

Centers of Excellence

For 49 years since 1961, IBM has been bringing innovation and experience to Malaysia, a key growth market in ASEAN. In line with its focus to grow its business and develop the skills of the people, IBM has set up 19 Centers of Excellence in Malaysia, of which two are the IBM Asia Pacific Accounting Center of Excellence (1994), and the Finance and Planning Center of Excellence (2007).

These centers have innovated over the years through process excellence and now serve as nurturing ground for future accounting and finance leaders. At all times, we challenge ourselves to be the trusted business advisors to IBM business and finance executives. Our mission is to provide centralized, multi-lingual, and cross geography accounting and financial planning to our internal stakeholders.

- **Asia Pacific Accounting Center of Excellence** - Provides accounting services for IBM in Asia Pacific, such as costs and revenues, Inventory/PIMS, DSW Software Accounting, monthly financial closing and reporting, expense accounting, APSC, WTAC, IGF accounting, services accounting, business control, SOX, statutory accounts and country accounting operations.
- **Finance and Planning Center of Excellence** - Provides centralized financial management information and planning support to IBM's country leaders and management teams across the Asia Pacific region. Other areas of support include administration, forecasting, budgeting and financial analysis.

Training & Development

Through the IBM Finance Leadership program, we selectively recruit highly-talented graduates, orientate and rotate them in various accounting and finance roles – accounting operations, financial planning, services contract financial management, commercial pricing, tax, credit management, global financing, business controls, and IT advocate and process innovation – to help them develop skill sets to excel as Finance leaders of the next generation.

Today, we have a very large pool of Accounting and Finance professionals in IBM Malaysia, servicing our hardware, software, technology and consulting services organizations across the world, from Australia to China, and Japan to Africa.

Employer of Choice

At IBM, we have some of the best minds working on building a better place for us to live and work in. As we work to build a smarter planet through innovation, expertise and technology leadership, we have gained recognition as one of the world's most admired employers – an accolade that we have retained over the years.

In 2009, IBM Malaysia was voted "The most popular graduate recruiter" in the Information and Communication Technologies (ICT) sector in a survey organized by GTI Media and compiled by trendence, Europe's leading employer branding, personnel marketing and recruiting research institute. IBM was also ranked 14th in the overall ranking of Malaysia's 100 leading graduate employers, a step up from the previous year's ranking of 15th. The company was also nominated as one of the four top graduate employers in the Consultancy sector.

IBM has retained its position as one of the world's top Employers of Choice over these years through our focus on:

- **Capability: Rigorous and ongoing career/skills development programs** - IBM offers a breadth of career opportunities that allows employees to move to different jobs and career paths within the company including international careers, & professional development.
- **Climate: A challenging, empowering work environment, with world-class infrastructure** - IBM believes in empowering employees as partners in success, offering a global work culture and best workplace amenities. Workforce flexibility is a competitive advantage for IBM.
- **Culture: Sensitive to a diverse, global workforce** - Diversity in IBM means welcoming all people to the workplace regardless of factors unrelated to job performance.

Whether you are graduate or post-graduate, IBM is well-established to turn your years of study into tangible achievements through a vast array of global career opportunities and development programs, undergirding it with the IBMers Value:

- Dedication to every client's success
- Innovation that matters – for our company and for the world
- Trust and personal responsibility in all relationships



Flexibility Options

Mobile employees are Customer-Facing Employees (ie sales, services etc) who are constantly on the move and spends a majority of time away from the office. With tools provided to enhance effectiveness the employee works at any location, be it a customer office, airport, hotel, home, or at an IBM facility. A mobile employee typically does not have a dedicated workspace at an IBM premise.

Individualized Work Schedule allows employees to begin their workday before or after their location's normal start time, and then adjust their standard work day accordingly. It provides employees with flexibility in their daily work schedules and helps them to manage their business activities and attend to personal or family responsibilities.

The Part-time Program offers regular employment with a less than full-time schedule. It is attractive to employees who want to work a reduced schedule to better manage work/life demands. Salary and benefits are based on the reduced work schedule. These opportunities are based on business need.

The Work-Life Leave Program provides employees with unpaid time away from work for a variety of personal needs in order to balance work and life demands. This program will allow you (based on business needs) to schedule a work week that can range between 16 and 32 hours per week.

Leave of Absence provides employees with time off from work, without salary, for an established period in order to manage a personal situation, ie. care of a child or elderly family member or for education or community service activities.

For more information or to be considered as a candidate for IBM, you must complete the application process at ibm.com/my/careers. This includes creating a profile and submitting a resume against the specific job requisition of interest.

Let's build a smarter planet.
ibm.com/my/careers



We are on Facebook!
tinyurl.com/mycareers

IBM Malaysia Sdn Bhd
19th Floor, Plaza IBM, 8 First Avenue, Persiaran Bandar Utama
47800 Petaling Jaya, Selangor, Malaysia

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Can you solve a problem?
Can you make a difference?
Are you an innovator?
Are you ready to build your
career, not just your résumé?
Do you think the world can
work smarter?

Are you an IBMer?

CONSULTING
SOFTWARE DEVELOPMENT
INFORMATION TECHNOLOGY
ENGINEERING
SALES
ACCOUNTING
FINANCE
HUMAN RESOURCES
MARKETING



Are you an IBMer?

At IBM, you will have the opportunity to work for the world and help build a smarter planet while achieving personal career satisfaction and realizing your individual dreams. You will make a difference.

As the world's largest information technology (IT) company, IBM has been the world leader in patents for the past 17 years. As the world's largest consulting services organization, IBM works with more than two-thirds of the world's 100 most innovative companies. As a long-standing leader in environmental protection, IBM took early action to establish its environmental affairs policy in 1971.

Look closely and you will find that IBM is a dynamic globally integrated enterprise, one that attracts imaginative and innovative individuals who want a world of opportunity—and a whole lot more.

IBM offers a wealth of employment opportunities. Whether you're interested in consulting or computing, research or retail, software or sales, there's something for you at IBM. Many of our business units have offices worldwide. You can find opportunities in:

- Corporate Headquarters
- Customer Fulfillment
- Finance and Accounting
- Global Business Services
- Global Financing
- Global Technology Services
- Human Resources
- Research
- Sales and Distribution
- Software Group
- Systems and Technology Group

IBM is a great place to work. IBM employees are proud to be called "IBMer". We enjoy a work environment where diversity is encouraged and valued. We believe in worklife integration and giving back to our communities. In IBM, innovation and collaboration are more than just buzzwords.

This brochure details some of the paths that you can take in your career journey at IBM.

Let's build a smarter planet.
ibm.com/my/careers

IBM Global Business Services

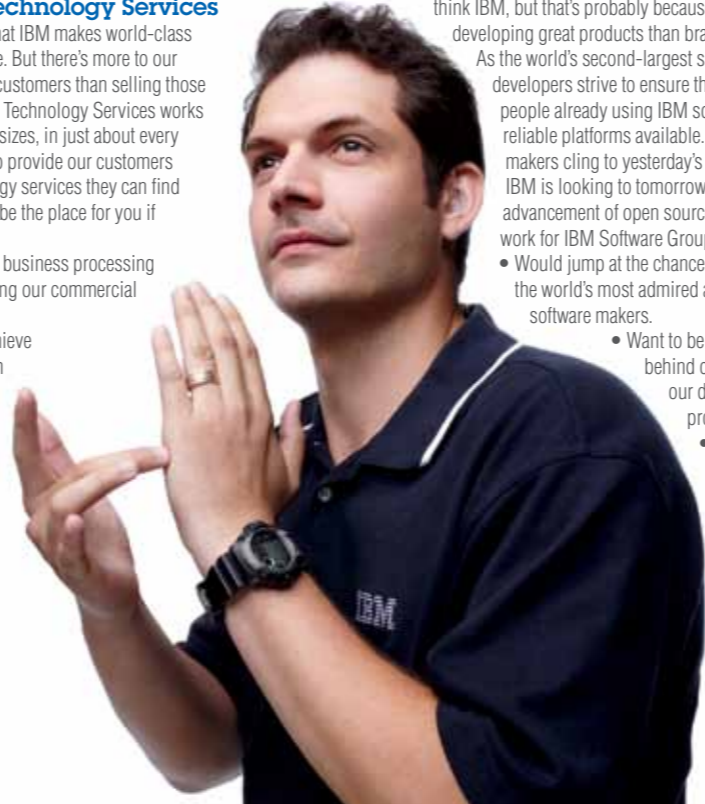
Like making an impact? IBM Global Business Services makes a difference by solving complex business issues for the world's leading clients and by giving them an advantage in the market. With operations in 160 countries across 17 industries, IBM Global Business Services is the world's largest consulting organization, with a unique position at the intersection of business and technology. We're looking for people like you who can:

- Apply winning strategies and fresh perspectives – from our cutting-edge tools and solutions to pioneer advancements from IBM research.
- Implement innovative solutions, to ensure real business outcomes with far-reaching impact and sustainable results.
- Transform their experience into a career where real results are delivered for clients all over the world.

IBM Global Technology Services

Of course you know that IBM makes world-class hardware and software. But there's more to our relationship with our customers than selling those solutions. IBM Global Technology Services works with companies of all sizes, in just about every country imaginable, to provide our customers with the best technology services they can find anywhere. This could be the place for you if you want to:

- Deliver world-class business processing capabilities benefiting our commercial clients.
- Help our clients achieve optimal results from IBM hardware and software technology.
- Find the right solution to help our clients drive measurable financial results.



IBM Global Financing

IBM Global Financing partners with IBM in providing total services and solutions to our customers around the world. We offer a wide variety of financial products and alternatives that provide significant flexibility to help our clients implement their IT hardware, software and services requirements. Our comprehensive portfolio of offerings has made us the world's premier single-source provider for multivendor IT financing solutions. IBM Global Financing might be the right place for you if you want to:

- Work for the world's largest IT financier.
- Join a team that develops creative financing to help clients solve business requirements and constraints.
- Help our clients fund their IT transformation.

IBM Software Group

Software might not be the first thing you think about when you think IBM, but that's probably because we spend more time developing great products than bragging about them.

As the world's second-largest software maker, our developers strive to ensure that the millions of people already using IBM software have the most reliable platforms available. While other software makers cling to yesterday's proprietary models, IBM is looking to tomorrow and championing the advancement of open source code. You want to work for IBM Software Group if you:

- Would jump at the chance to work for one of the world's most admired and innovative software makers.
- Want to be part of the real secret behind our software success—our developers and programmers.
- Want to join our world-class team of developers, engineers and consultants working together to meet our clients' needs.

IBM Systems and Technology Group

The concept of "business machines" has changed over the years – accounting machines have given way to semiconductors, networking equipment, servers and storage devices. One thing has stayed the same: IBM has been an industry leader. Our engineers have the chance to work on best-in-class systems and technologies, as well as the most advanced and cost-effective on demand supply chain in the industry, and they strive to improve the client experience, client results and ease of doing business. You want to work for IBM Systems and Technology Group if you:

- Want to anticipate, adapt, create and support the systems of tomorrow.
- Want to work with teams of engineers who collaborate to create innovative systems.
- Want to help us develop innovative hardware solutions for IBM clients around the world.

IBM Sales and Distribution

Creating great products is only one part of the IBM equation. While most IBM employees work behind the scenes, our sales people are the face of IBM and the engine at the forefront of our success. If you were born to sell, we offer excellent training and opportunities to work with some of the most powerful organizations in the world. This could be the career for you if you:

- Enjoy selling some of the world's most innovative IT solutions.
- Enjoy interacting with customers in a wide variety of fields such as media, manufacturing, government, finance and many more.
- Want an opportunity that is limited only by your imagination and energy.

More reasons to be an IBMer

Healthcare: We offer: medical schemes • dental schemes • health screening • wellness programs • retirement plans • insurance programs. You may even be able to include your loved ones under your coverage.

Holidays: Regular employees are eligible for 15 days of annual leave.

Training & Development: You will have many learning opportunities to hone your technical skills, leadership qualities and other aspects that a successful IBMer usually displays.

Travel: The opportunity to travel depends on the role and business you work in. A number of graduate roles particularly in Sales and IBM Business Consulting Services require extensive travel.

Equal Opportunity: Equal opportunity means open doors to every level of the company. It includes non-discrimination and non-harassment.

Culture: We work in a performance-based culture that prizes intelligence and innovation, one which talented people find very attractive. You will enjoy a real sense of community working with some of the brightest and the best people around, in a company that has complete trust in your capabilities.

Compensation & Benefits: IBM invests in a comprehensive market survey and data analysis to arrive at a competitive compensation structure.

Fun: Wide array of fun and engaging employee relations programs and Company activities that keep IBMers motivated and happy.

