




**MONASH**  
University

# TRANSITION FOR SUCCESS

A GUIDE TO THE INDONESIAN  
EMPLOYMENT MARKET

MONASH  
ALUMNI





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 Indonesia will ensure that you start your job search in the right place.

Throughout this guide, Indonesian 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.

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## INDONESIAN EMPLOYER INSIGHTS

The world of work in Indonesia is changing – and changing fast. Southeast Asia's largest economy has been bolstered by graduates like you bringing home innovative ways of thinking from studies abroad. Tech savvy and globally connected, your generation of graduates is playing a crucial role in the nation's future.

Indonesian employers are not only looking for hard skills – things such as computer programming, project management and data management – there is also a greater demand for soft skills, such as stakeholder management, communication and problem solving.

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



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## EMPLOYER INSIGHT

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### VALUED SKILLS



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 skills.

“Organisations are looking for graduates with excellent soft skills who can bring the company forward.”

**Josaphtra Panji,**  
**Human Resource Officer BTS.id**

### HIRING INTENTIONS



Organisations see their graduate talent as the next generation of leaders and technical specialists who will future proof their business.

“Organisations need graduates who can think creatively especially when it comes to the digitalisation and automation of work systems in order to work effectively and efficiently”

**Ade Wuryantini, Country HR Manager**

### INTERNATIONAL EXPERIENCE



Multinational Corporations (MNCs) and large local companies are increasingly seeking individuals who have studied abroad for graduate roles, with a view to supporting their international operations or growth ambitions. Such graduates are valued for their enhanced cross-cultural and market knowledge.

“They should bring international study experience that has added to their skills and knowledge. They also could provide out-of-the-box solutions in regard to problem solving.”

**Ade Wuryantini, Country HRBP,**  
**Hitachi ABB Power Grids**

### TECHNOLOGY



Technological advances are significantly changing ways of working for Indonesian corporations. The adoption of new technologies is predicted to be widespread in the next decade. Graduates have the opportunity to lead new ways of working and technology driven process improvements.

“The essence of Manufacturing Indonesia is all about technology”

**Maysia Stephanie, Project Director, Pamerindo**

### TALENT SHORTAGE



Indonesian organisations have identified talent shortage as a key business challenge and aspire to secure quality talent.

“We like to hire the best; we can't afford to have a small team and not appoint a high calibre candidate.”

**Jefrey Joe, Co-founder &**  
**Managing Partner Alpha JWC Ventures**

### HIRING BUDGET



Organisations have identified a low hiring budget as a barrier to securing good talent. Salary expectations of returning graduates are generally above industry averages.

“It is not surprising that they expect faster self-development, they also want to change positions and careers faster, compared to the previous generations”

**Pambudi Sunarsihanto, Chairperson Human Resources Management Association (PMSM)**



## CAREER CONSIDERATIONS FOR RETURNEES

Indonesian education is fast becoming internationally mobile, as indicated by the steady growth in the number of Indonesian students abroad.

You're part of an important cohort of young Indonesians who chose to pursue a high-quality education overseas to expand your career prospects. Indonesian employers are actively seeking internationally educated candidates who can combine local understanding with a global outlook. Indonesian organisations prioritise the recruitment of skilled returnees to elevate their company to international standards while multinational corporations see them as an important means of establishing depth in their leadership talent pool.

In order to seize the opportunities as a returnee graduate, it's important to demonstrate how the experience has expanded the skills, experience, behaviour and knowledge being sought by Indonesian employers. Being able to articulate the benefit of an international education is vital for all returnees.

"The most important thing for returning-home graduates is their drive and hunger."

- Jeffrey Joe, Co-Founder and Managing Partner,  
Alpha JWC Ventures

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## ADAM BAHFEN'S STORY

Adam completed an Honours degree in Mechanical Engineering at Monash from 2015 to 2018 before returning home to Indonesia. During his final year of study at Monash, Adam completed an internship with Andritz Hydro as a Services and Installation Assistant.

“While I was doing my internship, I got a chance to talk to people within the engineering world. This helped me to recognise that engineering is a very broad industry and that I need to start thinking about my own career path before enrolling for my Masters degree.”

After returning home Adam began to build his professional networks and attend industry events to better understand what his next career steps should be.

“I registered and attended industry events even if I did not know what the event was about. This helped me to build my network and gain clarity as to what my next career steps needed to be.”

Adam soon realised that he would not return to Australia, but rather stay in Indonesia to gain work experience.

Adam highlights the importance of LinkedIn and other professional networking platforms in his job search process. After reaching out to several companies, he received a response from the Principle Engineer at Meinhardt Group, which led to a two-stage interview process – an initial interview with the Principle Engineer; and a second with the HR Manager. Adam was offered the role of Mechanical Engineer at Meinhardt Group in September 2018.

Adam's advice for others returning home is, quite simply, to be dedicated.

**“As a graduate you need to be proactive. That is what the industry experts expect of you.”**



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## PATRICK SIMANJUNTAK'S STORY

Patrick is an established alumnus who returned to Indonesia in 2001 after completing his Master of Business Administration at Monash University. Patrick is currently working as the Managing Director at Dräger Group, a leading international company in the fields of medical and safety technology.

In Patrick's role, he oversees the graduate recruitment process.

“During an interview, it is imperative that the candidate has a clear understanding of their own career goals. They need to be able to explain how they are going to use their strengths and abilities within the position they are applying for.”

Patrick notes that while relevant academic qualifications are important, it will be beneficial if a candidate has worked overseas while studying.

“This is an indication that the applicant is eager and willing to work hard.”

Dräger Group in Indonesia does not generally make use of external recruitment agencies, as they have an internal HR and recruitment team. Most of the company's positions are advertised on job portals such as Headhunter, or sourced through personal and professional networks.

“It is important to make use of your network when applying for jobs within Indonesia.”

Patrick's advice to graduates is to know what they are looking for in an organisation.

**“You need to be able to acknowledge your own developmental areas and identify how you are going to develop them within the organisation. It is also important, when returning to Indonesia after studying in Australia, to have realistic expectations and to stay humble.”**





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## CHANNELS TO EMPLOYMENT

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 advertising and 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.

“As a graduate you need to be proactive; that is what the industry experts expect of you.”

- Adam Bahfen, Mechanical Engineer, Meinhardt Group

### 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 Indonesian job boards include:

#### Jobstreet Indonesia

Jobstreet Indonesia advertises more than 27,000 vacancies in Indonesia. It provides access to company profiles to allow insight into a potential employer. The Jobstreet resume database is used by many recruiters to seek high quality candidates.

#### Jobindo

Jobindo is Indonesia's number one recruitment platform. More than 5,000 employers advertise job vacancies on this site.

#### Karir

In addition to the general job board functions, Karir offers access to industry specific insights, salary benchmarking, English tests, and communication-style assessment.



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## Indeed

Available in more than 50 countries and 28 languages, Indeed is one of the largest job sites worldwide. Indeed Indonesia offers company reviews and salary insights in addition to job advertisements.

## Glassdoor

Glassdoor provides a database of company reviews, salary reports and interview reviews shared by employees.

## COMPANY CAREERS PAGES

It's important to look at the careers 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

Careers 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.

Returning graduates are encouraged to monitor a wide range of careers 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 Indonesia include:

### Michael Page

Michael Page is a leading professional recruitment agency specialising in permanent, contract and temporary positions across multiple industries. Particularly, Michael Page has a Membangun Negeri campaign to connect overseas Indonesians or returnees with suitable employment opportunities in Indonesia.

### Robert Walters

Part of the international Robert Walters Group, the Indonesian branch was established in 2011 and has recently launched the Pulang Kampung initiative, targeted at bringing home Indonesians from abroad.

### JAC Recruitment Indonesia

JAC Recruitment is an international recruitment company. JAC Recruitment Indonesia was established in Jakarta in 2002. As of 2020, they have placed almost 10,000 candidates for their clients.

### Talent Search Recruitment

Talent Search Recruitment is an Indonesian-based executive recruitment agency.

### Lansima

Based in Jakarta, Lansima is a specialist recruitment agency for the construction, oil and gas, hospitality, security, nursing, and aviation industries.

### Kelly Services

Kelly Services is a global, generalist recruitment agency that has been operating in Indonesia for more than thirty years.

## NETWORKING PLATFORMS

Two dominant platforms will help you build your professional connections and access invaluable networking events:

### LinkedIn

The world's largest professional networking platform, LinkedIn has more than four million users in Indonesia. It allows jobseekers to connect with professionals in their target discipline or prospective companies and get information about potential opportunities. Many employers will also post job information on their official pages to attract talent. Employers routinely check applicant profiles as part of their recruitment processes so keeping them complete and up-to-date is essential.

### Meetup

A website often used to organise online groups and events, as well as find people with similar interests, Meetup is also a valuable tool for business professionals facilitating professional networking events. The Jakarta Chapter of Meetup facilitates connection among like-minded Indonesian professionals. Several established groups include the Jakarta Fabulous Working Ladies and Jakarta International Friends. Most of these groups also hold regular events to enable face-to-face connection.

## LARGE GRADUATE EMPLOYERS

Many large local 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 as ranked by employer branding specialist Universum.

### Business and Consulting

|  |   |
|--|---|
| 1. Bank Indonesia                          | 6. Google                                     |
| 2. Kementerian Keuangan Republik Indonesia | 7. Garuda Indonesia                           |
| 3. Pertamina                               | 8. Kementerian Pariwisata dan Ekonomi Kreatif |
| 4. Otoritas Jasa Keuangan                  | 9. Kementerian Luar negeri Republik Indonesia |
| 5. Unilever                                | 10. Net Mediatama Indonesia                   |

### Engineering

|                       |                          |
|-----------------------|--------------------------|
| 1. Pertamina          | 6. Garuda Indonesia      |
| 2. Chevron Indonesia  | 7. Google                |
| 3. Freeport Indonesia | 8. Perusahaan Gas Negara |
| 4. PLN                | 9. Schlumberger          |
| 5. Unilever           | 10. Wijaya Karya         |

### Humanities/Liberal Arts/Education

|   |   |
|---|---|
| 1. Kementerian Luar Negeri Republik Indonesia | 6. Garuda Indonesia                         |
| 2. Kementerian Pariwisata dan Ekonomi Kreatif | 7. Pertamina                                |
| 3. NET Mediatama Indonesia                    | 8. United Nations                           |
| 4. Google                                     | 9. Bank Indonesia                           |
| 5. Kompas Gramedia                            | 10. Kementerian Keuangan Republik Indonesia |

### Information Technology

|                            |   |
|----------------------------|---|
| 1. Google                  | 6. Garuda Indonesia                           |
| 2. Microsoft               | 7. Bank Indonesia                             |
| 3. TELKOM Group            | 8. Samsung                                    |
| 4. Pertamina               | 9. Kementerian Luar Negeri Republik Indonesia |
| 5. NET Mediatama Indonesia | 10. Gameloft                                  |

### Natural Sciences

|                   |  |
|-------------------|--|
| 1. Pertamina      | 6. Nutrifood                                   |
| 2. Unilever       | 7. Chevron Indonesia                           |
| 3. Nestle         | 8. Google                                      |
| 4. Bank Indonesia | 9. Kementerian Keuangan Republik Indonesia     |
| 5. Indofood Group | 10. Kementerian Luar Negeri Republik Indonesia |

### Plan of attack

- 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.



“Do not lose your understanding of the Indonesian culture. Most of your colleagues, managers, clients and other stakeholders will be from Indonesia.”

- Dr Guntur Siboro, Country Head, Lionsgate Play

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## DHINI HARDIYANTI'S STORY



Dhini studied a Bachelor of Arts (BA) International/Global Studies and Master of International Development Practice, Social Science: Democracy, Justice and Governance from 2013 to 2017. During her time at Monash University, Dhini engaged in a broad range of volunteer work including a role as Secretary of Campbell Hall Society within Monash Residential Services.

Returning home after study abroad can be daunting, so Dhini started planning early. Identifying target employers and their graduate recruitment processes was a key part of the process.

“Planning is key. It helped knowing what kind of organisations I wanted to apply to and what kind of job, and sector, I wanted to be in.”

Despite planning her return in advance, Dhini says that returning home after living and working in Australia was a significant adjustment. The rhythms of a nine-to-five job, long commute times and fewer freedoms were all challenges.

“I personally had difficulty adjusting because when I was in Australia, I was used to being on campus and I was living alone. I had freedom and independence. When I returned home, I moved back in with my family, and I was travelling four hours a day to work and back. It took me almost six months getting used to having a nine-to-five job.”

Securing a job was a high priority for Dhini once she returned to Indonesia. Through leveraging her networks, she was able to identify a job opportunity with Australia Awards and schedule an interview shortly after she returned to Jakarta. Her advice to others undertaking the job search process is to actively explore different ways of achieving your career goals. Above all, be patient and persistent.

“It is important to be patient because things do not always go to plan. You might not get the job you want, or you might lose interest in what you think you want to do. There are a lot of pathways to take and it is important not to give up.”

Dhini's final piece of advice for others returning to Indonesia? Treat your networks as assets and stay in touch with the Monash alumni community.

**“When I came back, I did not stop networking through Monash and my job. I did volunteer work for the Australia and Indonesia Youth Association, which gave me a lot of support and encouragement. This helped me to still feel in touch with Australia.”**

## CONNECT WITH ALUMNI IN INDONESIA



The vibrant and diverse community of Monash alumni living in Indonesia represent an invaluable resource, both now as you embark upon your career and well into the future.

**Join the official Monash Indonesia Alumni group on LinkedIn:**

[linkedin.com/groups/10388984](https://www.linkedin.com/groups/10388984)

**Contact your local Monash Alumni Manager:**

Gusti Reynaldie (Didi), International Alumni Manager - Indonesia  
[gusti.reynaldie@monash.edu](mailto:gusti.reynaldie@monash.edu)

