

THE VOICE

Monthly Newsletter for our Australian Alumni Community

ISSUE 29 | JULY 2023

A MESSAGE FROM THE PRESIDENT

Dear Members & Partners,

I am extremely pleased to announce that we have further expanded our Partner University network further with Griffith University joining AAS as Partner University Silver. From this month, the growing Griffith University alumni network in Singapore will be able to enjoy all the benefits AAS has to offer. I would like to welcome Griffith University alumni and students in Singapore to avail their free AAS membership today.

AAS is expanding our Mentorship Program from August, to help our young graduate members and emerging leaders an opportunity to learn and grow from our strong network of successful Australian alumni. In addition to the Student Mentorship Program we have been offering, we have extended the program to include professionals and entrepreneurs to help them in their career and entrepreneurial goals. If you are keen to contribute to the Australian alumni community, please reach out to us and express your interest in becoming a mentor. If you are a budding entrepreneur or a professional or a student from one of our Partner Universities, you can benefit from the mentorship program.

As part of our community engagement initiatives, in partnership with Central Singapore Community Development Council and Silver Home Projects, we will be participating in our first home improvement project in August. We are looking for 10 volunteers to support the initiative that will provide disadvantaged seniors with healthy, safe and clean living environments which will improve their mental and physical well-being. As this is our first project, the seats are limited. If you are keen to support the initiative, please sign-up at the earliest.

I am excited to announce that our members have chosen 'Superheroes' as the theme for the AAS 68th Anniversary Gala Dinner. The theme was chosen from among 4 themes through an online survey. We have some amazing prizes to give away this year for the best dressed AAS Superheroes.

We will also be announcing the Gala Dinner early bird rates on **8th August 2023**. Please keep a lookout on our social media channels for more information. Please reach out to galadinner@aas.org.sg for further information.

Yours Sincerely,



Rajaneesh R Kurup
#forwardtogether



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AUSTRALIAN HIGH COMMISSION

Australia's First Nations' Stories Come Alive!



In celebration of NAIDOC Week, our Deputy High Commissioner Ms Angela Robinson and staff from the Australian High Commission's Public Affairs team had the opportunity to pilot a virtually immersive storytelling session of Australia's First Nations' stories at the National Library Board (NLB)'s Punggol Regional Library, Singapore's newest public library in the heartlands.



Accompanied with colourful artwork by renowned Australian Indigenous artist Riki Salam, projected on the walls and floor of the room, the young participants were instantly transported to the Aussie outback where they learnt about the unique animals native to Australia in a warm-up activity.

This immersive storytelling activity of First Nations' stories is the first of its kind in Singapore, and we are glad to be the first foreign mission to partner with NLB in their virtual "Stories Come Alive" room. The High Commission will also bring the storytelling sessions to **Bukit Panjang Public Library** on 26 August and **library@Harbourfront** on 23 September.



In conjunction with this activity, the High Commission also donated over 120 children's books penned by First Nations authors. The donation was officiated by High Commissioner Allaster Cox and NLB's CEO Mr Ng Cher Pong on 19 July 2023.

It is an honour for the Australian High Commission to introduce our nation's rich culture and proud traditions to the heartlands of Singapore and to share it with children in the community, and we look forward to continued partnership with NLB in our outreach activities.

AAS MENTORSHIP PROGRAM

DR VICTOR TAY, AAS CHAIR OF MENTORSHIP PROGRAM
DIPANTI DAS, AAS CO-CHAIR OF MENTORSHIP PROGRAM

AAS is launching its inaugural Mentorship Program in August 2023. The programmes aims to equip AAS members to meet the challenges in entering or already in workforce and to enhance the networking opportunities for participants.

The program will pair a mentor with a mentee. Each mentor and mentee will commit to participate in the MP for at least 4 calendar months from September 2023 - February 2024. Each mentor and mentee should commit to meet at least 1 hour each month. The mode of meetings shall be as agreed between the mentors and mentees.

The mentorship programme will cover **3 areas**:

- Student Mentorship Programme
- Professional-Entrepreneurship Mentorship Programme
- Job Opportunities

AAS will share more information in the upcoming days!

BECOME A MENTOR

Sign-up to become a Mentor. You can indicate your speciality in the form and we will reach out to you for further discussion



BECOME A MENTEE

Sign-up to become a Mentee.
Reach out to us to partner with one of our esteemed mentors

JOB POSTINGS

Send us the job posts from your company or details and we will publish it in our newsletters and other channels and distribute to our reach out.



AAS MEMBER SPOTLIGHT

SNEHA MENON

**BUSINESS STRATEGIST | NATURE, ECO ADVENTURE AND FITNESS
ENTHUSIAST | JAMES COOK UNIVERSITY GRADUATE**



Passion and dedication are an approach to life for Sneha. Her personal and professional experiences across South and South East Asia have enabled her to thrive in diverse environments.

In her profession as a Senior Business Advisor, she journeys with entrepreneurs and enterprises to experience new horizons of technology and explore the little knowns of new markets. She says that one of the most satisfying moments of her role is when an enterprise witnesses the positive outcomes of their new ventures.

She is also passionate about giving back to the community when she is able to. She plays a pivotal role among organisations that contribute to uplifting the community in areas such as skills development and event coordination.

Sneha has completed a graduation in International Business and Marketing and a post-graduation in Human Resources Management from James Cook University. She also holds a Certificate in Community Engagement and Leadership.

She is an avid reader, enjoys eco adventures and has a flair for the fine arts.



Sneha is married to Girish, a graduate of the University of Newcastle. They enjoy culinary experiences and discovering the natural wonders of the world.



Eagle Infotech rebrands as James Cook Institute



As a subsidiary of James Cook University in Singapore, Eagle Infotech has been rebranded as James Cook Institute to enhance training services and scale new heights.

We are pleased to announce an important change — Eagle Infotech, which is a subsidiary of James Cook University (JCU) in Singapore, has undergone a rebranding exercise and will operate under the new name of James Cook Institute. Furthermore, the ownership of James Cook Institute will be transferred from James Cook Academy to JCU in Singapore, to allow for the consolidation of all training activities under James Cook Institute.

Eagle Infotech was acquired in 2021 by James Cook Academy, a wholly-owned subsidiary of JCU in Singapore. The acquisition laid the foundation for this transformation, facilitating access to JCU's network and opening doors to people who wish to enhance their skills and stay current and in demand in the fast-paced and constantly-evolving landscape.

Mr Andrew Chew, Chief Commercial Officer of JCU in Singapore and Chairman of James Cook Institute, said, "This rebranding represents our commitment to continuously adapt and improve in the ever-evolving training landscape. While our corporate identity is changing, our unwavering dedication to delivering exceptional service remains unchanged. Learners can expect the same level of professionalism, efficiency, and expertise that has earned us a reputable standing in the industry."

The rebranding of Eagle Infotech to James Cook Institute goes beyond a mere change in name and logo. It symbolises the organisation's determination to evolve and thrive amid the dynamic training industry. However, the rebranding will not affect existing projects, contracts, and agreements. Clients can also be assured that the transition will not impact ongoing operations. Regular updates will be provided to keep clients informed about the progress and further details of the rebranding.

Mr Joe Tey, Chief Executive Officer of James Cook Institute added, "We are grateful for the unwavering support and trust our clients have bestowed upon us throughout our journey thus far. As we embark on this new chapter as James Cook Institute, we remain dedicated to serving our clients with excellence and look forward to achieving even greater success together."

Contacts:

Media: Ms Pinky Sibal: pinky.sibal@jcu.edu.au



JCU Conversations is the premier podcast series of James Cook University, Singapore — bringing to you discussions with successful leaders in the industry (across fields such as business, education, sustainability, and more) while offering a deeper understanding of their personal lives, careers, inspirations, and approaches to success. Join our rotating chair of distinguished hosts as we find out: What makes these bright minds tick?

Latest ▾



JCU Conversations 14: Will Hodgman

The Honourable Will Hodgman, Strategic Advisor to Trovio Group and Former Australian Higher Commissioner to Singapore, shares his perspective on good leadership as well as the challenges that he’s faced in his career.



JCU Conversations 15: May Tan-Mullins

Professor May Tan-Mullins, Dean International and Chief Sustainability Officer at James Cook University, takes us on a thrilling journey through her remarkable career and unwavering commitment to shaping a sustainable future.

Lendlease Global Commercial REIT Wins Prestigious SBR National Business Awards 2023



Lendlease Global Commercial REIT ("LREIT") has won this year's SBR National Business Awards for its successful financing solution including an S\$860 million sustainability-linked loan to acquire Jem. The capital fundraising exercise was the largest amongst S-REITs in 2022 with approximately S\$1.7 billion raised.

The SBR National Business Awards is a prestigious awards programme that recognises exceptional projects that bring tangible contributions to their businesses. Winners are assessed based on how impactful, innovative and dynamic their projects were for their respective industry.

Kelvin Chow, CEO of LREIT's Manager said: "Winning this award affirms our focus to maximise value for our unitholders. FY2022 was a transformational year for LREIT. We successfully raised S\$1.7 billion to acquire 100% of Jem, which strengthens LREIT's position amongst its peers, setting the stage for an exciting phase of growth. We are inspired by this recognition to seek out additional opportunities that would unlock more value for our unitholders."

In addition to the SBR National Business Awards 2023, LREIT has received several accolades:

- Asia Pacific Best of the Breeds REITs Awards – LREIT was named Best Retail REIT (Platinum) and Mr Kelvin Chow, was named Best CEO (Gold) for leading the team in scaling new heights. The Asia Pacific Best of the Breeds REITs Awards recognises companies and managers with the highest standards and performance in the Asia Pacific REITs sector.
- The Asset Triple A Sustainable Capital Markets Awards 2022 – LREIT was the recipient of the Best Sustainability-linked Loan Award (Singapore). The award represents the industry's most notable awards for the primary market for best issuers, best deals, and best advisers in equity, debt, loans, M&A, and structured finance.
- GPR/APREA Investable 100 and Investable REIT 100 Indices – LREIT has been included in the GPR/APREA Investable 100 Index. The Indices include the 100 listed real estate stocks and REITs respectively with highest trading volume across 8 Asia Pacific countries/regions. LREIT has been listed on the GPR/APREA Investable REIT 100 Index since 2020.

[Find out more here.](#)

Message from the former Commissioner for Victoria to Southeast Asia, Ms Rebecca Hall

"Over the past 3 years I've had the privilege to lead Victoria's engagement in Southeast Asia. As Commissioner our work spans all 11 countries in the region, and we operate 4 offices in priority markets of Singapore, Indonesia, Malaysia and Vietnam.

I've spent most of my career in international education, working for all levels of government and with peak bodies and institutions. I know the power of alumni as our best ambassadors and the value of strategic engagement with alumni as partners.

Starting my posting during the pandemic accelerated the need for my team and I to build relationships online and to find new ways to connect. Two approaches have helped me immensely - coffee diplomacy and alumni engagement.



We've been focused on where we can connect with Victoria alumni in business, government and research who are motivated to contribute to trade and investment projects with Victoria. I've been inspired by the alumni stories from world class chefs, leading tech entrepreneurs, coffee champions, scientists, public servants and company founders/CEOs. Thank you to everyone who has shared your story, given us feedback and partnered with us over the years.

We are fortunate to have strong alumni chapters and engagement from Victoria's world class universities in Singapore. With renewed focus on the digital economy, green economy and care economy - Victorian researchers and graduates are natural partners for Singapore.

I've been honoured to be a member of the Australia Alumni Singapore Council and to partner with AAS, the board and its members in a variety of events and projects. Congratulations to Raj and all the team on your continued success.

I am delighted that Holly Butler, our Deputy Commissioner based in Singapore will lead the team in the interim."



The Fred Hollows Foundation is a global leader in eye health and international development working towards the elimination of avoidable blindness. The Foundation was founded in 1992 in Australia, and now works in more than 25 countries in Australasia, Africa, East Asia, South Asia & Middle East.

Headquartered in Sydney, The Foundation was founded by Professor Fred Hollows and Gabi Hollows. Fred was an eye doctor, renowned ophthalmologist and highly respected Australian dedicated to ending avoidable blindness in developing countries. Today, we continue Fred's vision of a world in which no person is needlessly blind.



Global Blindness

There are 43 million people in the world who are blind and another 295 million are vision impaired.

9 out of 10 people who are blind or vision impaired don't need to be. Eye diseases such as cataract, diabetic retinopathy, trachoma, and refractive error are either treatable or preventable.



Our Approach and Impact

Over the past 31 years, we have restored sight to more than 3 million people around the world and supported programs to deliver more than 200 million doses of antibiotics for trachoma.

The Foundation is unique in its sustainable, long-term approach. We not only treat patients, but we also equip hospitals, train eye health teams and work with health authorities and other partners to empower local people to deliver local services. We are proud of our record of training future generations of eye doctors, building local eye health capacity, driving innovation, and advocating for the integration of eye health in national health systems.

The Fred Hollows Foundation Singapore

31% of the world's blind reside in the Asia region. Despite a dramatic economic upturn in recent years, many people in the region are still living with blindness that is either treatable or preventable. The Foundation is active throughout the ASEAN region, and we expanded our operations to Singapore in late 2022 to reach the growing number of needlessly blind people in the region. Singapore is a major hub for the Southeast Asia region, so our Singapore office plays a pivotal role in supporting our fundraising and advocacy efforts as well as raising awareness about our sight-saving work.

Visit our website at www.hollows.org if you are interested to find out more or contact our Hong Kong-ASEAN Chief Representative, Laura Lee at llee@hollows.org

Find out more:





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THE VOICE | ISSUE 29

UPCOMING EVENTS

AUGUST BEACH CLEAN UP

by OCEAN PURPOSE PROJECT



For more information & to Register, please scan the Whatsapp QR Code and join AAS Sustainability Social Interest Group



AAS CYCLING INTEREST GROUP MONTHLY MEETUP

SATURDAY, 5 AUGUST 2023 | 6.30AM SGT

For more information and to Register, please scan the Whatsapp QR Code and join the AAS Cycling Social Interest Group below.



[LINK](#)

CPA AUSTRALIA IN Dinner Talk Series

July to December 2023

Come network with like-minded peers over dinner, and learn about the latest hot business topics. Our experts will share on business issues such as the aftermath of 2023's banking crisis of confidence, protecting and monetising your intellectual property, new ISSB sustainability standard and capitalising on scarce talent.

Program Highlights

18 July | The aftermath of 2023's banking crisis of confidence

Concerns linger in the financial world over what's next after the collapse of Swiss banking giant Credit Suisse and two mid-size American banks. What will it take to restore confidence and rebuild trust in global banks?

15 August | Family offices: Adding vibrancy to the finance ecosystem

Family offices are becoming an important part of the financial services ecosystem. What investment strategies are they adopting to take advantage of the ever-changing business landscape?

19 September | Protect and monetise your intellectual property

It is only worthwhile creating IP that can be guarded and monetised. Explore how companies can extract maximum value from IP whilst safeguarding its uniqueness.

17 October | Beyond the machine, does AI have a heart?

Advancements in artificial intelligence have transformed and improved many aspects of our lives. But do they bring humanity to technology?

21 November | Implementing the new ISSB sustainability standard

Sustainability reporting has a new accounting standard. What do organisations need to do to report their sustainability performance in a clear and consistent way?

19 December | Capitalising on scarce talent: Virtual, hybrid, in-person

Companies need to be agile in attracting and recruiting the best talent. Learn how adopting a flexible hiring approach will give businesses a competitive edge.

Details

Registration:

6.30pm – 7.00pm

Talk:

7.00pm – 8.30pm

Venue:

Sheraton Towers
Singapore

39 Scotts Road

Singapore 228230

Pricing

(inclusive of buffet dinner)

Bundle of 6 promo
SGD 600

Single session
SGD 130

Claim up to 10 CPD hours

Register at sg@cpaaustralia.com.au or call 3105 1522 / 800 852 6759 (toll free)

CPA Australia reserves the right to amend the program as deemed necessary without prior notice.

#July and November topics will have 2 CPD hours.

UPCOMING EVENTS

Tuesday, 29 August 2023



AAS CSR PROJECT

IN COLLABORATION WITH THE SILVER HOMES PROJECT

Date: Tuesday, 29 August 2023

Time: 9am – 5pm

Venue: Block 71 Redhill Rd

A meaningful one day event to help the underprivileged seniors, working with Community Development Council(CDC).

Simple cleaning, briefing, materials, lunch and T-shirt provided.

It's a joint project with Central Singapore CDC, SAF Signal Institute, NTUC Health AAC (Redhill) and Australian Alumni Singapore (AAS)

Scan the QR code to see more details

See the difference you can make below!



UPCOMING EVENTS

AAS BEER & BRAINS SESSION

by Raj, Maribel & Richard

Venue: Purple Agave,
33A Keong Saik Road, Singapore 089140

24 August 2023 | 7pm SGT



Come & join us for a chill & relaxing evening of networking and getting to know the AAS Management Committee - Raj Kurup (JCU), Richard Ngo (alumni of the University of Tasmania) & Maribel Colmenares (La Trobe).

Kindly note: Participants will pay for their own drinks.

For more information & to Register,
please scan on Whatsapp QR Code



President



Chair of Events



Treasurer



Chair of Alumni Engagement



Some of our past Beers & Brains sessions

BAR.CELONA, CAVA & TAPAS GASTROBAR



TIPSY FLAMINGO



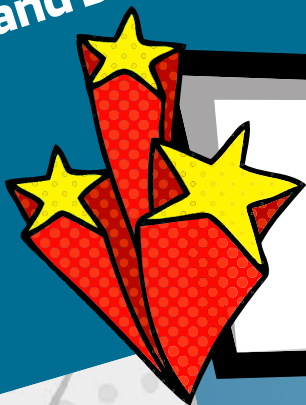
**AAS 68th
Anniversary Gala Dinner
Theme Reveal**

Superhero

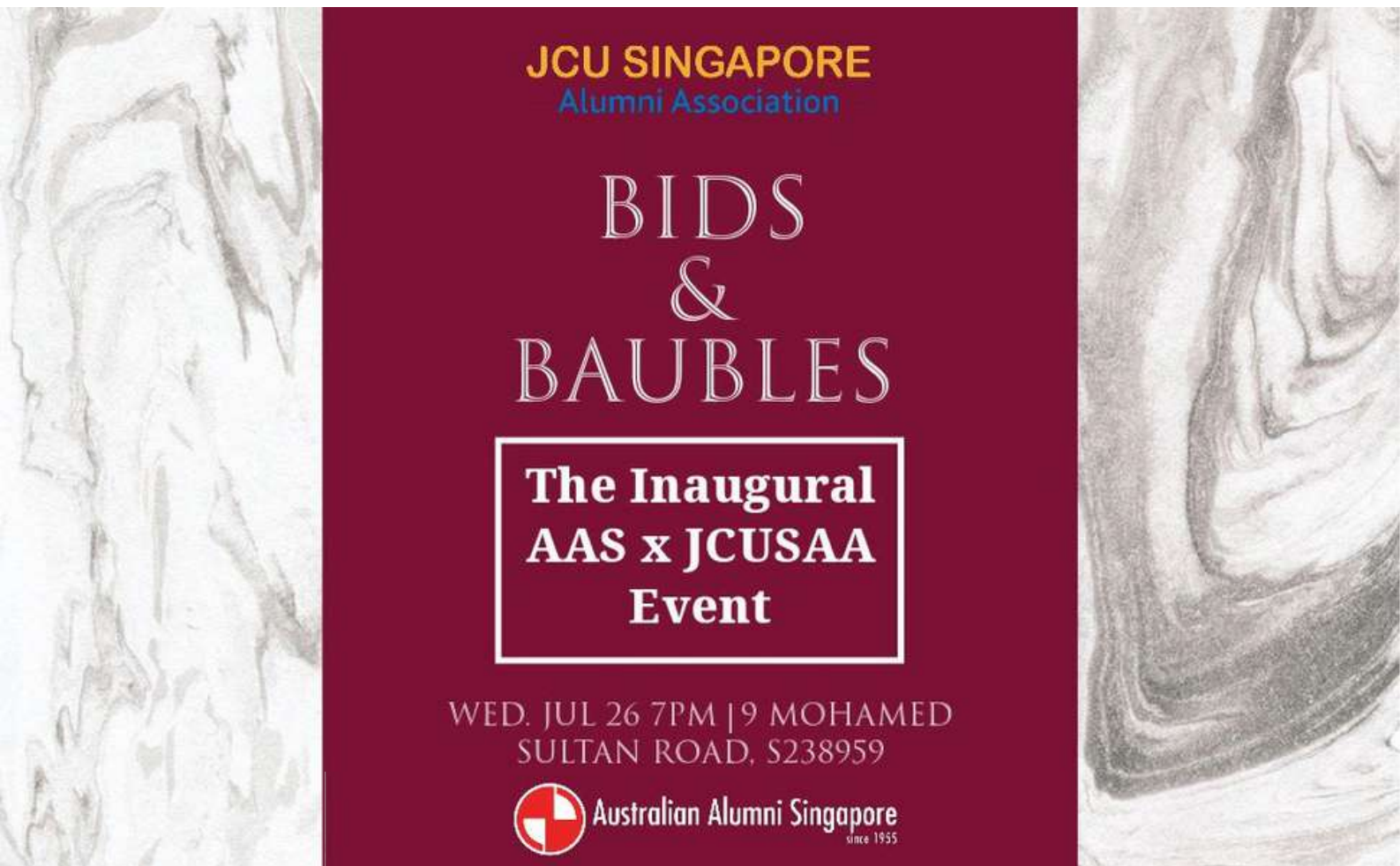


Date
Saturday, 25th November 2023

Venue
Grand Ballroom @ Grand Copthorne Waterfront



**For more information,
email us at:
galadinner@aas.org.sg**



PAST EVENTS

Monday, 17 July 2023

Official Opening of UNSW Launchpad

This was an eventful day for the University of New South Wales (UNSW), starting with breakfast for the distinguished alumni hosted by Vice Chancellor, Professor Attila Brungs. Following that was the official opening of UNSW Launchpad in InvestNSW office in Singapore. In the evening, a reception was held for 110 alumni in Ritz Carlton and 4 alumni shared about their experience.



SOCIAL INTEREST GROUPS

Scan or click the link to join & connect with like minded AAS members



AAS-Tennis Group
WhatsApp group



[LINK](#)



AAS| Wine & Spirits Group
WhatsApp group



[LINK](#)



AAS-Cycling Group
WhatsApp group



[LINK](#)



AAS -Sustainability Group
WhatsApp group



[LINK](#)



AAS - Volunteer
WhatsApp group



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AAS - Leverage SEO Group



[LINK](#)

If you would like to form and lead an interest group, please feel free to contact secretariat@aas.org.sg





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[Ordinary / Associate](#)

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- Start exploring My Glue app!
- Check the following 3 slides to understand how you should proceed based on your user status.

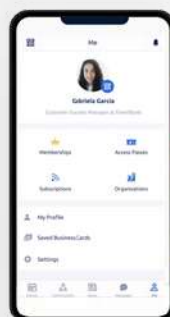
How to get the mobile app?

Download it on

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Click [HERE](#) to learn more about GlueUp.

EXCLUSIVE OFFERS BY PARTNERS

lendlease

Lendlease Malls – Arts, Rhythm, Rewards | 7 July – 13 August 2023

Weekday Shopaholics | Now– 11 August 2023

[Lendlease Plus Members Exclusive] Receive **10,000 Plus\$** (worth \$5) with a minimum nett spend of \$150* at 313@somerset/Jem/PLQ Mall or \$200* at Parkway Parade on Mondays – Fridays only.

**Max. 3 same-day combined receipts. Double spending required for FairPrice Xtra receipts at Jem. Limited redemptions per mall, capped at 1 redemption per member per day.*

Weekly Millionaire | Now – 13 August 2023

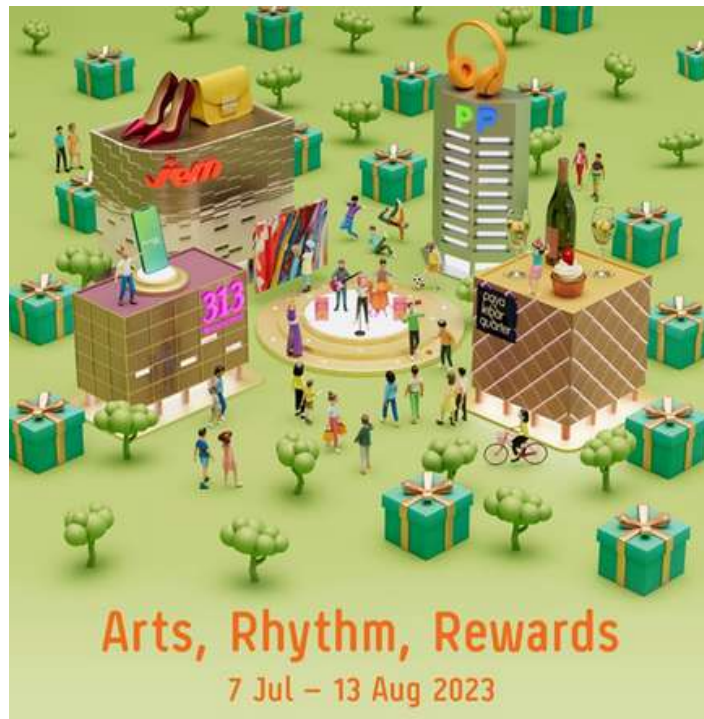
[Lendlease Plus Members Exclusive] Stand to win a thrilling **5,000,000 Plus\$ (worth \$2,500)** with every \$50 nett spent! Every week, 1 lucky winner per mall will get to indulge in a retail therapy like never before!

**Double spending required for FairPrice Xtra receipts at Jem.*

Shop & Ride with Citi Mastercard | Now– 13 August 2023

Shop and charge min. \$100* nett to your Citi Mastercard to receive a **\$5 Lendlease voucher** at respective malls' concierge desks. Get an **additional \$5 Lendlease voucher** when you do your shopping on Fridays!

**Max. 3 same-day combined receipts. Double spending required for FairPrice Xtra receipts at Jem. Limited redemptions per mall, capped at 1 redemption per Citi Mastercard Cardmember per day regardless of total amount spent.*



\$5 off Grab rides to/from Lendlease malls with Citi Mastercard | Now – 13 August 2023

Exclusive to payment using Citi Mastercard, enjoy **\$5 off Grab rides** (min. \$10) to/from Lendlease malls with promo code 'MCL5'.

**Promo code is only applicable for use on min. \$10 ride to/from Lendlease malls and payment charged to Citi Mastercard (excluding Citi Purchasing Card/Citi Travel Lodge Card/Citi Travel Account). Redemptions are on a first-come, first-served basis.*

Friday Deals Mania | Now – 13 August 2023

[Lendlease Plus Members Exclusive] Standby every Friday at 12pm as we drop **\$10 retailers' E-Vouchers** for just **1,000 Plus\$** via the "Rewards" section of the Lendlease Plus mobile app. A special batch for National Day will be released on **4 Aug** at only **580 Plus\$!**

**Limited to 3 redemptions per Lendlease Plus Member per E-Voucher type. Limited up to 3 E-Vouchers used in a single transaction, unless otherwise stated. All E-Vouchers are only valid for use till 31 August 2023.*

Park Plus\$ Perks | Now – 13 August 2023

[Lendlease Plus Members Exclusive] Redeem **\$3 Park Plus\$** with a min. nett spend of \$30* at Paya Lebar Quarter or \$50* at Parkway Parade.

**Max. 1 same-day receipt. Limited redemptions available at respective mall's concierge desks, capped at 1 redemption per member per day.*

Street Arts Installation | Now – 13 August 2023

Enjoy the sights of fascinating graffiti and mural painting showcased as a street art installation at the respective malls.

- 313@somerset, Level 1 Outdoor Area along Orchard Road
- PLQ Mall, PLQ Parkside (in-front of Zing)
- Parkway Parade, L1 Mid Mall (Beside The Hour Glass)

Australian Migration Update:

The Australian Government has announced that the planning level for the 2023-24 permanent Migration Program will be set at 190,000 places. This is a slight reduction of 5,000 places compared with the 2022-23 permanent Migration Program planning level of 195,000 places.

Of the 190,000 places, 137,100 of these are allocated to the Skill stream and 52,500 places to the Family stream, and 400 places the Special Eligibility stream. Of interest is the breakdown of allocation under the Skill stream. We had previously speculated that there would be a reduction in the quota for the Global Talent (Independent) visa program, but we can see from the table below that the quota remains at 5,000 places for the GTI visa in 2023-24.

Visa Stream	Visa Category	2022-23 Planning levels	2023-24 Planning levels
Skill	Employer Sponsored	35,000	36,825
	Skilled Independent	32,100	30,375
	Regional	34,000	32,300
	State/Territory Nominated	31,000	30,400
	Business Innovation & Investment	5,000	1,900
	Global Talent (Independent)	5,000	5,000
	Distinguished Talent	300	300
	Skill Total	142,400	137,100

Source: <https://immi.homeaffairs.gov.au/what-we-do/migration-program-planning-levels>

This is indicative of the Government’s commitment to the targeted recruitment of exceptionally talented individuals in key sectors to boost Australia’s digital technology capacity and human capital in intensely competitive global talent market.

As of June 2023, the Department is processing EOIs submitted in November 2022, according to their automatic email responses to the Global Talent mailbox. Despite the fierce competition and increase in the number of GTI EOIs, Ashton Legal is still receiving GTI invitations for our high calibre clients. Most recently, we have received invitations on the 20th and 21st July 2023, for EOIs lodged in June 2023 and February 2023, respectively. This indicates to us that, despite the removal of the Global Talent Officers and priority processing endorsements (back in January 2023), the Department is still fast-tracking EOIs for high calibre clients who can demonstrate that their credentials are exceptionally higher than the threshold requirements. We note, from 1st July 2023, the Fair Work High Income Threshold is now set at AU\$167,500.

If you’re interested in the Australian Global Talent Independent visa program, or any of the Skilled visa program (Employer Nomination, General Skilled Migration, Temporary Skills Shortage, etc), now is the time to reach out to Ashton Legal Services for further advice on globaltalent@ashtonlegal.com.au or call us on +612 7900 9570.



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Provost and Vice President for Academic Affairs, Golden Gate University, San Francisco.



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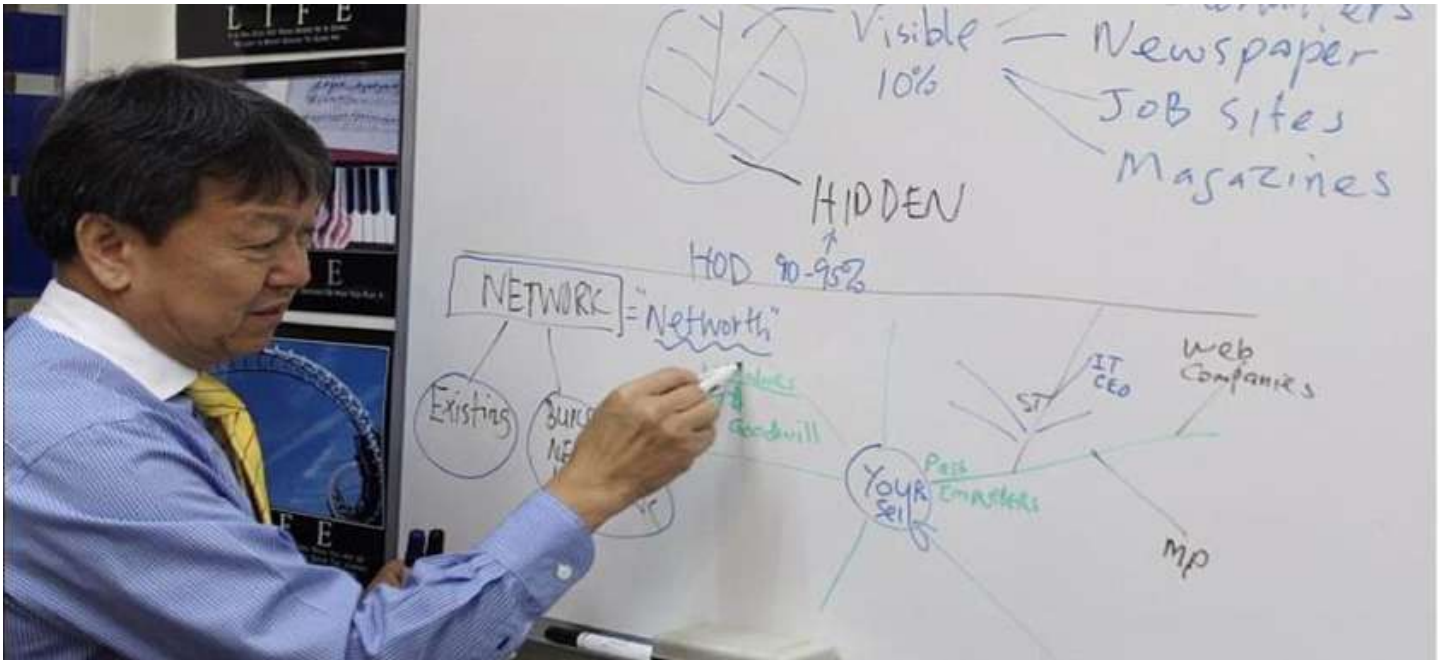
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** Data on file at Align Technology, September 30, 2022.

READER'S CONTRIBUTION

Networking tips to land your desired job....by Harold Kwan (Alumnus of RMIT)



Founder & Managing Principal, Harold Kwan explaining the networking approach to the hidden job market

THE SECRET of career success is knowing people who are in the know about job openings that are not visible in the open market.

This kind of people-connection helps you sniff out a desirable job that you won't find advertised in the papers or online job sites, says Harold Kwan, who has been sharing with students and business clients the techniques and practice of networking as part of his human resource consultancy.

To be successful in finding such "hidden" jobs, you need to understand and practise correct networking. It requires a deliberate and long-term approach, according to Harold, who points out that contrary to popular belief, you don't simply walk into a social gathering, exchange name cards and then expect people to call you with available jobs.

"Networking is about giving, not taking," Harold stresses. We are not suggesting bribes. Rather it is about offering time and been helpful to others, such as providing useful information, referring people to contacts, giving someone a ride, and sharing experiences at relevant events. These meaningful assistance to others makes a high "networking" worth.

Networking worth – a pun on nett worth – is Harold's concept of how much an individual is worth in terms of friendship and professional contact. New graduates and young people with not many years of work should seriously develop their networking worth by establishing a reputation for being competent, friendly and helpful, not just among co-workers, but also in their professional and social circle.

Developing yourself as human capital

This is how Harold defines "human capital", the kind of person who is considered an asset anywhere he or she works. "Bosses can't run their business or organisation without human capital, no matter how good their technology and products are," he explains.

"So, if you are perceived as human capital or human talent, employers want you!"

Being employable is a D-I-Y project

Harold warns that the traditional job where you work in a contented long-term environment is no longer true. "There's a lot of cost pressure. To remain competitive, companies are constantly pressurised to manage cost, and sometime result in downsizing or rightsizing exercises where employees at all levels lose their jobs. 'Employee' is an obsolete word. For you to survive in this tough environment, you should think of yourself as a 'sole proprietor', someone who assumes responsibility to upgrade himself, to keep himself well-informed, to remain fit, so that he is always relevant, ready and useful to the company. In this respect, life is a do-it-yourself or D-I-Y project where you constantly add value to your well-being and skills set.



“The good news is, as long as you are seen to have value, you can get employment and stay employed. So, bear in mind that DIY means to constantly make yourself employable.”

Here're some tips from Harold for workers of all ages:

- In your resume or “proposal”, do include words like “job target”, “achievements”, “personal attributes”. These expressions are music to recruiters. But do not sell what you don't have. Do avoid writing a job description detailing your past duties and responsibilities in resumes!
- Do not burn bridges. If you spend 30 percent of a job interview complaining about a former boss, you're not doing yourself a favour.
- To stay relevant and meet more people, do read widely, attend conferences, trade fairs, exhibitions and job fairs; if possible, contribute articles, teach and speak at selected conferences.
- Having done sufficient research on companies with potential positions that may meet your needs, do consider sending unsolicited proposals (to market yourself) to companies and organisations that you would like to work in. Many openings, especially in larger firms, are not advertised. Some bosses may not even be aware that they need someone with a certain skill set until they read your application letter! Remember, it's D-I-Y or do-it-yourself. You have to take the initiative to keep current and prospective bosses informed about your talent and availability, even when they are not officially hiring.
- Consider short-term jobs as a long-term career. What this means is that you take on a series of short-term, one-off jobs or projects for most of your life.

This is an edited article that was first posted in SIM Global Education website in August 2013.

Harold Kwan is the Founder and Managing Principal of HK3 Asia Pte Ltd. HK3 Asia help individuals to have more successful careers. We help executives to become successful leaders. We partner organizations and management teams to build clear vision, mission, strategies, structures, teams, goals and plans to bring companies from point A to a desired future state. If you wish to find out more, please call Harold at +65-96397520 or drop us a line to harold@haroldkwan3.com.

Salesforce Consultant

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Role Description

- Conduct workshops with the clients (gathering requirements, demos, reviews etc)
- Capture, understand and analyse client user requirements and objectives
- Performs "As-Is" and Fit/Gap analyses to align the Salesforce technology's offerings and capabilities to the Client business needs and advising client on solution options/offerings
- Design and conceptualize business solutions to support client needs
- Engage internal implementation team on client requirements, solution design, build, testing and solution delivery
- Develop and deliver documentation deliverables across the project phases (BRD, FSD, Test cases, Training materials etc)
- Conduct testing and training on implemented solution
- Forging trusting relationships with team members and client stakeholders
- Providing support in a pre-sales capacity (demos, proposals)
- Continually improve knowledge and expertise on Salesforce.com solutions

Your Profile

- Minimum 5 years of Salesforce Experience
- Experience working in IT Consulting companies
- Client engagement experience in Singapore and APAC region
- Good analysis, critical thinking and solution designing skills
- Effective presentation and communication skills (written and oral)
- Working experience and knowledge in the related IT field is expected for this position, preferably in: Consulting; Project Management; CRM; Cloud technologies; Systems integration
- Salesforce Sales and Service Cloud Certification is a must
- Any Business Analyst Certification is a plus
- Highly motivated, resourceful and success oriented
- Able to work in a multi-discipline, multi-cultural and multi-geolocation team
- Travel and overseas posting for mid-to-long term to be expected

SMITA KOLLA
[LINKEDIN PROFILE](#)



Senior Web-Methods Developer

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Role Description

- Design, develop, and deploy integration solutions using webMethods suite of tools, including Integration Server, Designer (Business Process), and My webMethods Server.
- Collaborate with business analysts and stakeholders to gather integration requirements and translate them into technical specifications.
- Develop and maintain documentation for integration solutions, including design documents, technical specifications, and deployment guides.
- Perform unit testing and debugging of integration components to ensure high-quality deliverables.
- Implement best practices and standards for webMethods development, including error handling, logging, and performance optimization.
- Collaborate with other developers and technical teams to ensure seamless integration between webMethods and other enterprise systems.
- Troubleshoot and resolve issues related to integration processes and workflows.
- Provide technical support and guidance to other team members and stakeholders.
- Stay up-to-date with the latest trends and advancements in Web-Methods and integration technologies.

Your Profile

- Proven experience as a Web-Methods Developer, with a strong understanding of Web-Methods architecture and components.
- Proficiency in Web-Methods integration technologies, including Integration Server, Trading Networks, Designer, and My Web-Methods Server.
- Solid understanding of integration patterns and technologies such as web services, XML, SOAP, REST, and JSON.
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- Familiarity with webMethods adapters and connectors for various enterprise systems (e.g., SAP, Salesforce, Oracle ERP, etc.).
- Strong problem-solving and troubleshooting abilities.
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with cross-functional teams.
- Experience with webMethods Microservices Architecture (MashZone, Optimize, API Gateway) is a plus.
- Knowledge of Web-Methods Cloud and hybrid integration platforms is a plus.

SMITA KOLLAK
[LINKEDIN PROFILE](#)



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