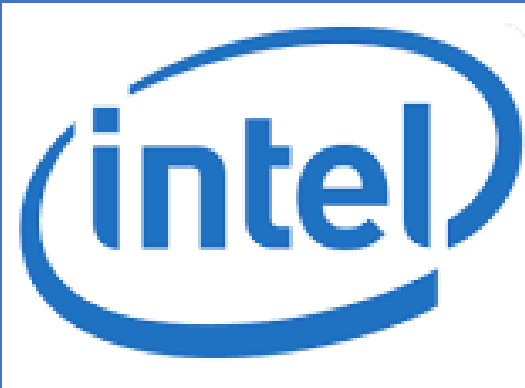# Recruitment in 2019

Presented by

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BTC Sdn Bhd

Self Introduction

Talent Shortage in CyberSecurity

By 2021,
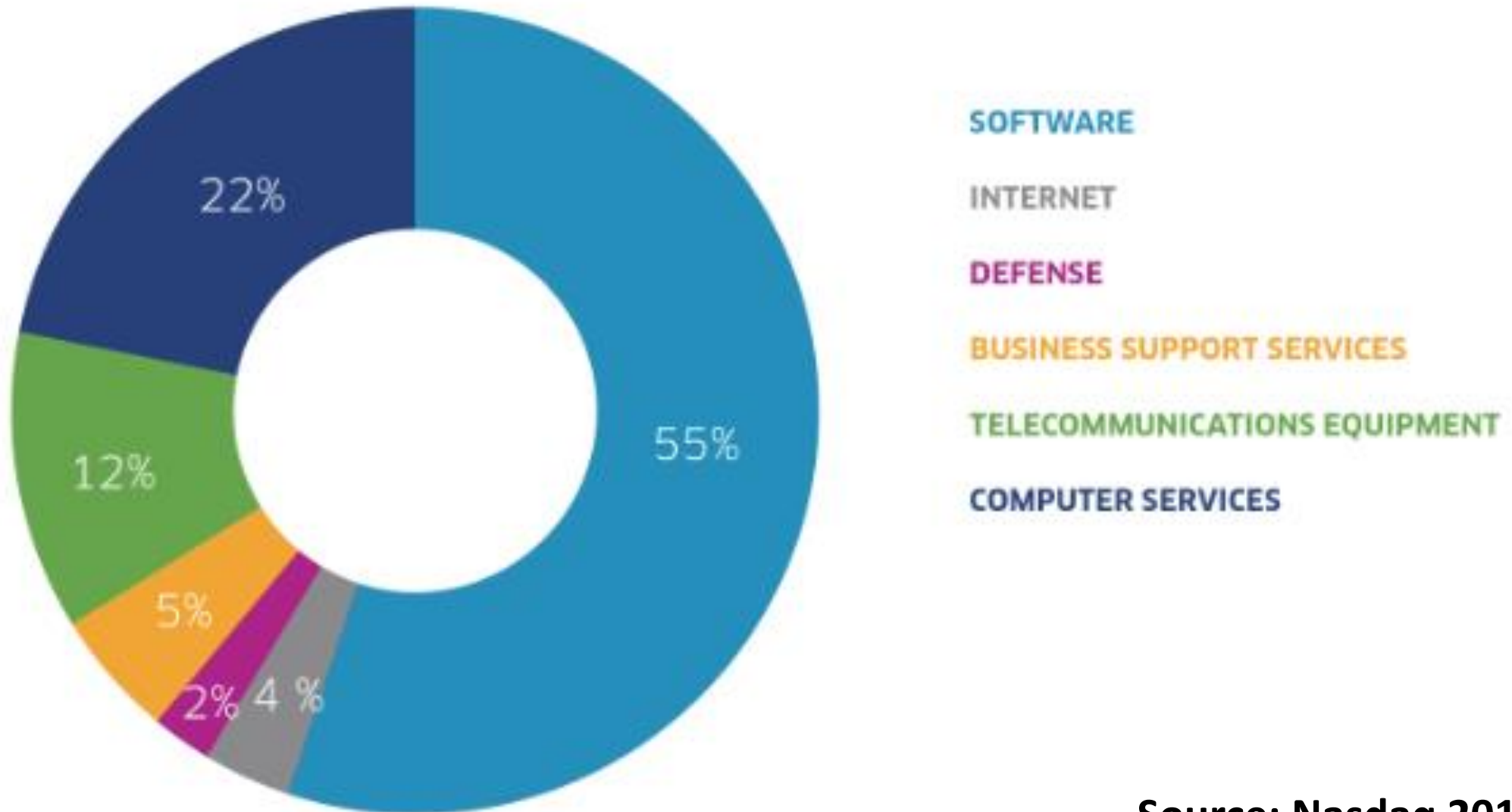Global Cyber-Crime damage costs to hit USD6 trillion annually

By 2022,
There could be shortage more than 1 million CyberSecurity Professionals

HOTTEST IT SECURITY JOBS...

- IT SECURITY AUDITOR AND COMPLIANCE
- CYBERSECURITY CONSULTANT
- NETWORK SECURITY ENGINEER
- SOFTWARE SECURITY ENGINEER
- SOLUTION ARCHITECT
- PENETRATION TESTER
- CHIEF INFORMATION SECURITY OFFICER

The demand of talents will continue to INCREASE!!!

DEMAND IN CYBERSECURITY...

Source: Nasdaq 2018

SHARED RESPONSIBILITIES?

- Issue of Cyber Risk Mitigation is measured in a lack of negative results

- Issue of Behaviour
  - Lack of understanding due to complexity of cybersecurity
  - The standard response from the average non IT employee = refer to IT!!!

Cybersecurity is more than a JOB Position!!!

CYBERSECURITY HARD SKILLS

1. Secure Software Development
2. Cloud Security
3. Management And Monitoring
4. Data Security
5. Intrusion Detection
6. Risk Mitigation
7. Security Analysis

SOFT SKILLS ARE AS IMPORTANT, if not MORE

- Accountable
- Adaptability
- Drive
- Endurance
- Brightness

INTERVIEWER WILL BE LOOKING FOR HIRING SIGNALS!!!

What is Recruitment?
What values do Recruitment brings?

Recruitment Evolution

Past
- Newspaper
- Walk In
- Referral

Present
- Job Portal
- Social Media

Future
- AI
- ???

What is CV?
How to write QUALITY CV?

Number of Pages?

CV Hacks

Summary Experience
1. Introduction
2. Work experience
3. Accomplishments / Recognitions
4. Relevance to the role

Example: Recruitment Director

Lai has over 15 years working experience with over 8 years in IT industry. He started his career with Intel Malaysia as a Software Developer. He moved on to become a Level 2 Infrastructure Specialist and then promoted as Group Lead managing Level 2 Infrastructure team. With his in-depth industry and IT expertise, he later joined recruitment firm Robert Walters and Spring Professional where he is well recognised for his successes in recruiting for companies across China, Hong Kong, Indonesia, Malaysia and Singapore.

Lai is currently spearheading BTC Recruitment Malaysia specialising in mid to C-Levels recruitment across all industry sectors. His extensive IT knowledge allows him to understand his client's business, culture and unique requirements which enables him to build a long-term and trusted relationship with them.

Being a high achiever, Lai has placed more than 250 candidates through his career. He was one of the Top Performing Managers in Asia for two consecutive years 2015 & 2016 with over seven figure sales revenue. Having strong passion in writing posts related to recruitment, he was named as one of the top 100 Most Inspirational Linkedin Icons In Malaysia to follow in 2019.

Overall, Lai is a high motivated and self-driven leader, with outstanding networking and organisational skills. He is confident to excel in this role with his proven track records and growing the business towards profitability.

CV Hacks

1. Education & Certifications
2. Awards and Recognitions
3. Work experience
   - Responsibility, 4 to 5 points
   - Achievement, 4 to 5 points
4. Others; Curriculum, Reference

- Over 575+ million users, with more than 260 million monthly active users
- Malaysia has more than 3 million users

Linkedin Hacks

1. Great Profile Photo
2. Write a Headline that STANDS OUT
3. Fill in "Summary", highlight
4. Update your work experience
5. Each Recommendation COUNTS

Linkedin Hacks

Bonus
1. Customise URL
2. Write post or articles. It's FREE!

Example

EMPLOYEES ARE LOOKING FOR...

"Alright, sell me the ~~job~~."

culture and boss

THANK YOU

QUESTION TIME

QUESTION TIME

If you have questions, email me at shyanchin.lai@bluetalent-consulting.com

Follow me on Linkedin at www.linkedin.com/shyanchinlai