Welcome to the Monash alumni network. You’ve just joined the ranks of over 460,000 graduates of Monash University and you’re about to discover the value of this vibrant and diverse community.

Moving back home to start your career can be daunting, which is why this guide has been prepared to make the transition as easy as possible.

We’ll help you unlock all you need for successful job seeking. Our summary of major job boards, recruitment firms and graduate employers in Singapore will ensure that you start your job search in the right place.

Throughout this guide, Singaporean alumni will share their personal experiences and lend their expertise as you transition home to the exciting first rung of your career.

We hope it will prove an invaluable resource as you go through the first exciting stages of setting yourself up for success. But whatever part of your career journey you’re on, our alumni community will be your Monash family, for life.
Singapore’s economy has grown dramatically over the last decade, driven by new ways of working and trading and backed by progressive government policy. Singapore has positioned itself as a centre of research, innovation and development. The opportunities for graduates like you who bring home innovative ways of thinking learned during your studies abroad are great. International graduates returning to Singapore are finding an employment market that’s eager to embrace a new generation of leaders with international experience and innovative ways of thinking.

Technological advancements and a strong focus on innovation have created a need for highly skilled talent to help Singapore usher in a new era of automation, artificial intelligence and big data. It’s an exciting and competitive market with Singapore attracting both global businesses and global talent.

“Singapore remains a top location for talent – both local and international – but job seekers must understand how to apply their skills locally in order to obtain the careers they desire. On the company side, HR teams will have to work cross-functionally to ensure the current workforce and talent pipeline is capable of meeting the future needs of the business.”

- James Miles, Managing Director, RGF Executive Search Singapore

“Technology can transform existing businesses and move them into new growth markets. More significantly, technology in itself can be the new products and services that will be the next springboards of growth.”

- Associate Professor Lawrence Loh, School of Business, The National University of Singapore
SINGAPOREAN EMPLOYER INSIGHTS

Singaporean employers report a shortage of quality talent and a demand for graduates educated abroad and the local Government actively engages in programs to recruit returning talent. Our research indicates employers are not only looking for hard skills - computer programming, project management, data management – but are also after soft skills, such as stakeholder management, communication and problem solving.

The following table provides a handy checklist for the current talent requirements of Singapore employers, underlining the key opportunities for new graduates entering the job market.

### EMPLOYER INSIGHT

<table>
<thead>
<tr>
<th>VALUED SKILLS</th>
<th>Employers are increasingly seeking graduates who complement their technical skills with highly developed enterprise skills. They’re particularly interested in communication, commercial acumen, problem solving and critical thinking. Industry relevant work experience is also highly valued by Singaporean employers.</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIRING INTENTIONS</td>
<td>Organisations see their graduate talent as the next generation of leaders and technical specialists who will future proof their business.</td>
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<tr>
<td>INTERNATIONAL EXPERIENCE</td>
<td>Many employers in Singapore identify industry knowledge and experience as the most important quality for new graduates. International experience, particularly work experience gained while studying in Australia, will also help you stand out as a candidate for a high-profile graduate role.</td>
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<tr>
<td>TECHNOLOGY</td>
<td>Technological advances are significantly changing ways of working for Singaporean businesses. The rapid adoption of new technologies and advancement of fintech and medtech technologies is expected to grow rapidly over the next decade. Graduates have the opportunity to lead new ways of working and technology-driven process improvements.</td>
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<tr>
<td>“When hiring graduates, we look for critical thinking, communication, stakeholder management and business acumen.”</td>
<td>Lynn Lio, Talent Advisor, Expedia Group</td>
</tr>
<tr>
<td>“We are looking for an increased number of graduates with soft skills and the ability to think out of the box.”</td>
<td>Colin Le, Global Recruitment Manager, Blake Dair Consulting</td>
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<tr>
<td>“We seek graduates who demonstrate cultural sensitivity and a global mindset learnt whilst studying abroad.”</td>
<td>Lynn Lio, Talent Advisor, Expedia Group</td>
</tr>
<tr>
<td>“Singapore has made strides to position itself to be successful in an era of rapid technological change where innovation cycles have shortened.”</td>
<td>David Tan, Managing Director, Hewlett Packard Enterprise</td>
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</table>
TALENT SHORTAGE

Singaporean organisations have identified a shortage of high-quality talent as a key business challenge. Organisations are seeking graduates with deep industry knowledge, and a blend of technical and enterprise skills. Specific skills in technology are in particularly high demand.

Graduates looking to kickstart their career in Singapore should demonstrate “an excellent work ethic, and diligence in self development.”

Jocelyn Ng, Senior People and Culture Consultant to the technology sector

HIRING BUDGET

Few organisations in Singapore identified a low hiring budget as a barrier to securing good talent. Salary expectations of returning graduates are generally above industry averages.

“While the hiring budget may not be a challenge for most organisations, it’s still a very competitive market for the best jobs.”

Lynn Lio, Talent Advisor, Expedia Group

Consider this:

- When hiring graduates, employers in Singapore tend to value relevant work expertise and a blend of enterprise and technical skills.

- Be prepared to demonstrate how your work and study experiences abroad have helped you grow these skills.

- The fintech and medtech sectors provide the greatest number of opportunities for returning graduates.
CAREER CONSIDERATIONS FOR RETURNEES

Singaporean employers understand the importance of internationally educated talent in developing a business advantage and so competition is strong among Singaporean firms to recruit returning graduates like you. Employers across Singapore are working to improve the employee experience in order to attract and retain high-quality talent.

Government and direct foreign investment continue to create opportunities for internationally educated graduates like you, particularly where the study experience abroad has demonstrably expanded the kind of skills, experience, behaviour and knowledge sought by Singaporean employers. Being able to articulate the benefit of your international education in a succinct and precise way is invaluable.

Consider this:

The best employment prospects for graduates returning to Singapore are in the following five industries:

- Healthcare & Lifesciences
- Technology, Internet & Telecommunications
- Consumer & Retail
- Finance Services
- Industrial

“If you have not done internships during your undergraduate studies, you would be at a disadvantage compared to other Singapore-based graduates. Don’t assume you have an advantage because you’ve studied abroad – employers are looking for evidence of how you’ve been able to apply the critical thinking, communication and subject matter-specific skills you have developed.”

- Lynn Lio, Talent Advisor, Expedia Group
LUI LONGDA’S STORY

Longda completed a Bachelor of Information Technology and Systems at Monash University in 2012. Originally from China, Longda commenced his secondary school education in Singapore and obtained his Singaporean citizenship in 2014. He returned to Singapore after graduating and currently works as an RPA Consultant for Singtel.

Longda says his time at Monash helped push him out of his comfort zone. When hiring new employees at his company, he values candidates who have had the same experience.

“It shows that they are willing to step outside their comfort zone and that they are self-disciplined. They manage to multitask studying and working a part-time job. These are important factors to consider when we are looking at potential employees.”

Longda says that Singtel favours candidates who are willing to learn, are not afraid of making mistakes and are easygoing. To help graduates stand out in a crowded job market Longda encourages interviewees to mention their time abroad.

“Show the interviewer your confidence and your willingness to explore new things.”

Although studying abroad gives graduates an advantage in the job market, it isn’t always easy returning home.

“Stay in touch with your friends from university. Friends do not only make you feel less alone but also can help you in your process of looking for a job. More often than not, your connections lead to your next job!”
When looking for a job, it pays to know there is not one single path to take. The open job market refers to the most visible and traditional methods of finding a job, such as through advertising and job listing websites. The hidden job market refers to the opportunities that are not advertised and need to be discovered by yourself. This is where your proactive skills come into play. As a job seeker, you need to be active across both open and hidden markets if you want to increase your chances of finding ideal employment.

**MAJOR JOB BOARDS**

Job boards are a great source of employment information and graduate opportunities. Most job boards have online job postings, search functionality, the ability for jobseekers to create a profile and resume search services for employers.

Major Singapore job boards include:

- **JobStreet**  
  JobStreet is one of the largest job search websites in Singapore, providing access to company profiles that offer graduates insight into a potential employer. The Jobstreet resume database is a popular option for recruiters seeking high quality candidates.

- **GradSingapore**  
  GradSingapore connects students and graduates across Singapore with universities, polytechnics, and student associations, providing career advice and services to graduates.

- **LinkedIn**  
  LinkedIn is increasingly popular among Singaporean graduates who have an overseas education background. It provides a platform for job seekers to look for recruitment information and connect with business partners.

- **Indeed**  
  Indeed is available in more than 50 countries and 28 languages, making it one of the largest job sites worldwide. Indeed offers graduate company reviews and salary insights in addition to job advertisements across Singapore.

- **CultJobs**  
  CultJobs is for those looking for a creative or niche position within the art, film, fashion, music, and graphic design industries. Roles in administration, marketing, sales, and IT field are also available. In addition to graduate roles, CultJobs lists a broad range of internship opportunities.
COMPANY CAREERS PAGES

It’s important to look at the career page found on the websites of most large local organisations and multinational corporations. These pages provide information on:

- Organisational purpose, values and strategy
- Hiring intentions and recruitment processes
- Employee benefits and career opportunities
- Advertised job vacancies

Career pages provide access to both open and hidden opportunities. They advertise roles and allow you to proactively set up a candidate profile within the company’s talent portal. Where an organisation’s talent portal is strong, generally companies will not advertise; rather they will run an off-market recruitment process with individuals from their database.

Returnee graduates are encouraged to monitor a wide range of career pages for potential employers.

RECRUITMENT FIRMS

Recruitment agencies are an access point to graduate jobs with large organisations. It’s important to research the firms operating in your discipline area, but significant recruitment firms in Singapore include:

Randstad

Randstad is a well known international recruiting firm specialising in banking, accounting, life science, IT, legal, construction and real estate jobs in the Singaporean recruitment market.

Manpower

Manpower Singapore serves a wide range of industries, with a significant focus on recruiting talent within the IT industry. Manpower also has positions in oil, energy, real estate, manufacturing, healthcare and banking industries.

DP Search

DP Search is a large recruitment agency operating across Southeast Asia. Specialising in the finance and information technology sector, DP Search is based in Singapore but extends to Malaysia, Indonesia, Thailand and Vietnam.

NETWORKING PLATFORMS

LinkedIn is the primary business networking platform in Singapore but it’s worth considering using all the following platforms to build your professional connections and access to networking events:

LinkedIn

LinkedIn is the world’s most popular business social network platform. It launched in Singapore in 2014 and is continuously growing. LinkedIn now has more than 2.3 million Singaporean users. LinkedIn is especially helpful if you are looking for employment at one of the many large international companies in Singapore.
Meetup
Meetup is used to organise online groups and events and is a useful website to find people with similar interests. Meetup is also used by business professionals for professional networking events.

Telegram
Telegram has become increasingly popular among young people as a social media tool. It’s also a great place to network and hunt for jobs in Singapore with many Telegram channels including information about job opportunities. SG Careers and SG Internships are two of the channels jobseekers should explore. Joining professional groups also helps job seekers build connections with professionals in their industry.

Singapore Global Network (SGN)
The Singapore Global Network is a division of the Economic Development Board that focuses on broadening Singaporean overseas networks. This organisation provides regular updates on the latest news and developments relating to Singapore. It also has a network of Singaporeans living abroad. Events, workshops and seminars are organised by SGN in different locations for networking.

LARGE GRADUATE EMPLOYERS
Many large organisations and multinational corporations offer structured graduate programs. Generally, information is available on company career pages regarding the associated selection criteria and recruitment process.

Below are some key employers of graduates sorted by disciplines. They are rated by salary and benefits, development potential, work culture, employee satisfaction and employee locality.

Accounting & Financial Management

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Location</th>
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<tbody>
<tr>
<td>1.</td>
<td>PwC Singapore</td>
<td>6. Deloitte</td>
</tr>
<tr>
<td>2.</td>
<td>EY</td>
<td>7. KPMG Services Pte Ltd</td>
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<tr>
<td>3.</td>
<td>BDO LLP</td>
<td>8. Baker Tilly TFW</td>
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<tr>
<td>4.</td>
<td>Shell</td>
<td>9. RSM Stone Forest</td>
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<tr>
<td>5.</td>
<td>Grant Thornton</td>
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</table>

Banking & Financial Services

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<tr>
<th>Rank</th>
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<tbody>
<tr>
<td>1.</td>
<td>DBS</td>
<td>6. OCBC Bank</td>
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<tr>
<td>3.</td>
<td>Maybank</td>
<td>8. Monetary Authority of Singapore</td>
</tr>
<tr>
<td>5.</td>
<td>Citi Singapore</td>
<td>10. HSBC</td>
</tr>
</tbody>
</table>
### Consulting
1. McKinsey & Co
2. Boston Consulting Group
3. Bain & Co
4. KPMG Services Pte Ltd
5. Mercer
6. PwC Singapore
7. Deloitte
8. EY
9. Oliver Wyman

### Consumer Goods & FMCG
1. Unilever
2. Procter & Gamble
3. Nestle
4. L’Oréal
5. Shopee
6. Johnson & Johnson
7. Sephora
8. Dyson
9. Samsung
10. Carlsberg Singapore

### Energy, Oil, Gas & Utilities
1. ExxonMobil Asia Pacific Pte Ltd
2. Shell
3. BP
4. SembCorp
5. Chevron
6. Singapore Petroleum Company Pte Ltd
7. SP Group
8. Singapore Oxygen Air Liquide
9. Hyflux
10. Schlumberger

### Engineering
1. 3M
2. Rolls-Royce Singapore Pte Ltd
3. ST Engineering
4. Airbus
5. Defence Science and Technology Agency
6. DSO National Laboratories
7. GE
8. ABB
9. STMicroelectronics
10. SMRT Corporation Ltd

### Healthcare & Pharmaceuticals
1. Ministry of Health
2. National University Health System
3. National Healthcare Group
4. GlaxoSmithKline Pte Ltd
5. Singapore Health Services
6. Novartis
7. Abbott
8. Alexandra Health Pte Ltd
9. Pfizer
10. Merck

### Hospitality, Leisure, & Travel
1. Changi Airport Group
2. Singapore Airlines
3. Resorts World Sentosa
4. The Walt Disney Company
5. Singapore Tourism Board
6. Wildlife Reserves Singapore
7. Ritz-Carlton Millenia
8. Scoot Tigerair Pte Ltd
9. Park Hotel Group
10. Starwood Hotels & Resorts

### IT & Technology
1. Microsoft
2. Amazon
3. Accenture
4. Sea
5. Micron Semiconductor Asia
6. Grab
7. Advanced Micro Devices
8. Ubisoft Singapore
9. Razer
10. Intel

### Science & Research
1. GlaxoSmithKline Pte Ltd
2. Abbott
3. DSO National Laboratories
4. Wildlife Reserves Singapore
5. Procter & Gamble
6. Pfizer
7. Baxter Healthcare
8. Bayer
9. Mitsui Chemicals Asia Pacific
10. Mundipharma

### Key insights
- Register on the careers pages of your target employers and monitor their social media for hiring activity.
- Large organisations are often the most difficult to get into, so prepare diligently for the recruitment process.
- Companies report receiving up to 500 candidates per role for graduate programs — remember, persistence is key.
- Engage with anybody in your alumni or social network, already employed within your target organisation to get better insight into the selection process.
Guo Cong graduated from Monash University in 2011 with a Bachelor of Business (Commerce) and a Bachelor of Arts (Politics). After completing his studies, Guo Cong returned home to Singapore and enlisted to serve in the army. He currently lives and works in Singapore as an analyst for Telenor.

Guo Cong found it difficult re-adjusting to the culture in Singapore on his return but found that being in the army helped him with the transition.

“To be honest, my stint in National Service probably did wonders in helping with my transition home. It exposed me to fellow Singaporeans again and our shared experiences helped me to feel like I belonged. I found it rather difficult to adjust to the culture of Singapore after being away for six years in Melbourne.”

After his army service, it took him six months to secure a job.

“I applied to many listings in job search websites and was invited to a few interviews. After several interviews I was accepted into Alcatel Lucent.”

In addition to looking through various job platforms, Guo Cong emphasises the importance of making connections and leveraging those connections in your job search process.

“It is very important. It helps a lot to know the right people who can connect you to others. I feel like I could have done this better during my university days, and I could not emphasise more that everyone should take the chance to make as many friends and networks during university.”

Guo Cong advises returning graduates to keep an open mind when looking for a job.

“Talk to friends and family to get to know what certain jobs may entail, to get an understanding of whether you will like the work. Try not to limit your search simply to what you studied – keep an open mind to any job that might interest you. A degree field of study may only be one of a person’s interests, but it is not a person’s only interest. I did not work in a marketing-related job despite it being my major of study (even to this day!) and yet I look forward to going to work every day because my work relates to one of my core personal interests in technology.”
ANNE LIM’S STORY

Annie Lim graduated from Monash University in 1999 with a Bachelor of Commerce. She has more than 23 years of experience in Talent Management & Acquisition and International Recruitment. She currently lives in Singapore and works as APJ Head Talent Acquisition & Diversity Outreach for Citrix.

Annie enjoys her role in a tech company because it challenges her to keep on evolving with the newest trends.

“It’s constantly about challenging ourselves.”

Annie acknowledges that finding a job right after graduation can be a challenge. She believes it helps to feel less overwhelmed to approach your graduate job search process with a clear plan.

“You have to do your research first.”

Annie says there are five questions you need to ask yourself before you start looking for a job: the What, the Where, the How, the Who and the When.

“Before you start asking yourself where you should look for a job, you need to first think about what kind of job you would like to have. Which industry would you like to work in?

Are you looking for a permanent role or a temporary one? Which job responsibilities would you be passionate about?”

“The most important thing is that you figure out the ‘what’. Once you know what drives you, you have a purpose that will make you want to go to work every day and be the first one there!”

After identifying your target role and the industry you’d like to work in, the next step is to find where you can find your desired job.

“Look into the companies and their websites. Do they have traineeship programs or temporary projects you can apply for? Can you find the name of their talent acquisition manager?”

She advises to also look at the various agencies because they will often assist graduates by referring them to various companies.

“The most interesting part is the how. The ‘how’ is your project management plan for getting a job.”

Annie highlights the importance of developing job search tools such as your resume, LinkedIn, and cover letter. She says you should also set yourself goals during the job search process.

“Give yourself targets. The weeks go by very fast and each day is precious. So, set yourself a target on how many resumes you will send out a day. Your project plan needs to be detailed, day by day, week by week.”

The who is also crucial in your job application process. Attend network events and follow up with the people you met at those events. Even if you don’t get an answer you should still follow up.

“I understand maybe at your senior level it can be quite challenging in terms of timing. Would you be able to refer me to your talent management person or is there someone else I can speak to? Or is there someone in your network who is looking for someone like myself?”

Annie says that, more often than not, people will be willing to share their network with you.

You should also undertake research to understand when is the best time to look for a job. In Singapore, the beginning or the end of the year are the best times to apply for a job, or to change jobs, according to Annie. Often, the best time is based on when the company finalises their budget for the year.

And a final word of advice from Annie?

“Remember that first impressions last. Show your passion, because your attitude will make a difference.”