



# Seiko Precision Recruitment Drive 2023



**SEIKO PRECISION SDN. BHD.**  
No.26, Jalan BA2/1,  
Kawasan Perusahaan Bukit Angkat,  
43000 Kajang, Selangor Darul Ehsan, Malaysia.

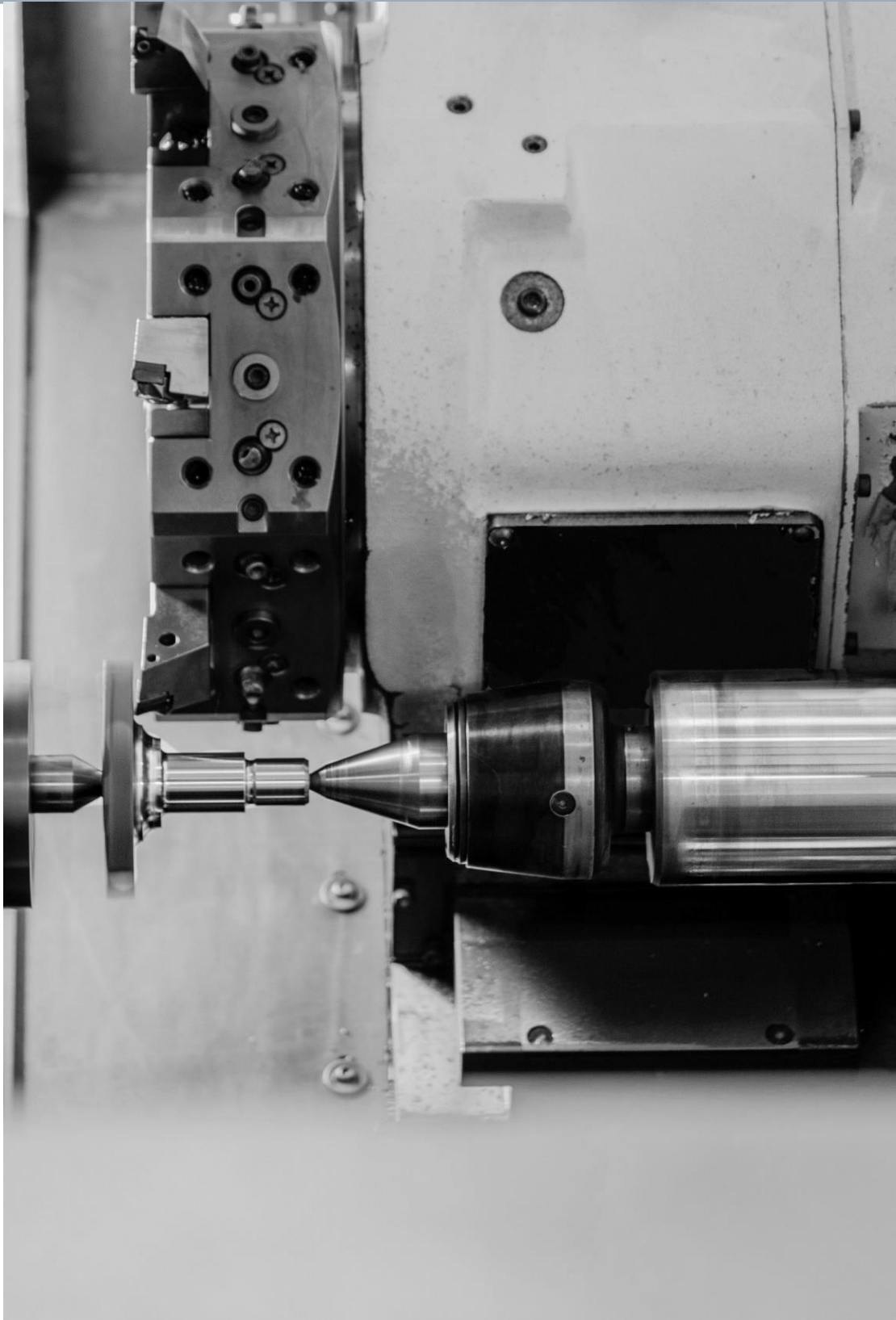
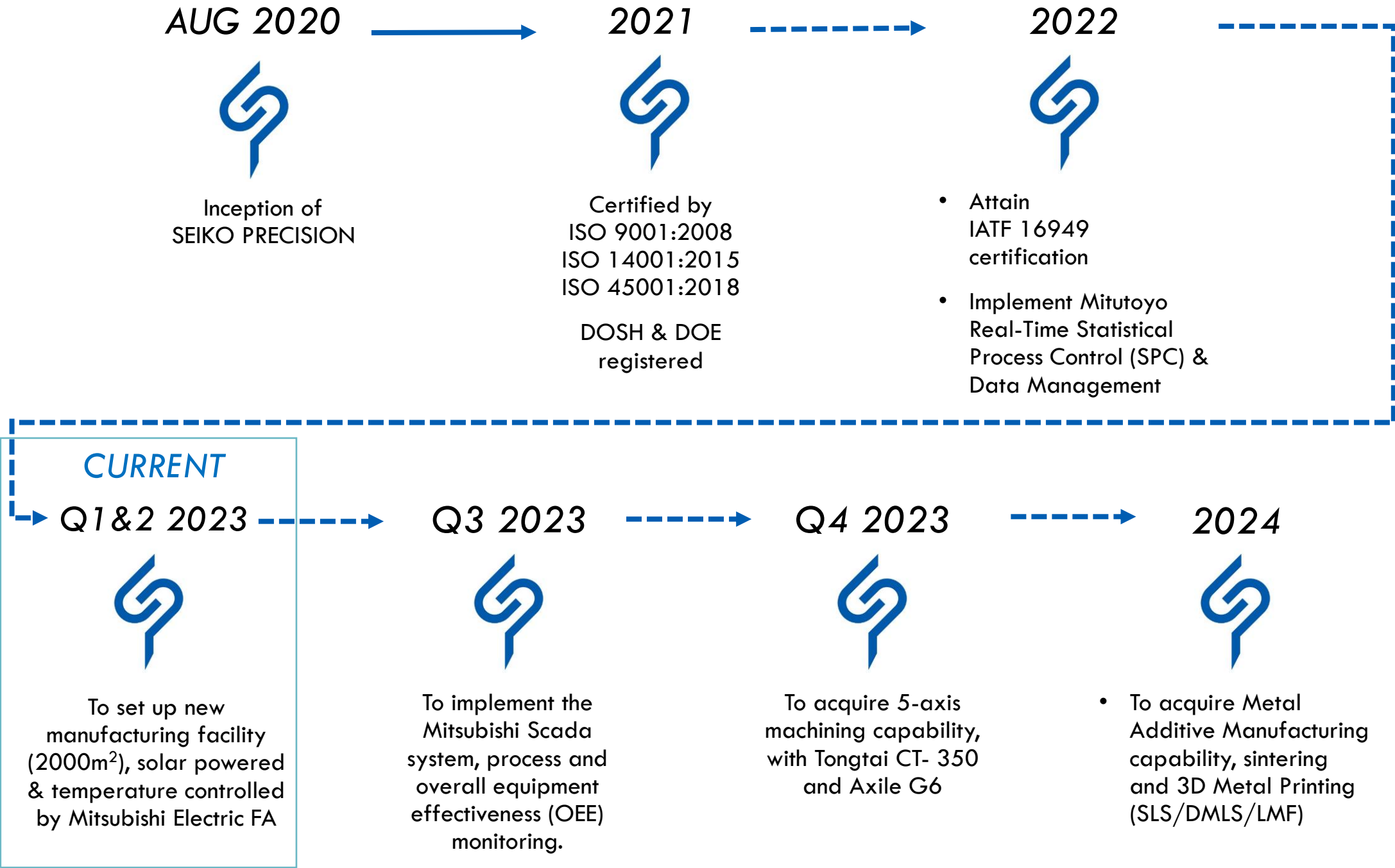
# AGENDA

VISION

*To provide a platform contributing towards sustainable & meaningful growth across the people, industry and nation as a whole; through showcasing Malaysian manufacturing at the international level.*

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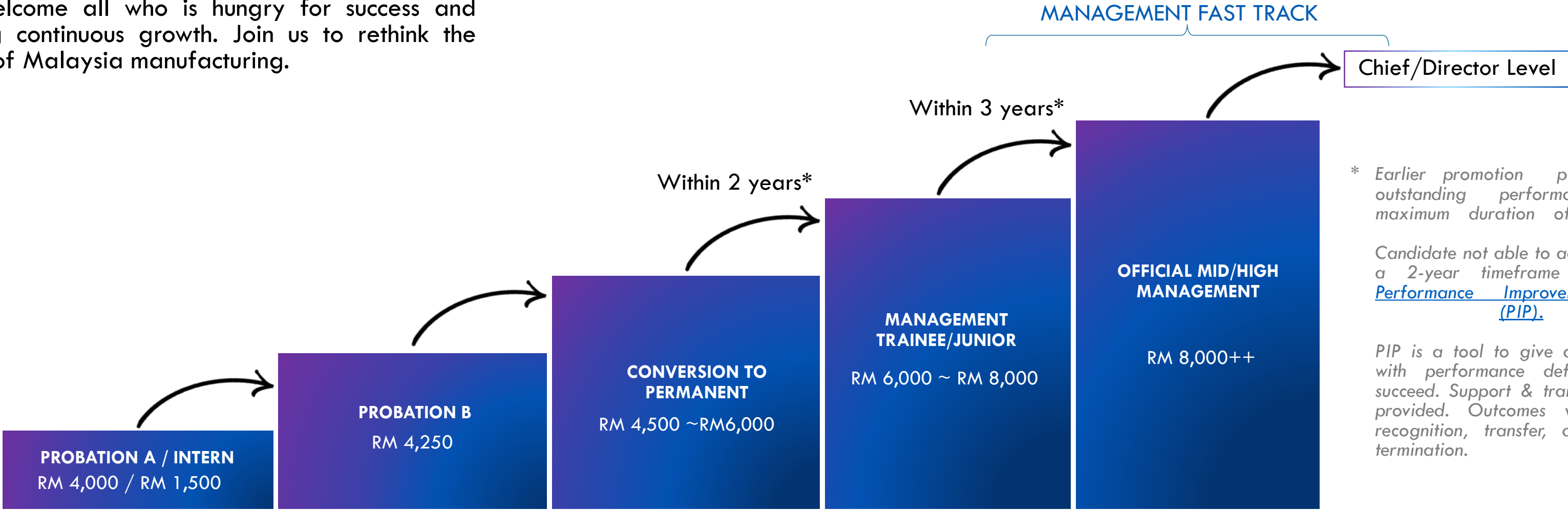
# COMPANY INTRODUCTION



# CAREER PROGRESSION

We welcome all who is hungry for success and seeking continuous growth. Join us to rethink the future of Malaysia manufacturing.

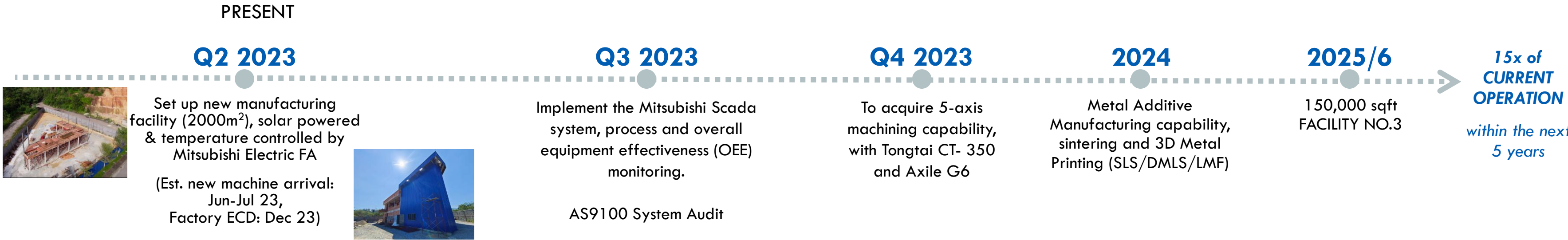
POWERING FUTURE PROGRESS, TODAY



\* Earlier promotion possible with outstanding performance, with maximum duration of 2 years.

Candidate not able to advance after a 2-year timeframe will enter Performance Improvement Plan (PIP).

PIP is a tool to give an employee with performance deficiencies to succeed. Support & training will be provided. Outcomes varies from recognition, transfer, demotion or termination.



# PAYOUT STRUCTURE

\* Reference of salary below is based on an entry position, market rated at RM2,500 ~ RM3,000.  
 Salary offered is scaled positively higher in reference to candidate's market rate.



3 MONTHS

**PROBATION A**  
 (RM4,000\*)

ONE WEEK TERMINATION NOTICE

With benefits of:

PANEL CLINIC  
 EXTENSIVE DEVELOPMENT PROGRAM

OR

**INTERNSHIP**  
 (RM1,500 ~ RM1,800)

3~12 MONTHS duration according to  
 course requirement.

\*\*Internship payout shall be commensurate with the duration of  
 your placement. Ex: 12 months intern shall receive RM1.8k  
 allowance per month

3 MONTHS

**PROBATION B**  
 (RM4,250\*)

ONE MONTH TERMINATION NOTICE

With benefits of:

PANEL CLINIC  
 EXTENSIVE DEVELOPMENT PROGRAM

CAREER PROGRESSION  
 WITHIN EVERY 2 or 3 YEARS

**FULL TIME**  
 (RM4,500 ~ 6,000\*)

6 WEEKS TERMINATION NOTICE

With benefits of:

PANEL CLINIC  
 VISION & DENTAL  
 EXTENSIVE DEVELOPMENT PROGRAM

# JOIN OUR TEAM Full-time Employment

\*Acronym for the most prestigious companies in the IT industry, namely, Facebook, Apple, Amazon, Netflix, Google.

\*\* Considering factors including salary, benefits, work culture, growth opportunity & meaningful work.

We provide **Mentorship and Personalized Support for Professional Development**. We empower our members to explore & customize their career, in line with their strengths & interests as they progress along our flexible Management Fast-Track

**Speed, Agility And Continuous-improvement Culture**. We adapt Lean & Agile frameworks used by the likes of **FAANG\*** and Tesla, to facilitate the self-organization and ownership required for our members to gain meaningful experiences and grow at accelerated rates as they successfully navigate through complex projects & challenges with their team.

We develop young leaders by minimizing traditional corporate hierarchy and bureaucratic meetings. Instead, we opt for **Open Communications And Collaborative Working Environment** to provide a platform for our members to exercise their leadership skills and confidence.

Referencing packages from industry leaders such as Intel, Petronas and Accenture, we ensure a **Competitive & Well-rounded Pay Package\*\*** to best position our members to sustainably strive for both professional and personal goals.

Join us to **rethink the future of Malaysia manufacturing** through technology, experience and craftsmanship



# JOIN OUR TEAM Internship

## Enabling **Continuous Development**

– giving you the opportunities you need to learn on the job and grow with the company.

We encourage everyone to expand their skills, all so you can learn faster than the world is changing and stay a few steps ahead.

We reward high performance and we do it thoughtfully – although to us, it's about more than achieving your goals. It also matters how you do it and that you learn and develop along the way.

It's nearly impossible to be a master of all – something will always end up neglected or shortchanged. So instead, we expect you to **Give Your All** to your one part. As we move and expand, that part may change, but with us you'll never stop growing.

Perform **Meaningful Work** from day one. You will be assigned to high-impact projects to expand your technical skills. We expect interns to perform to the same level of excellence as our full-time employees – which is why we seek **to hire them back**.

Experience one-on-one mentorship, **Interactive Networking Events** and monthly seminars within our community of experts. Our interns collaborate across disciplines and borders to support our shared mission of rethinking Malaysia manufacturing.

Join us to **rethink the future of Malaysia manufacturing** through technology, experience and craftsmanship



# TEAM ETHOS



## GROWTH

Centering around a holistic approach to growth, encompassing the development of oneself, fostering a supportive team environment, and propelling the business forward in unison.



## OWNERSHIP

Embracing ownership, which is characterized by voluntary commitment, a profound sense of responsibility towards achieving desired outcomes, a steadfast refusal to make excuses, and a sharp acumen for effectively tackling and surmounting challenges.

## ACTION FOCUS

Centering around an action-oriented mindset, characterized by a thorough grasp of information, proficiency in risk assessment, boldness in taking decisive action, and adeptness in adapting and pivoting when circumstances demand.



## DEI

Fostering DEI (Diversity, Equity, and Inclusion). The "D" signifies our commitment to embracing and respecting differences, while the "E" represents our dedication to maintaining equity by ensuring fairness in performance evaluations. Lastly, the "I" represents our emphasis on fostering a culture of inclusion where effective communication and transparency are promoted throughout the organization.

## CUSTOMER OBSESSION

Being customer-obsessed, epitomizing a customer-centric approach where we begin with the customer and work backwards, consistently striving to envision and deliver what would truly delight our customers.



Reaching this point signifies that you are embarking on your first step towards joining a community of trailblazers.

Here, you will have the opportunity to work alongside like-minded individuals, tackling exhilarating challenges that fuel your personal and professional growth. Do you believe you possess the necessary qualities? We dare you to take that initial leap and join us in making a profound difference.

*TOGETHER, LET'S CREATE A LASTING IMPACT.*

# OUR HIRING PROCESS

Remember, each step of the hiring process is an opportunity for you to demonstrate your skills, enthusiasm, and fit within our organization. Good luck!

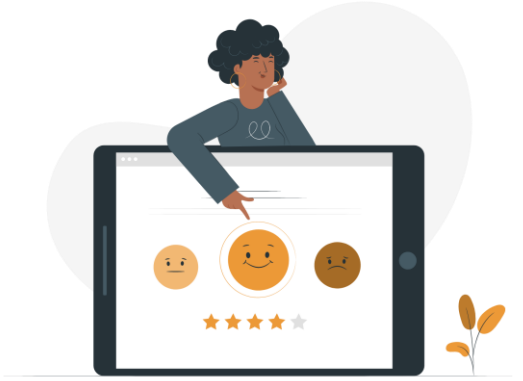


## 1- Get to Know Us

In this step, we encourage you to learn more about our company, values, and culture. Take the time to explore our website, recruitment drive and the job description to gain a deeper understanding of who we are and what we stand for.

## 2- Submit Application

Once you feel confident and excited about the opportunity to join our team, it's time to submit your application. You'll need to apply through <https://www.seikoprecision.com/join-our-team/> along with your resume and transcript.



## 3- Online Test

As part of our selection process, you will have the opportunity to engage in an insightful online test. This test not only provides a platform for personal discovery and self-reflection but also allows us to gain a deeper understanding of your unique working style, strengths, and areas of potential growth.

## 4- Essay Prompt

We understand that a test alone may not reveal the full picture of who you are. Hence, these prompts provide a platform for you to express your unique qualities. This is an opportunity for us to gain a deeper understanding of your capabilities, while also allowing you to reflect on your personal journey and articulate your aspirations. Embrace this chance to let your voice shine and show us the qualities that make you stand out.



## 5- Interview

Congratulations! We're impressed with your achievements and eagerly anticipate meeting you in person. Experience the vibrant culture and values of Seiko Precision firsthand. We'll delve into your experiences and assess your fit within our team. Feel free to ask any questions about the role or company. Let's meet and explore how we can collaborate for success.



## 6- Company Pitch & Offer

You have stood out in the interview, showcasing your remarkable qualities. Now, it's our turn to present a compelling pitch about our company and extend an exciting offer to you. As part of this stage, we are thrilled to invite you on an exclusive factory tour. The decision is entirely yours to make, and regardless of whether you choose to accept the offer or not, we eagerly anticipate to connect with such bright and talented individuals like you.

# EMPLOYEE JOURNEY

Here at Seiko Precision, you are encouraged to take an active role in seeking your own growth and development within the company. You'll have the chance to grow and evolve, leaving behind the stagnant entry-level grind. We provide the necessary support and opportunities, but ultimately, it is your proactive approach that will drive your success and advancement.

Even if you didn't make it, what is there to lose? Treat it as an invaluable stepping stone, akin to an industrial placement, where you'll gain invaluable work experience that opens doors to higher positions in top-notch companies, on top of being compensated higher than the market average.

We don't expect everyone to stick around forever. We get it – people change, and environments change. If you outgrow us, we'll genuinely be happy for you to move on to bigger and better things. Rest assured, this belief is a part of our [Sustainable Development Goals](#).

We never say that it will be an easy journey, but it surely will be a worthy one.



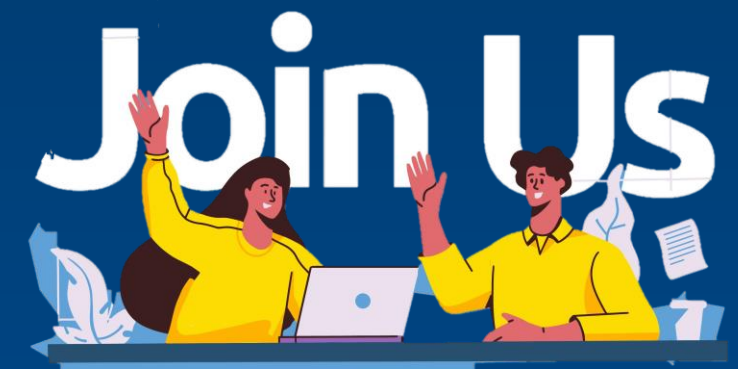
During this stage, we provide the resources and support necessary for you to familiarize yourself with our company culture, values, and your role. It's an opportunity for you to take an active role in understanding our organization and how you can contribute to its success.

We believe in empowering individuals to drive their own growth within the company. We offer a range of learning opportunities, such as training programs, mentorship, and challenging assignments, that you can actively engage with to enhance your skills and broaden your knowledge. You have the autonomy to seek out these development opportunities that align with your interests and career goals.

Regular evaluations provide a platform for you to actively reflect on your performance and progress. They are designed to facilitate meaningful discussions about your strengths, areas for improvement, and goals. You are encouraged to take an active role in the evaluation process by self-reflecting, seeking feedback, and actively engaging in constructive conversations about your growth within the company.

As you navigate your career path, we support your transitions by offering guidance and resources. We encourage you to actively explore new roles or responsibilities within the company that align with your aspirations. In the event that you decide to pursue opportunities outside the organization, we provide a supportive exit strategy to ensure a smooth transition while maintaining positive relationships.





*If you think you are the right fit, please submit your application through [our website](#).*