GEPI (Global Entrepreneurship Program Indonesia)

We are looking for

**Project Assistant**

Job Description:
- Administrative and logistical duties related to events to be organised by GEPI
- Undertake finance and accounting duties related to monthly financial report and cash request
- Liaise with external contacts
- Flexible working hours – 5 days work in a week

Requirements:
- Experience in event organizing (min. 1 year)
- Experience in finance and accounting (min. 1 year)
- Willingness to learn new procedures
- Working English proficiency
- Ability to work remotely/virtually
- Familiar with Microsoft Office applications for business and professional purposes

Interested applicants should send the CV to secretariat@gep-indonesia.org cc aputri@binus.edu

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PT AAA ASSET MANAGEMENT

We are looking for

**SALES & MARKETING**

Job Description:
- Find new investor
- Maintain existing client

Requirement
- Minimal D3 (any discipline)
- Experience 1 year in capital market (fresh graduate are welcome)
- Have WAPERD (Wakil Penjual Efek Reksa Dana)
- Age 20-30 years

Interested application should send application letter, CV, Certificates, photo (4x6) to Mr. M. Wintriantoro email anto@aaasecurities.com cc aputri@binus.edu
**Voyage Indonesia Technology**

We are looking for

**Iphone/Android Application Engineer**

Bandung

**Job Description:**
- Developing client applications for Iphone / Android (especially gaming applications). Responsible not only on the field but also in planning programming, and will be involved from the development to operational processes.

**Requirement:**
- Web application development experience and operational (any language)
- Experience for object-oriented languages
- Application development experience IOS / Android
- Game development experience using the middle wear like Unity, cocos2d, Titanium, etc.
- Experience Project Leader, Project Management

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**Disainer 2D/3D CG**

Bandung

**Job Description:**
- CG design development of gaming applications for smartphones (iOS, Android) are only responsible for the field of design, but also in planning, and will be involved from the development to operational processes.

**Requirement:**
- Skill Concept Art
- SkillDesign
- Experience using applications to use graphics and modeling

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Interested applicants should send the CV to kerolienny@gmail.com cc aputri@binus.edu

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**Citibank, N.A.**

Citi works tirelessly to serve individuals, communities, institutions and nations. With 200 years of experience meeting the world's toughest challenges and seizing its greatest opportunities, we strive to create the best outcomes for our clients and customers with financial solutions that are simple, creative and responsible. An institution connecting over 1,000 cities, 160 countries and millions of people, we are your global bank; we are Citi.

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**Voyage Indonesia Technology**

We are looking for

**UNIFIED SALES MIS ANALYTICS – LEADS MANAGEMENT**

Full-Time Internship Program

**Job Description:**

**Assignment Description**
- Develop a leads management MIS processing system that supports all solicitation channels in Unified Sales. With various products offered, leads types, solicitation offers ways, and 4 channels in Unified Sales, it is crucial to have a versatile leads management processing system.
- Leads management processing system is covering lead base profiling, campaign creation, to upload and call tracking.

**Roles and Responsibilities**
- Role & responsibility:
  - Act as a leads management analyst
- Challenges:
  - Various users requirements from all solicitation channels
  - Multi-products understanding
  - Multiple sources of raw data tables

**Expected Outcomes**
- End-to-end process flow of leads management system agreed by all channels users
- Leads management processing system that leverage MIS analytics

**Added Value**
- The intern will be able to understand:
  - End-to-end sales banking acquisition processes
  - Exposure to a wide variety of stakeholders
  - Improvement of logical thinking and interpersonal skills

**Requirement:**
- Hold a minimum bachelor degree majoring in Computer Science or Information System
- Possess strong analytical skills
- Understand and able to operate Macro & SAS

**RM ASSOCIATE– CITI AT WORK/CAW**

Full-Time Internship Program

**Job Description:**

**Assignment Description**
- Build relationship with key person and board of management level within corporate clients in order to penetrate the company.
- Communicate with the management level regarding product and benefit will bring to their employees thru Citi At Work (CAW) program.
- Cater to all complains and ensure it is solved timely.

(continued on page 3)
PT. Holcim Indonesia, Tbk

Holcim’s core businesses include the manufacture and distribution of cement, and the production, processing and distribution of aggregates (crushed stone, gravel and sand), ready-mix concrete and asphalt. The company also offers consulting, research, trading, engineering and other services. Holcim is a global company employing some 80,000 people, with production sites in around 70 countries. With a market presence on every continent, Holcim is more globally spread than any other building materials group, allowing us to create a strong foothold in each individual market, and providing stable earnings for the Group. Aiming to keep a balanced portfolio, Holcim’s business strategy is based on continuous growth in both developed economies and emerging, high-growth markets, where around three-quarters of our operational capacity, accounting for almost half of the Group’s net sales, is based.

Website: http://www.holcim.com

We are looking for

1. Organization Performance Improvement (OPI) Coach / Internal Management Consultant

Job Description:
OPI runs in 2-4 unit areas in each wave and it is being rolled out to company wide. Each wave takes 8 months from start to completion. Usually two (2) unit areas are under responsibility by one (1) OPI lead coach. The position is to provide leadership, support & control of the OPI program and practices in unit areas under his or her responsibility.

The role is to act as an INTERNAL MANAGEMENT CONSULTANT and a coach to help unit area managers/leaders improve their unit performance, identify and capture the cost saving or revenue generation opportunity in line with diagnostic finding conducted at the beginning of the wave. At the same time, OPI coach is responsible for the People Capability development on OPI system, process, tools, and practices. He or she also helps OPI manager to develop strategic plan to ensure sustainability.

Requirement:
Education:
• University or College graduation (S1)

Experience:
• Three (3) year experiences in implementing HR /Sales-Marketing/Strategic Management initiative improvement at Supervisor level with good track record
• Have exposure in different working unit areas
• Project management understanding

Computer literacy:
• Advance in Microsoft Excel, PowerPoint, Words and Visio.
• Capable in one of Project Management tools.

(continued on page 4)
(continued from page 3)

Language:
- Good command of English, both oral & written

Other qualification/skills:
- Preferably completed 2 Project Management Cycle in different business areas: Assessment/Feasibility Study, Approval, Design Development, Testing, Execution and Evaluation, for each project.
- Preferably has skill in one of Strategic Management Execution: Balance Scorecard, Business Process Improvement and any other Management System methodology.
- Strong business acumen skill with profit orientation
- Have exposure in various industries
- Strong analytical and problem solving skill
- Able to deal with hectic situation, especially with executive level
- Proficient negotiation skill
- High working flexibility
- Strong tenacity

2. OPI Coach (Internal Management Consultant – HR area)

Job Description:
OPI runs in 2-4 unit areas in each wave and it is being rolled out to company wide. Each wave takes 8 months from start to completion. Usually two (2) unit areas are under responsibility by one (1) OPI lead coach. The position is to provide leadership, support & control of the OPI program and practices in unit areas under his or her responsibility. The role is to act as an INTERNAL MANAGEMENT CONSULTANT and a coach to help unit area managers/leaders improve their unit performance, identify and capture the cost saving or revenue generation opportunity in line with diagnostic finding conducted at the beginning of the wave. At the same time, OPI coach is responsible for the People Capability development on OPI system, process, tools, and practices. He or she also helps OPI manager to develop strategic plan to ensure sustainability.

Requirements:
Education:
- University or College graduation (S1)

Experience:
- Three (3) years experience in implementing HR strategic management initiative improvement at Supervisor level with good track record
- Have exposure in different working unit areas
- Project management understanding

Computer literacy:
- Advance in Microsoft Excel, PowerPoint, Words and Visio.
- Capable in one of Project Management tools.

Language:
- Good command of English, both oral & written

Other qualification / skills
- Preferably completed 2 Project Management Cycle in different business areas: Assessment/Feasibility Study, Approval, Design Development, Testing, Execution and Evaluation, for each project.
- Preferably has skill in one of Strategic Management Execution: Balance Scorecard, Business Process Improvement and any other Management System methodology.
- Strong business acumen skill with profit orientation
- Have exposure in various industries
- Strong analytical and problem solving skill
- Able to deal with hectic situation, especially with executive level
- Proficient negotiation skill
- High working flexibility
- Strong tenacity

3. OPI Coach (Internal Management Consultant – Sales / Marketing area)

Job Description:
OPI runs in 2-4 unit areas in each wave and it is being rolled out to company wide. Each wave takes 8 months from start to completion. Usually two (2) unit areas are under responsibility by one (1) OPI lead coach. The position is to provide leadership, support & control of the OPI program and practices in unit areas under his or her responsibility. The role is to act as an INTERNAL MANAGEMENT CONSULTANT and a coach to help unit area managers/leaders improve their unit performance, identify and capture the cost saving or revenue generation opportunity in line with diagnostic finding conducted at the beginning of the wave. At the same time, OPI coach is responsible for the People Capability development on OPI system, process, tools, and practices. He or she also helps OPI manager to develop strategic plan to ensure sustainability.

Requirement:
Education:
- University or College graduation (S1)

Experience:
- Three (3) years experience in implementing Sales / Marketing strategic initiative improvement at Supervisor level with good track record
- Have exposure in different working unit areas
- Project management understanding

Computer literacy:
- Advance in Microsoft Excel, PowerPoint, Words and Visio.
- Capable in one of Project Management tools.

Language:
- Good command of English, both oral & written

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Other qualification/skills:
- **Preferably completed 2 Project Management Cycle** in different business areas: Assessment/Feasibility Study, Approval, Design Development, Testing, Execution and Evaluation, for each project.
- **Preferably has skill in one of Strategic Management Execution**: Balance Scorecard, Business Process Improvement and any other Management System methodology.
- Strong business acumen skill with profit orientation
- Have exposure in various industries
- Strong analytical and problem solving skill
- Able to deal with hectic situation, especially with executive level
- Proficient negotiation skill
- High working flexibility
- Strong tenacity

4. OPI Coach (Internal Management Consultant – Strategic Management area)

**Job Description:**
OPI runs in 2-4 unit areas in each wave and it is being rolled out to company wide. Each wave takes 8 months from start to completion. Usually two (2) unit areas are under responsibility by one (1) OPI lead coach. The position is to provide leadership, support & control of the OPI program and practices in unit areas under his or her responsibility. The role is to act as an INTERNAL MANAGEMENT CONSULTANT and a coach to help unit area managers/leaders improve their unit performance, identify and capture the cost saving or revenue generation opportunity in line with diagnostic finding conducted at the beginning of the wave.

At the same time, OPI coach is responsible for the People Capability development on OPI system, process, tools, and practices. He or she also helps OPI manager to develop strategic plan to ensure sustainability.

**Requirements:**
- **Education:**
  - University or College graduation (S1)

- **Experience:**
  - Three (3) years experience in implementing HR strategic management initiative improvement at Supervisor level with good track record
  - Have exposure in different working unit areas
  - Project management understanding

- **Computer literacy:**
  - Advance in Microsoft Excel, PowerPoint, Words and Visio.
  - Capable in one of Project Management tools.

- **Language**
  - Good command of English, both oral & written

Other qualification / skills
- **Preferably completed 2 Project Management Cycle** in different business areas: Assessment/Feasibility Study, Approval, Design Development, Testing, Execution and Evaluation, for each project.
- **Preferably has skill in one of Strategic Management Execution**: Balance Scorecard, Business Process Improvement and any other Management System methodology.
- Strong business acumen skill with profit orientation
- Have exposure in various industries
- Strong analytical and problem solving skill
- Able to deal with hectic situation, especially with executive level
- Proficient negotiation skill
- High working flexibility
- Strong tenacity

Interested application should send Application letter and Resume to Mr. Teddy Asril email teddy.asril@holcim.com cc: recruitment-idn@holcim.com ; aputri@binus.edu

Please put the title in the email subject
Close: September 30, 2012

PT. Holcim Indonesia Tbk.
Jl. Raya Narogong Km.7.
Bogor 16820. Indonesia.

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**Microsoft**

**BE THE NUMBER ONE CANDIDATE FOR THE NUMBER ONE MARKETING PROGRAM**

Microsoft One is an on-the-job program dedicated to a limited number of higher-education institutions in search of the top 3 most qualified candidates who will then have the opportunity to develop and sharpen their marketing skills in Microsoft Indonesia, an industry leading Global 100 company. The selected candidates will have the opportunity to participate in a 12-month marketing immersion program where they will be trained across multiple marketing disciplines from Digital Marketing, Product Marketing, Marketing Communications, and Trade/Channel Marketing.

**Who Can Apply?**
Last Semester Student or University Alumni who have graduated within 1 year prior to August 1, 2012

For more information please open this link:
http://www.microsoft.com/indonesia/msone/

**Will be close September 10, 2012**

Microsoft
**PT Trakindo Utama**

The authorized dealer in Indonesia for Caterpillar products, the world’s largest manufacturer of mining, forestry, agriculture and construction equipment, diesel and natural gas engines, industrial engines and generator sets.

We are looking for

**Web Designer**

**Internship**

**Job Description**

Involve in modifying the company Enterprise Intranet Portal interface design, involve in creating the user experience of the Portal from concept to the producs (css, jpgs, etc.)

**Requirement**

Familiar in Web Design application

Interested application should send CV’s, Internship permit letter, GPA to MR. Wing Pasha Baskara email: wing.baskara@trakindo.co.id cc aputri@binus.edu

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**Seven Hints for Selling Ideas**

by Rosabeth Moss Kanter

Regardless of how good it is, no idea sells itself. Before getting commitment to proceed with an idea for a new product, process, venture, technology, service, policy, or organizational change, innovators must sell the idea to potential backers and supporters, and neutralize the critics. They must find resources, expertise, and support. They must convince colleagues to advance the idea in meetings they don’t attend.

People whose ideas get traction — that manage get out of the starting gate — take advantage of this practical advice for selling ideas.

- **Seek many inputs.** Listen actively to many points of view. Then incorporate aspects of each of them into the project plan, so that you can show people exactly where their perspectives or suggestions appear.

- **Do your homework.** Be thoroughly prepared for meetings and individual discussions. Gather as much hard data as possibly to have command of the full facts, and speak knowledgeably from a broad information base. Know the interests of those to whom you’re speaking, and customize the message for them.

- **Make the rounds.** Meet with people one-on-one to make the first introduction of your idea. It’s always a good idea to touch base with people individually before any key meetings, and to give them advance warning of what you and others are planning to say at the meeting. Then they can be prepared (and coached) in your point of view. And you know theirs, so you can modify your proposal accordingly.

- **See critics in private and hear them out.** One-on-one meetings are especially important when you expect opposition or criticism. Groups can easily turn into mobs. Avoid situations in which critics can gang up on you, or when a group of people leaning positive turn negative because the listen to a few loud voices. Never gather all of your potential critics in one room hoping to hold one meeting to brief everyone all at once. This kind of event mainly helps them discover each other and their common concerns, so they coalesce as a group united in opposition to the idea.

- **Make the benefits clear.** Arm supporters with arguments. You might rehearse them for meetings in which questions about your project will come up. Stress the value that the idea will produce for them and other groups. Remember that selling ideas is at least a two-step process. You sell one set of people so they can sell others. You convince them to back you because you reduce the risk to them by giving them the tools for selling their own boards or constituencies.

- **Be specific.** Make your requests concrete, even while connecting your idea to unassailable larger principles. Wait to approach high-level people until your have tested the idea elsewhere and refined your vague notions. The higher the official, the more valuable and scarce his or her time, and thus the more focused your meeting must be. Use peers for initial broad discussions, then ask top executives for one simple action.

- **Show that you can deliver.** People want to back winners. Early in the process, provide evidence, even guarantees, that the project will work. Later, prove that you can deliver by meeting deadlines and doing what you promised.

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**Rosabeth Moss Kanter**

Rosabeth Moss Kanter is a professor at Harvard Business School and the author of *Confidence* and *SuperCorp*. Her 2011 HBR article, “How Great Companies Think Differently,” won a McKinsey Award for best article. Connect with her on Facebook or at Twitter.com/RosabethKanter.
Disrupt Yourself
by Whitney Johnson

Whitney Johnson on disruptive innovation and your career path.

My career path has been an unusual one. I started as a secretary on Wall Street, worked my way up in my firm’s investment banking group, and then stepped back to become an equity research analyst. Eight years later, I quit that job to produce a TV show and write a children’s book, but I ended up blogging about work/life issues and cofounding a hedge fund backed by a man I’d met at church. It’s not what you’d call a traditional corporate trajectory. But perhaps that’s the new normal.

In the United States and many other developed, capitalist countries, the idea of a “company man” (or woman) with a job for life has long been outdated. According to the U.S. Bureau of Labor Statistics, the median job tenure for American workers age 25 or older has held steady at about five years since 1983, and for men it has slightly declined. Baby boomers born from 1957 through 1964 held 11 jobs, on average, between ages 18 and 44, says another BLS report. And studies tracking long-term employment from 1976 to 2006 paint a similar picture: The percentages of people who have been with their companies at least 10 and at least 20 years have fallen substantially.

Career change isn’t as easily documented, because it’s harder to define than a job switch. But many economists and sociologists think that these bigger shifts are becoming more common, and case studies to support that hypothesis abound. Consider Martin Crampton, a former research scientist and math teacher from Australia. He parlayed a stint as a developer and demo specialist for a software company in Melbourne into a decade-long marketing career, first at the software firm and then at two multinational manufacturing companies (Bic and Stihl), before starting his own consultancy. In 1993 he leapt into another profession and, with his partner, created Australia’s first national real estate portal (before Realtor.com). Crampton later sold that business and started another one that focused on online services. He currently works on ventures involving franchised data and social media. Then there’s Liz Brown, once a high-charging law firm partner who left Fish & Richardson to become executive director of an angel investment network and a professor; Alex McClung, whose 23-year career has spanned 15 diverse roles at six different health care companies; and Heather Coughlin, who started her career in equity sales at Goldman Sachs, helped it launch a third-party research subsidiary, and is now CEO of a mother-and-baby support, education, and retail chain.

It’s hard to make sense of seemingly wanton—yet ultimately rewarding—career choices like those, until you consider the theories of the man I met in church: Clayton M. Christensen. As HBR readers well know, Christensen is the father of disruptive innovation — the idea that the most successful innovations are those that create new markets and value networks, thereby upending existing ones. Volumes of research and evidence show how disruptive thinking improves the odds of success for products, companies, even countries. Our investment fund focuses on disruptive stocks, and it has outperformed relevant indices by a sizable margin over the past decade.

I believe that disruption can also work on a personal level, not just for entrepreneurs who launch disruptive companies but for people who work within and move between organizations. Zigzagging career paths may be common now, but the people who zigzag best don’t do it randomly.

A Recruiter’s Take on Disruption

We asked Claudio Fernández-Aráoz, a senior adviser at the global executive-search firm Egon Zehnder International and the author of Great People Decisions, how he views leadership candidates who have made big shifts in their careers.

Do successful executives today have career trajectories that differ from those you’ve seen in the past?

Success used to be related to experience, knowledge, and skill. A few things have changed. The world of work is increasingly complex—uncertain and volatile, global and diverse—and information is easier to access. As a result, experience and knowledge are less relevant, whereas the capacities to learn and adapt, be resilient, and connect with others have become more crucial.

What types of career moves do you look for when you’re considering people for leadership roles?

Successful career moves can indicate that a candidate has several emotional intelligence–based competencies—such as flexibility, empathy, organizational awareness, and relationship management—that tend to differentiate stars from average performers at the top. Moves can also reveal a lot about a candidate’s growth potential, as they show curiosity, insight, inspiration, determination, and motivation.

What’s your reaction when you discover dramatic career changes on a résumé?

I usually worry when I don’t see major shifts. Their absence could reflect untested competence to adapt to new challenges and environments, and a lack of aspiration to learn and grow. But then of course I ask candidates to explain the specifics of their situation so that I can understand the positive and negative reasons for a dramatic change. Answers like “I reached a plateau” or “I wanted to learn something new” are obviously the ideal ones.

Whitney Johnson is a founding partner of Rose Park Advisors, Clayton M. Christensen’s investment firm. She is the author of Dare, Dream, Do: Remarkable Things Happen When You Dare to Dream (Bibliomotion, 2012).