

Welcome to another edition of the Monroe Times. We have been very busy closing off a successful year and focusing on ensuring a successful start to 2012. Growth rates around the region continue to be strong as does the demand for talent.

Indonesian results were once again very strong with a record number of people placed this year. The strong growth was spread evenly across all of the sectors that we serve, which is a good indication of the positive business environment in the country.

Monroe in Thailand and the Philippines also posted record years, with particularly strong growth coming from Thailand. Monroe also re-entered Singapore in April, opening a new office that continues to build a strong reputation, particularly in the banking and technology industries.

Early indications are the trend will continue in 2012, with Indonesia placing a record number of people in to new positions in January. Once again, this is good news for high-quality professionals in Indonesia as the demand for new talent from companies is expected to grow.

To help celebrate the New Year Monroe Consulting Group is giving away two Ipad 2's at the end of January. To give yourself the chance to win simply join any one of our social media networks listed below.

- [www.facebook.com/MonroeConsulting](http://www.facebook.com/MonroeConsulting)
- [www.twitter.com/MonroeConsult](http://www.twitter.com/MonroeConsult)
- [www.twitter.com/MCGI\\_BFI\\_Jobs](http://www.twitter.com/MCGI_BFI_Jobs)
- [www.twitter.com/MCGI\\_FMCG\\_Jobs](http://www.twitter.com/MCGI_FMCG_Jobs)
- [www.twitter.com/MCGI\\_Indus\\_Jobs](http://www.twitter.com/MCGI_Indus_Jobs)
- [www.twitter.com/MCGI\\_Tech\\_Jobs](http://www.twitter.com/MCGI_Tech_Jobs)



Good Luck and a Happy New year from all the Monroe Consulting Group team. We hope 2012 brings your both personal and professional success!

Kind Regards,

Andrew Hairs  
President Director



### Monroe Consulting Group – A Winning Team

Empresaria Group PLC, the recruitment group Monroe is part of, recently held its annual conference in Thailand. During the event Monroe picked up awards for:

- **Best Recruitment Brand in Asia**
- **Fastest Growing Office in Asia**

Monroe Indonesia is also in the running to pick up a third award for the best performing office in Asia. Needless to say we are all very proud as it is always nice to receive recognition for the hard work we put in to our jobs.

---

### Career Advice for Overseas Graduates

Monroe Consulting Group was recently asked by The University of Melbourne to deliver a short presentation for the Graduate Careers and Employment Event. The event was well attended by graduates, professionals and potential employers and was designed to help international graduates transition to employment.



Prima, pictured, who heads of our Banking & Finance division, delivered a brief overview of the current job market in Indonesia, as well as what value potential employers place in an overseas degree. It was a great event and I would like to thank The University of Melbourne for inviting Monroe to be a guest speaker.



## Career Advice

### Increase your professional profile

Increasing your professional profile simply means making yourself more visible to your current and potential employers. Although there is currently an excess of mid- to senior-level jobs in Indonesia, it is still important to make yourself stand out and maximize your market worth.

Here are some tips for building a highly visible professional profile.

**LinkedIn Profile:** Indonesia was initially slow to adopt LinkedIn but recent figures suggest this is changing. In a survey conducted in July, Indonesia only had 600,000 LinkedIn profiles, but its 34.6 percent was second only to Brazil. Many companies will use LinkedIn as one of the first places to start looking for expertise which makes it a critical tool for any professional. Ensure your profile is detailed and complete. Ask trusted peers to make recommendations and invest time to build professional connections.

**Create a Blog:** There are currently more than 5 million active Blogs within Indonesia. Creating a professional Blog will give you a platform to discuss relevant industry topics, while showcasing your professional beliefs, skills and knowledge.

**Look for speaking or writing opportunities:** Speaking or writing opportunities demonstrate your knowledge, skills and expertise, which can lead others to see you as an expert. Professional industry publications are always interested in accepting content from people in the industries they serve. Be pro-active about offering your services.

**Participate in Professional Groups & Associations:** Joining a professional group or association will help you increase your visibility amongst your industry peers. These groups can help ensure you develop a deeper awareness of your industry beyond your current employer. Once you have joined a group, be sure to lobby for a good position within the network, be pro-active and contribute to its development.

**Twitter:** Indonesia's 9 million accounts represent more than 22 percent of worldwide twitter membership. The micro-blogging tool can be a very powerful way to direct attention to your work.

Professionals who are highly visible in their industries are valued employees and as such attract above rate compensation packages. Remember you can have the best product in the world but if you don't tell anybody about it nobody will ever buy it. Taking the time to build and manage your profile may be the best professional decision you ever make.

## Technology News

Monroe Consulting Group's Technology Division continues to experience high demand for employees with the right skill sets, particularly in the online industry. This very limited talent pool is becoming a major issue for a number of Web companies and is a significant barrier to more rapid growth in the sector. As more and more Web-based companies, both local and foreign, look to establish themselves in Indonesia or expand operations we predict that poaching of staff will become even more of an issue in 2013 than it has been in previous years. This can be expected to drive up salaries, particularly in areas of high demand. In the area of information technology, green technology has become increasingly popular. This means there will be an increased demand for staff with cloud computing skills. Clients, therefore, need to be more flexible in where they source staff, particularly in business-support functions such as human resources. The telecommunications industry also continues to boom, with strong demand continuing for Cisco-certified technicians.

## Hot Jobs

Job Title	Location	Industry
Finance Manager	Jakarta	Online
Country Manager	Jakarta	Information Technology
Application Engineer	Jakarta	Information Technology
Head of Sales	Jakarta	Information Technology
Senior Sales Manager	Jakarta	Information Technology
Technical Support	Jakarta	Information Technology
Senior PHP Developer	Jakarta	Online
Digital Strategy Director	Jakarta	Consultancy
CRM Director	Jakarta	Consultancy
Purchasing Head	Jakarta	Online
Sales General Manager	Sumatra	Hardware
Sales General Manager	Java	Hardware
Account Manager	Jakarta	Online



To view these jobs and more visit  
[www.monroeconsulting.com](http://www.monroeconsulting.com)

## Consumer News

Monroe Consulting Group's Consumer Goods Division is expecting competitive competition for quality staff in 2012, with the battle expected to be particularly fierce in modern retail. Growth in this industry over the past five years has been phenomenal – it increased 15 percent in 2011 alone – and 2012 will be no different as established players such as Carrefour continue to expand and new players emerge. South Korean retailer Lotte, already a market leader in wholesaling, will increase its toe-hold in the hypermarket industry and is in the process of establishing what promise to be major retail and cinema chains. There are also moves afoot by Walmart to reestablish its presence in Indonesia. Electronic retail is another area where we are expecting big things as a number of Asian companies eye Indonesia's burgeoning middle class. But let's not forget the 'little guys' either – the growth in the number of minimarkets in Indonesia skyrocketed by an estimated 42 percent in 2011. This trend will continue in 2012.

## Hot Jobs

Job Title	Location	Industry
Sales Training Manager	Jakarta	Consumer Goods
Channel Development Manager	Jakarta	Consumer Goods
Account Manager	Jakarta	Consumer Goods
Data Management System & Sales Support	Jakarta	Consumer Goods
Senior Sales Manager	Jakarta	Consumer Goods
CSR Sponsor Assistant Manager	Jakarta	Consumer Goods
Retail Operation Assistant Manager	Jakarta	Consumer Goods
Area Sales Manager	Java & Sumatra	Consumer Goods
Marketing Manager	Jakarta	Consumer Goods
National Sales and Marketing Manager	Jakarta	Consumer Goods
Sales Director Modern Trade	Jakarta	Consumer Goods
Sales Force Effectiveness	Jakarta	Consumer Goods
Assistant Brand Manager	Jakarta	Consumer Goods



To view these jobs and more visit

[www.monroeconsulting.com](http://www.monroeconsulting.com)

## Banking News

The Banking & Finance Division continues to witness strong demand for talent throughout the industry – demand that is primed to increase. Indonesia’s expanding economy has already attracted some of the world’s leading companies and this interest will continue: Morgan Stanley, Goldman Sachs and ING are all expected to enter – or reenter – Indonesia in 2012. Given this backdrop, Monroe Consulting Group is noticing a number of trends. The banking industry is beginning to cast its net wider in the increasingly difficult search for qualified candidates, particularly in business-support functions. Given a predicted 25 percent growth in bank credit, other areas expected to see significant increases in demand for talent are microbanking, consumer banking and consumer finance. Another emerging trend that banking and insurance companies are quickly becoming aware of is the importance of shortening traditionally lengthy recruitment processes in order to secure talent as promptly as possible. Companies that choose not to adapt will find themselves left behind. Branch banking remains the biggest challenge. With qualified employees continuing to leave for greener pastures and banks needing staff to continue with their expansion plans, companies need to find clever ways of retaining talent.

## Hot Jobs

Job Title	Location	Industry
Corporate Communication Manager	Jakarta	Life Insurance
Assistant Manager Internal Auditor	Jakarta	Life Insurance
Marketing Intelligence Manager	Jakarta	Life Insurance
Marketing Communications Manager	Jakarta	General Insurance
Head of Information Technology	Jakarta	Banking
Head of Legal	Jakarta	Banking
Project Management	Jakarta	Banking
Finance and Accounting Senior Manager	Jakarta	Auto Finance
Head of Treasury	Jakarta	Banking
Corporate Finance Manager	Jakarta	Capital Markets
Financial Analyst	Jakarta	Investment Banking
Chief Financial Officer	Jakarta	Finance
Head of Risk Management	Jakarta	Finance



To view these jobs and more visit

[www.monroeconsulting.com](http://www.monroeconsulting.com)

## Industry News

The Industrial Division is expecting what promises to be an extremely busy year for recruitment in a number of key areas, including the mining, oil and gas, cement, manufacturing, power generation and construction industries. As the demand for resources continues to grow, particularly coal, so does the demand for talent, both local and expatriate. We expect to see strong competition for key management positions, including general and project managers, as well as directors. Indian players, both local and multinational, are among the most aggressive players. Budget constraints among a number of mining companies, however, could see a shift away from expatriate candidates in favor of local talent. Despite continuing regulatory hurdles, the oil and gas industry will continue to have a strong need for experienced managers and executives. As the country's bureaucracy comes to terms with legislation designed to speed up the pace of the construction of new infrastructure, we expect an increasing need for experienced talent. One key area to look out for is water infrastructure. And of course the manufacturing, particularly the car and motorcycle industries with Indonesia set to overtake Thailand as the 'Detroit of Southeast Asia.'

## Hot Jobs

Job Title	Location	Industry
Project Control Manager	Jakarta & Sulawesi	Fertilizer Plant
Corporate Legal Secretary	Bogor	Manufacturing
Business Development Manager	Jakarta	Maritime Construction
Sales Engineer	Jakarta & Balikpapan	Manufacturing
Senior Geologist	East Kalimantan	Mining
Gas Engine Product Manager	Jakarta	Mining Contractor
Project Manager	Jakarta	Coal Mining
Compensation & Benefit Deputy	Purwakarta	Chemical
Project Manager	Jakarta	Construction
Sales Manager	Surabaya	Electrical
General Manager	Jakarta	Agro-Chemical
Accounting and Finance	Automotive	Jakarta



To view these jobs and more visit

[www.monroeconsulting.com](http://www.monroeconsulting.com)