consultant for ResumeWeAssist Enterprise.



Currently I'm a Production Section Engineering Manager II with Agilent Technologies, a world premier test & measurement company. I'm responsible to deliver customized test solution systems to leading telecommunication, aerospace & defense customers worldwide such as Nokia, Motorola, US Army and many more. Prior to this, I'm attached as a program engineer with Solectron Technologies, an international leading contract manufacturer for printed circuit board assembly (PCBA). I have a total of 9 years in engineering & management experience in giant multinational companies in Penang, Malaysia.

I owned a blog (www.resumeweassist.com/blog) sharing effective tips in Career Marketing System (CMS). Started to design and fine tune CMS through trial & error since 2006 based on my working experience recruiting and developing human resources in my day-day job.

I'm currently staying in Penang, Malaysia with lovely wife and 2 daughters. His mother tongue is in Malay but I speak and write English fluently. I enjoy reading, photography and spent quality time with my family.

I can be contacted via e-mail: career_advisor@resumeweassist.com, thru Skype: search for ResumeWeAssist or thru LinkedIn: <http://www.linkedin.com/in/resumeweassist>

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Do your career goals aim at R&D with the leading edge wireless technology? Want to go further by seeing how your innovation is put to use by customers? Here is where you take the next step to work with a young, dynamic team in Penang, Malaysia in developing world-leading wireless telecommunications test solutions.

The incumbent become a member of the Wireless Systems Solution R&D Department in developing the Standard Design verification, Conformance, Application SW and new Test platform for the Wireless test & measurement market.

- He or She will be responsible in developing the Test System, the application SW and Test Executive comply to Product Life Cycle requirement
- He or She will liaise with the NPI team to ensure all R&D project are released and ramped up meeting the schedule.
- He or She will be responsible to employ their software experience to design 2/3G and LTE Conformance test solutions in compliance with 3GPP 34.121 and 36.521 RF conformance specifications.
- He or She interfaces with customers and suppliers on technically related matters.

JOB REQUIREMENT

- BSEE or equivalent combination of education and experience.
- Ability to work as part of a team to develop and implement successful strategies focusing on the Wireless industry.

- High degree of creative ability, strong interpersonal skills, strong written and oral communication skills,
- Minimum 5-yrs experience.
- Experience in measurement instruments applications.
- Experience in software development for test instruments (Spectrum Analyzer, Signal Source, Wireless Test Set) and system automation.
- Experience in software development for telecommunication system, GSM/GPRS/EGPRS, CDMA/1xEVDO, WCDMA/HSDPA would be an added advantage.
- Strong programming skills in Visual Basic, C++, C# or .net.
- Familiarity with Microsoft Windows, Microsoft.net technologies.
- Experience in telecommunication protocol knowledge (WCDMA, GSM/GPRS) would be an added advantage.
- Written and Oral English Skills

If you are interested to apply for this job, 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!

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CMS ARTICLE – Is an interview a Crucial Conversation?

I was fortunate enough to be selected to attend a training last year in May on Crucial Conversation conducted by a US based training company, [VitalSmarts](#). During this training, I was taught on how to use some tools for talking when stakes are high. Surprisingly, VitalSmarts introduced a very simple concept but practically not easy to practice but once mastered, it will definitely help anyone to achieve

whatever they want through effective conversation.

In CMS, interview is actually a conversation between a job seeker with their potential employer. By VitalSmarts's definition, a conversation will become crucial when the topic of conversation involved **different opinions, strong emotions and the stake or impact is high**. If any of these do not exist in a conversation then it is just a normal conversation or a chit chat.

So based on this definition, ***is an interview a crucial conversation?***

Yes it is. Let me explain using the crucial conversation criteria.

1) Different opinion in a conversation

Job seeker thinks the job is his/her's while future employer will give in if convinced. Therefore both parties have different opinions.

2) Strong emotions in a conversation

For those who have attended a job interview will trust me that it is a stressful experience and difficult to control your anxiousness especially when asked with difficult questions. The future employer will also react positively or sluggishly depending on the job seeker's reaction. Indeed, there are strong emotions in an interview.

3) High stake in a conversation

The job seeker's career is in stake during the interview. Failure in an interview will lead to the expected problem i.e. loss of income which will lead to lifestyle degradation and worst to mental & social depression. For the future employer, failing to get the best employee will definitely impact productivity and eventually loss of profit and growth opportunities. So, the stakes are high.

Hence, an interview is a Crucial Conversation.

