



# glints

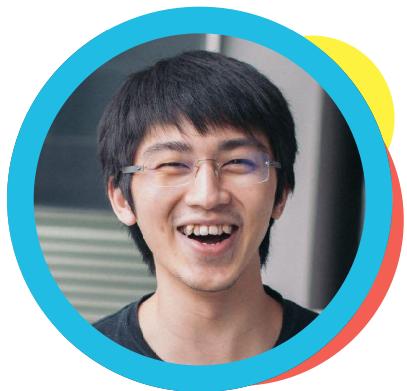
**#1 Recruitment Platform for Young Professionals**

# **BRINGING RISING STARS TO BUILD *SUCCESSFUL TEAMS***

## **Who We Are**

Glints is the full-stack human resources and career development platform for companies to build successful teams with young talent.

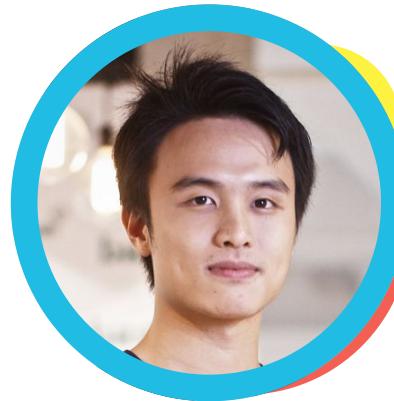
# Committed Founding Team



**Wong Yong Jie**  
**Founder & Tech Lead**  
NUS  
Carnegie Mellon University



**Oswald Yeo**  
**Founder & CEO**  
UC Berkeley (Dropout)

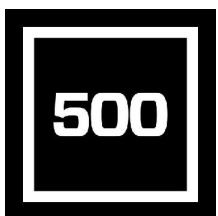


**Seah Ying Cong**  
**Founder & CTO**  
Wharton Business (Dropout)



**Steve Sutanto**  
**Founder & ID Country Manager**  
Started ID business  
Local Market Entrepreneur

## US\$3m raised from Top Tech + HR Investors



wavemaker



SINCE 1996

**JOB PORTAL**

**HIRING DRIVE**

**TALENTHUB**

**GLINTS ACADEMY**

**CAMPUS OUTREACH**

**EMPLOYERS EVENT**

The screenshot shows the Glints Job Portal homepage. At the top, there are navigation links for KARRIER, PEKERJAAN, MAGANG, PERUSAHAAN, BLOG, and DISCOVERY (with a 'NEW' badge). Below the header is a large yellow banner with the text 'DISCOVER CAREERS, DISCOVER YOU'. To the right of the banner is a photo of a woman sitting in a chair, looking at a laptop. Below the banner is a search bar with the placeholder 'Find Internships, Locations, and Companies' and a 'GO!' button. At the bottom of the page is a yellow bar with the text 'JOB PORTAL'.



**TALENTHUB**



**CAMPUS OUTREACH**

A photograph of a professional networking or hiring event. Several people are seated around tables, engaged in conversations. Banners for 'IRVING' and 'NONGSA digital park' are visible in the background.

**HIRING DRIVE**



**GLINTS ACADEMY**



**EMPLOYERS EVENT**



# TRUSTED BY HAPPY PARTNERS

tokopedia



OVO



LINE



Ralali.com



ALODOKTER

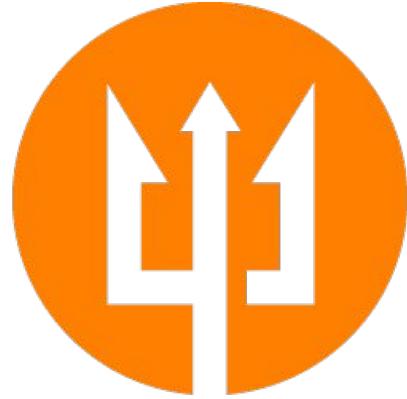
Orami



kios Tix

And 100+ more...

They have found their rising stars with Glints. **Now is your turn!**



TAIGER



# How Far We've Come

(As per December 2018 )



# Fun Life at glints TalentHub



# Sports & Games



**Badminton**



**Futsal**



**Body Combat & SBZ**



**Paintball**



**Running**



**Swimming**

# Sports & Games



E-Sport Tournament

E-Sport Tournament



# TalentHub Party

Halloween Party



Year End BBQ Party



glints  
TalentHub

# TalentHub Party



**Chinese New Year Potluck**



**Chinese New Year Potluck**



**Monthly Music Jamming**

# Seminar & Sharing Session



## Fun Events



**glints Box of Valentine**

A dedicated box for:

- Secret admirer
- Close friend appreciation
- Other loving expression

Step 1: Prepare the letter  
Step 2: Put "To.....", Anonymous is optional and drop into the box latest on 14 February, 4 pm.  
Step 3: Provide the proof to Tio and get free ice cream voucher!  
Step 4: Tio will distribute your letter to the mentioned person

Alice

Redeem your drop with Ice Cream for the first 100 person



## TalentHub: Committed to Help You Launch Your Overseas Career





# From CV to Interview: How to get Hired Faster!

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## Goal of this presentation

There is no better way rather than enlightens the ideas of how to start your professional career by deepen your potential self and skills.



## Bram Fatdeli

Senior NodeJS Developer – Omni Tech Sharing Pte Ltd.



He has applied for more than 4 job opportunities with Glints.

Has profound experience in the using of ReactJS, React Native and NodeJS and has been working as Team Lead in various past project, but he failed at most of the Interview Session.



## Ardi Wirawan

Junior Mobile Engineer – The Coconut Lab Singapore



He has applied for more than 5 job opportunities with Glints.

He was one of the top 5 Glints Academy Students batch 4. Great skills in mobile development during his college and able to make one project for his thesis. However, he is lack of English skill, no working experience (and internship) at all. Thus, he failed all of hiring stages at those companies.



**What are the keys for them to get professional career despite of their obstacles?**

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# Common Issues

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- Lack of proper CV writing
  - Lack of information about the company that you applied for
  - Lack of preparation to have a proper introduction during the interview
  - Lack of communication skill
-

# KEYS

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How to solve the common issues

# KEYS



## Lack of proper CV writing

01

- You need a personalised resume that stands out.
- [Let's learn from a case](#)

## Lack of information about the company

02

- Gain much information about the company as much as possible.
- Do not be afraid to ask more to your Talent Manager/ Recruiter.
- Take the initiative.

## Lack of preparation to conduct the interview

03

- Be prepared of what you are facing right now!

## Lack of communication skill

04

- Practice makes perfect.

# Do's and Don'ts during the Interview

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Make a good first impression on introduction

Explaining your Skills

Behavior

Technical Matters

01

- Body Gesture
- Things you will say to introduce yourself
- time efficiency
- Clear pronunciation

02

- Highlight all skills that match with what company needs.
- Elaborate your skills based on your experience
- Talk only when you are allowed to talk.

03

- Show your excitement during interview
- Be professional

04

- Online Interview (Please check your connection)
- Phone number that can be accessed (Phone, message,WA)
- Active email



glints  
**TalentHub**

**First Impression That  
Open the Doors**

*“It’s all about the first impression...”*



# PERSPECTIVE

How Recruiters Judge You

Direct Pitching with  
Personal Resume

Public Pitching by  
Social Media

(1/1)

# PREPARE CURRICULUM VITAE



## CURRICULUM VITAE

► HELLO MY NAME IS RICCARDO SABATINI.

► A SHORT PRESENTATION.

I am an Italian graphic-designer, with a first class honours degree at Accademia Italiana - University of Wales. Besides my specialization, I have an extreme passion to work with everything is visual, from photography to digital art to many other fields. My main goals are to receive the best feedback for what I do, and to do it in the best way. Plus to improve always my style and to do something different each time.

ROUTINE IS NOT HEALTHY FOR DESIGNERS.

► MY SKILLS SET, HOW I WORK!

I like to work in different ways and with different styles, so I used to combine a lot these softwares together; interaction is a great weapon of choice.

► MY WEAPONRY.

Ps	ADobe PHOTOSHOP	level expert
Ai	ADobe ILLUSTRATOR	level advanced
Id	ADobe INDESIGN	level advanced
Fi	PHOTOGRAPHY	level advanced
Ta	TABLET	level intermediate
3D	3D SOFTWARES	level beginner
Vi	VIDEO EDITING	level beginner

► MY SPECIALTIES, WHAT I DO!

Logo-Logotypes	Photography	Branding	Packaging	Digital Art
Type-typography	Photo-Retouch	Advertising	Pattern-Design	Vector Art
Type-treatment	Photo-Manipulation	Editorial-Design	3D Rendering	Illustration

► MY EXPERIENCES, WHAT I'VE DONE!

Personal Projects	(since 2008) experiments of different typology and media, from abstract art to poster design and much more, all visible on my online portfolio.
Online Competitions	(since 2009) constant participation to contests of graphic-design, photography and digital art.
Freelance Commissions	(since 2008) design and production of miscellaneous typology, from the flyers/posters for events to cd packages for bands and artists, logos etc.
Add yourself	(since 2011...) currently searching.

► THE RESPONSE CORNER, MAKE YOUR CHOICE!

EXPECTED TIME TO READ : 87 SECONDS



Yours faithfully, Riccardo Sabatini

The resume template for James Brown includes a profile picture, a summary, contact details, education, career history, and recent awards.

**JAMES BROWN, COMMUNICATIONS & ENGAGEMENT SPECIALIST**

**CONTACT DETAILS**

137 Moss Road, Northwich CW8 4BL  
jamesimonbrown@hotmail.com  
07971 174 252  
[www.linkedin.com/in/jamesimonbrown](http://www.linkedin.com/in/jamesimonbrown)

**CAREER HISTORY**

2008	Head of Communications, Engagement & Marketing, NHS Trust Liverpool Community Health
2010 - 14	University Guest Lecturer: Liverpool, John Moores, Chester and Edge Hill
2007 - 08	Strategic & Business Development Manager, Hill Dickinson LLP
2004 - 07	Public Relations Officer, General Medical Council
2003 - 04	e-Commerce Marketing Executive, Littlewoods Index
2002 - 03	PR & Research Officer, Queensland Government, Brisbane, Australia
2001 - 02	PR Consultant, Summer Shakespeare Festival, Wellington, New Zealand
2000 - 01	Public Relations Manager, International Cotton Association

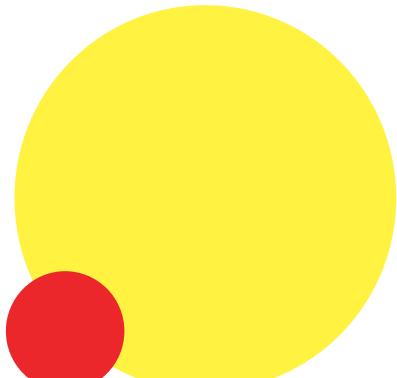
**EDUCATION**

2016 - 22	University of Liverpool Doctor of Philosophy (PhD) Behavioural Economics
2010 - 11	Health Protection Agency Diploma in Health Emergency Planning
2004 - 07	University of Liverpool Master of Business Administration (MBA)
1996 - 99	University of Central Lancashire BA (Hons) Public Relations

**RECENT AWARDS**

2015	Health Business Awards NHS Publicity Campaign
2015	NHS Flu Fighter Awards Most Innovative Campaign
2013	PRWeek Award Internal Communications
2013	NHS Flu Fighters Award Best Internal Campaign

Curriculum Vitae, often shortened as CV, is a written overview of someone's life's work. Usually used as a complete record of someone's career, and can be extensive.



# CV TIPS

## 1. Keep It Basic

- a. Formatting your resume as a pdf
- b. Using black text, and keep the font and size clean, simple, and consistent
- c. No Typo
- d. 1 Page!

## 2. Customize

- a. Name
- b. Contact Details
- c. Summary
- d. Working Experience
- e. Skills
- f. Education

## 3. Advanced Your CV

- a. For recent graduates: emphasize on School, Degree, Major, GPA, and Month/Year of Graduation.
- b. For senior graduates: emphasize on Experience, Crucial Role, Achievement, and Skills.



JOHN DAVIS

@ john@kickresume.com

227 Park Ave S, 10003 NEW YORK,  
NY, USA

Detail oriented professional with experience in SERVER MANUFACTURING, TRAINING DEVELOPMENT, COMPUTER HARDWARE TROUBLESHOOTING and MANAGEMENT. Seeking to take the next career step with respected organization dedicated to world class quality. Born leader with the ability to lead teams to process and manage large volumes without compromising service or quality.

### Manufacturing Supervisor

Material In Motion, Fairburn, Ga

- Increased daily output by no less the 10%.
- Manage manufacturing process to ensure product is delivered on time and under budget while maintaining quality standards.
- Plan and execute the production schedule including human and material resources.
- Utilize Lean Manufacturing strategies to improve manufacturing processes and reduce costs.
- Design training programs for new employees and ongoing projects to improve effectiveness of existing staff.
- Collaborate with receiving and production personnel to review inventory levels and determine shifts in production areas that would limit materials and supplies held on hand.

### Store Manager

Dunkin' Donuts/MCNulty Management, Fayetteville, GA

- Boost store profits margin by 12%.
- Supervised, motivated, evaluated, and coached employees and facilitated effective training programs.
- Responded to and effectively resolved customer complaints in a timely manner to ensure satisfaction.
- Processed employee payroll, and managed a revenue.
- Maintained inventory control of all products and enforced all proper food sanitation procedures

### Concourse manager

Starbucks /HMS Host Atlanta airport, Atlanta, Ga

- Recognized by Starbucks Regional Director and my Starbucks District Manager.
- Improved customer satisfaction from 70% to 88%
- Implemented inventory management system that decreased shrinkage by 5%

Kalaheo High School, Kailua Ga



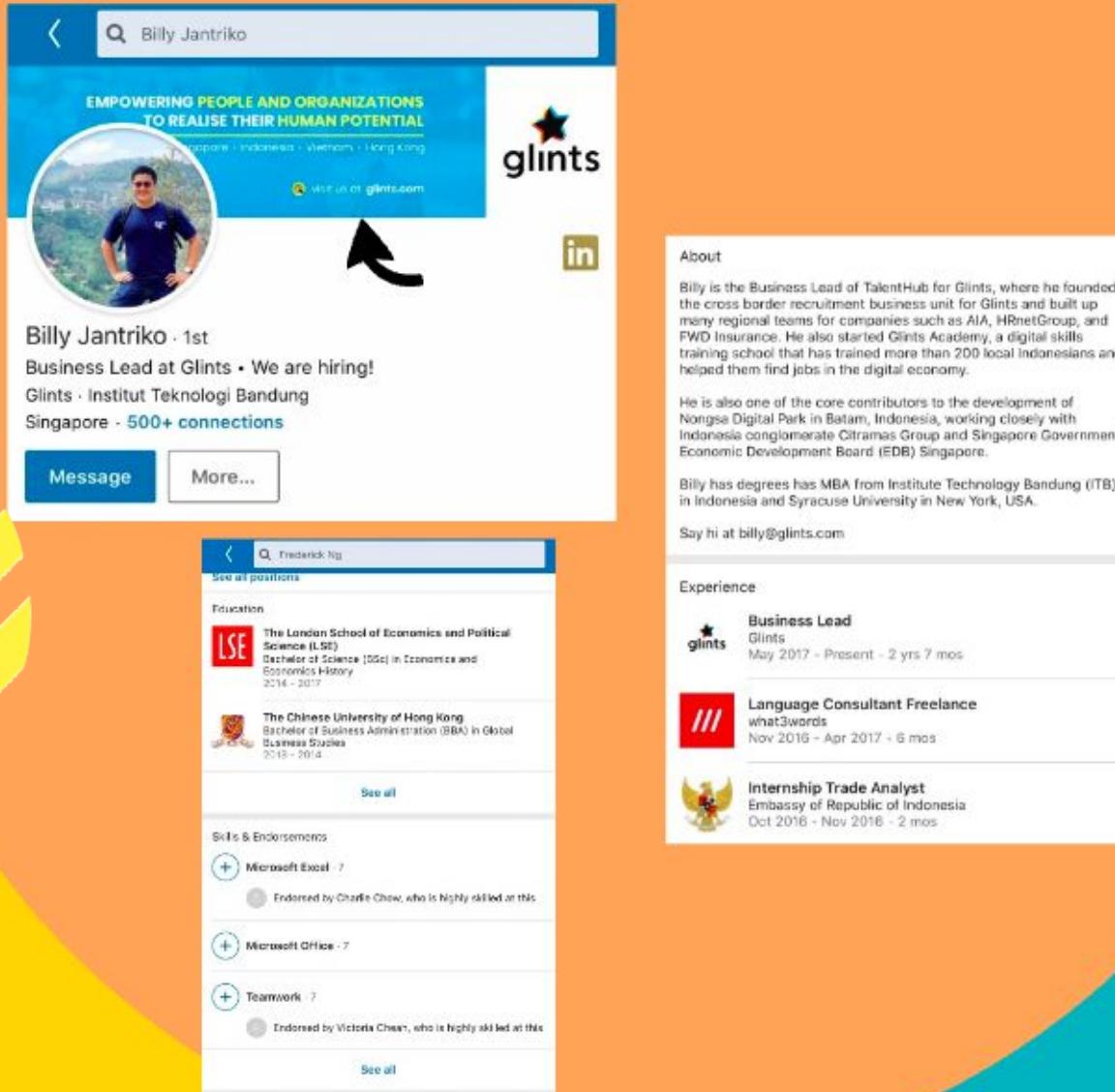
Delegating tasks Inventory Management Computer Skills

## PREPARE YOUR PROFESSIONAL PROFILE



**LinkedIn** is a social network specifically designed for career and business professionals to connect. Over 65 million professionals use LinkedIn to cultivate their careers and businesses.

# MAKE YOUR PROFILE LOOK PROFESSIONAL!



**Billy Jantriko · 1st**  
**Business Lead at Glints • We are hiring!**  
**Glints · Institut Teknologi Bandung**  
**Singapore - 500+ connections**

**About**  
 Billy is the Business Lead of TalentHub for Glints, where he founded the cross border recruitment business unit for Glints and built up many regional teams for companies such as AIA, HRnetGroup, and FWD Insurance. He also started Glints Academy, a digital skills training school that has trained more than 200 local Indonesians and helped them find jobs in the digital economy.

He is also one of the core contributors to the development of Nongsa Digital Park in Batam, Indonesia, working closely with Indonesia conglomerate Citramas Group and Singapore Government Economic Development Board (EDB) Singapore.

Billy has degrees from Institute Technology Bandung (ITB) in Indonesia and Syracuse University in New York, USA.  
 Say hi at [billy@glints.com](mailto:billy@glints.com)

**Experience**

<b>Business Lead</b> <b>Glints</b> May 2017 - Present - 2 yrs 7 mos
<b>Language Consultant Freelance</b> <b>what3words</b> Nov 2016 - Apr 2017 - 6 mos
<b>Internship Trade Analyst</b> <b>Embassy of Republic of Indonesia</b> Oct 2016 - Nov 2016 - 2 mos

**Education**

<b>The London School of Economics and Political Science (LSE)</b> Bachelor of Science (BSc) in Economics and Economics History 2011 - 2013
<b>The Chinese University of Hong Kong</b> Bachelor of Business Administration (BBA) in Global Business Studies 2013 - 2014

**Skills & Endorsements**

<b>Microsoft Excel</b> - 7 Endorsed by Charlie Chow, who is highly skilled at this
<b>Microsoft Office</b> - 7
<b>Teamwork</b> - 7 Endorsed by Victoria Chan, who is highly skilled at this

- Logo
- Grammar
- Clarity of content

# Manage Your Account!



Billy Jantriko · 1st

Business Lead at Glints • We are hiring!

Glints · Institut Teknologi Bandung

Singapore · [500+ connections](#)



## About

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## Experience



### Business Lead

Glints

May 2017 - Present · 2 yrs 7 mos



### Language Consultant Freelance

what3words

Nov 2016 - Apr 2017 · 6 mos



### Internship Trade Analyst

Embassy of Republic of Indonesia

Oct 2016 - Nov 2016 · 2 mos



# People from different industries have started to do it

something worth to appreciate



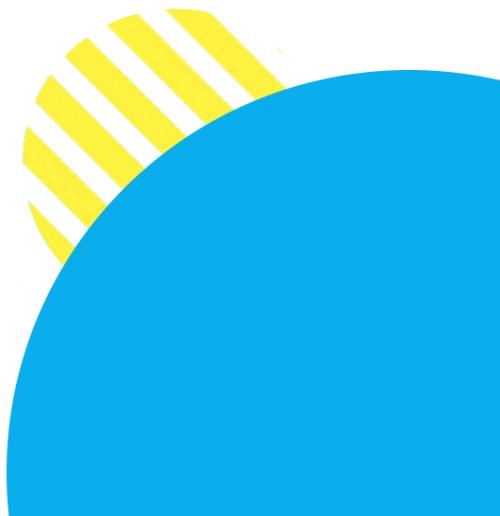
## something motivating



something random

What can you expect when manage your personal Account?

1. People will start coming to you!
2. Increase connection requests and followers!
3. Credibility and trust are increasing
4. Positive & Professional Personal Branding



# Did you know?

## Detail your work experience

if YOU detail your work experience, you will receive up to :

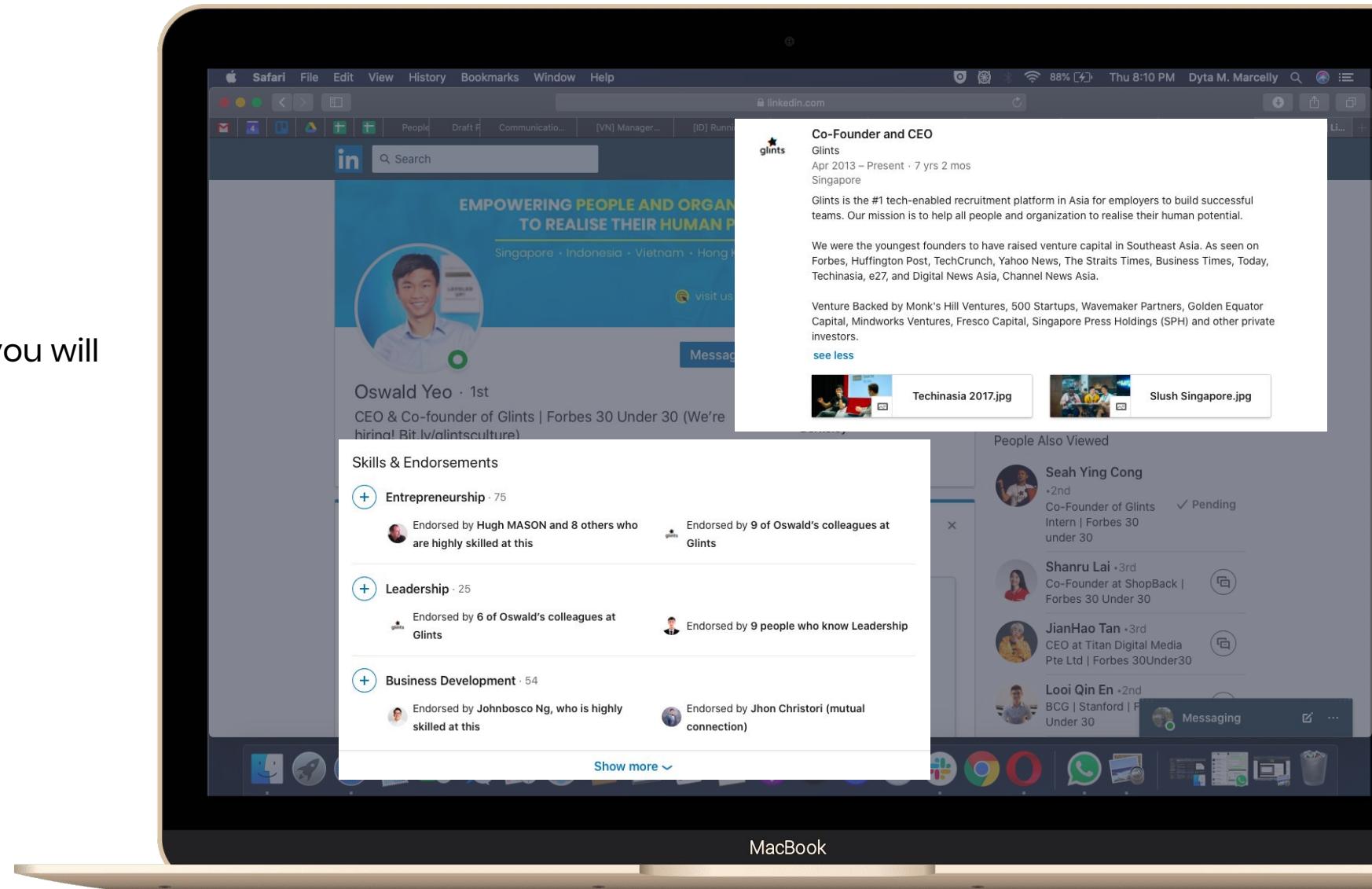
**5x** more connection requests

**8x** more Profile views

**10x** more messages

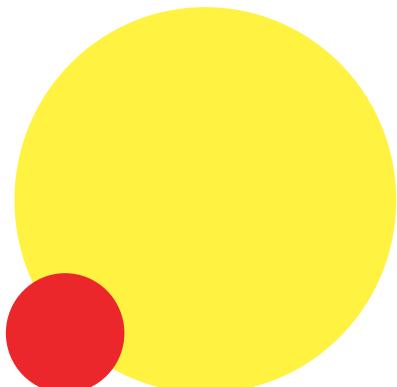
## Add skills & get endorsed

if YOU add **5** or more skills, you will receive up to **17x** more profile views



The screenshot shows a LinkedIn profile for Oswald Yeo, Co-Founder and CEO of Glints. The profile includes a photo, a headline about empowering people and organizations, and a summary mentioning Singapore, Indonesia, Vietnam, and Hong Kong. It also highlights being a CEO & Co-founder of Glints and being part of the Forbes 30 Under 30 list. Below the profile, there's a section for Skills & Endorsements. Under 'Entrepreneurship', it shows 75 endorsements from colleagues at Glints. Under 'Leadership', it shows 25 endorsements from colleagues at Glints and 9 endorsements from people who know him. Under 'Business Development', it shows 54 endorsements from colleagues at Glints and one from a mutual connection. The LinkedIn interface shows other tabs like People Also Viewed and messaging features.

How can i get the chance to  
work for Singapore company?



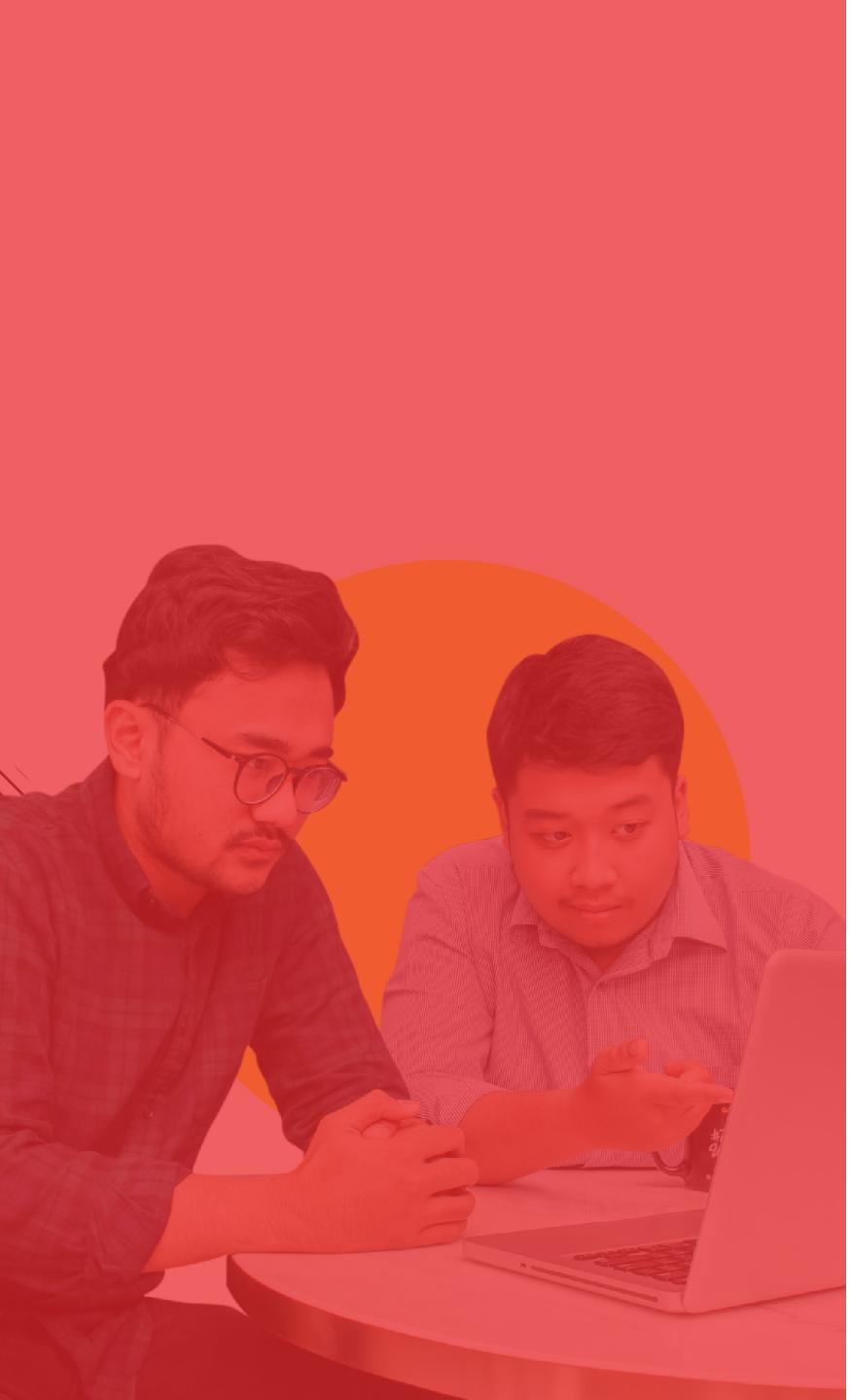


glints  
Academy





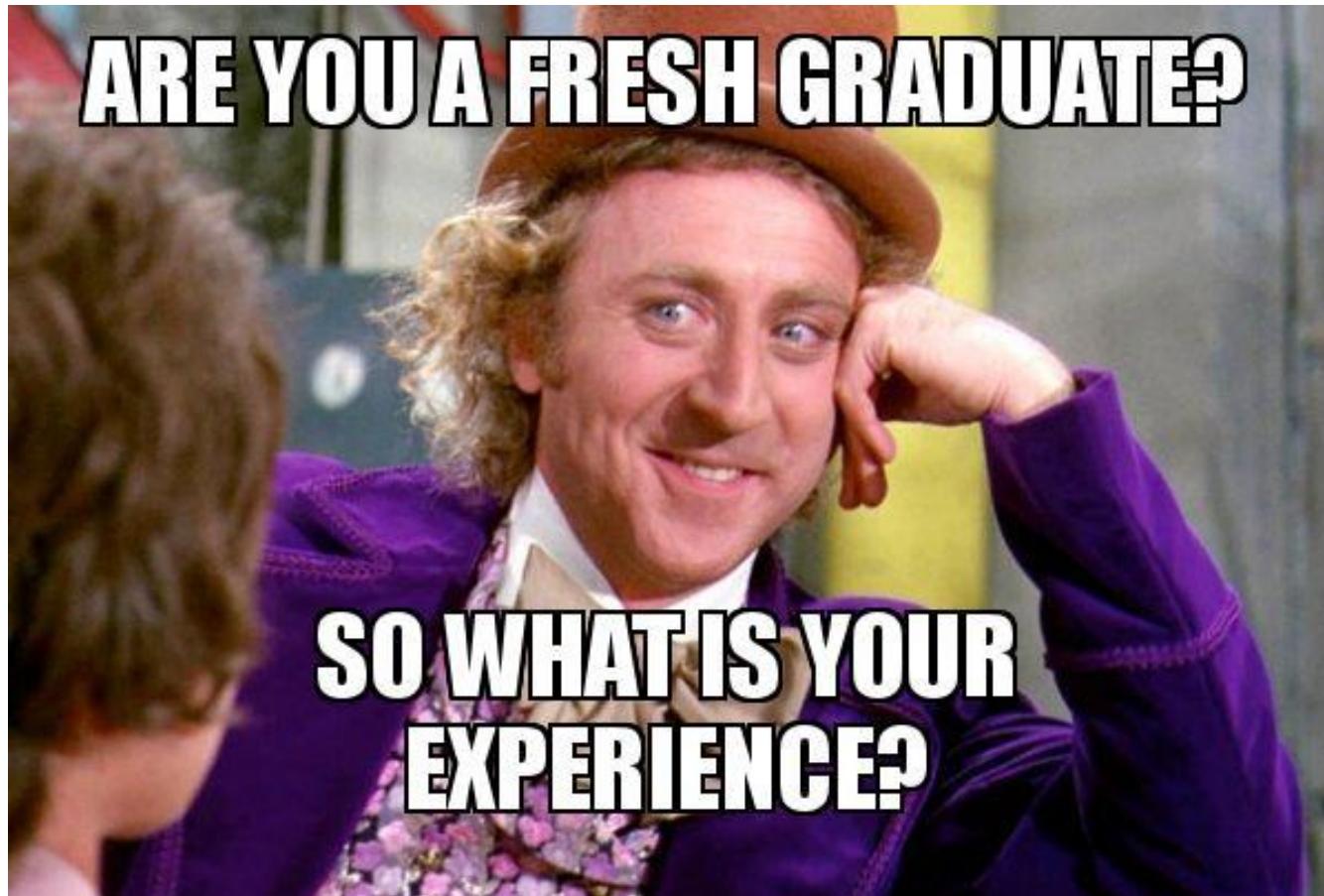
Glints is the full-stack human resources and career development platform for companies to build successful teams with young talent.

The logo for Glints Academy features a black five-pointed star with a thin yellow outline. To the right of the star, the word "glints" is written in a lowercase, sans-serif font. Below it, the word "Academy" is written in a larger, bold, sans-serif font.

# glints Academy

is more than just a bootcamp,  
**it is a community of *passionate developers***

We will help you to unleash your potential in tech skills  
and connect you with overseas opportunities.



Need a job to get experience.  
Need experience to get a job. -  
Meme ...

# Glints Academy Benefit



## Master Now, Pay Later

ISA scheme will be provided so you don't have to pay anything until you land a job



## Community

Growing tech community - a network of opportunities waiting to be explored.



## Learn the Skills

We won't just take you through the basics - we'll take you to the end.



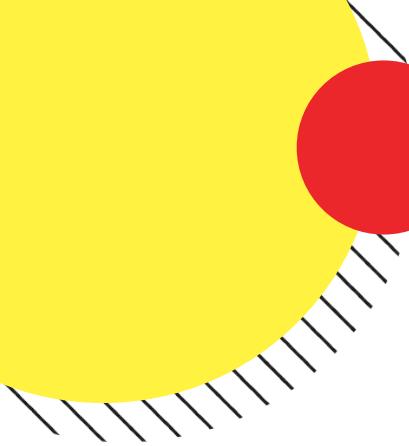
## Will Help You Get Hired

We will help you to prepare and get connected with our overseas partners.



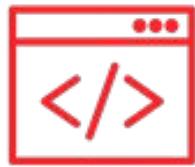
## International Opportunity

Secure a guaranteed job in a Singapore-based company



# Pick your adventure!

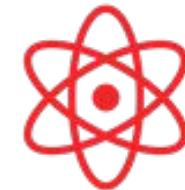
Courses Powered by **Binar**



**Front End**



**Back End**

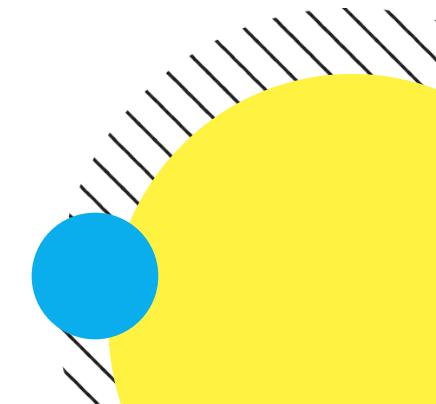


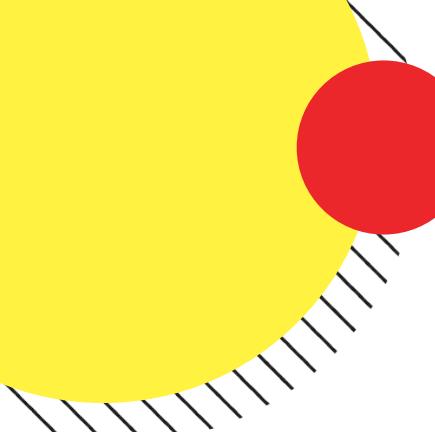
**React Native**

Courses Powered by **ImpactByte**



**Full Stack Javascript**





## HOW IT WORKS?

# REGISTER NOW!

[www.academy.glints.com](http://www.academy.glints.com)



### Register

Sign Up for a new  
Glints Account



### Logical Test

Test your logical  
thinking by solving  
this question



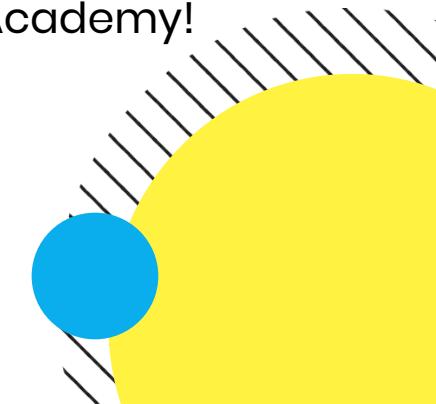
### Interview

You will be contacted  
thru phone for an  
interview



### On-Boarded

Welcome to Glints  
Academy!



# Glints Academy - Alumni

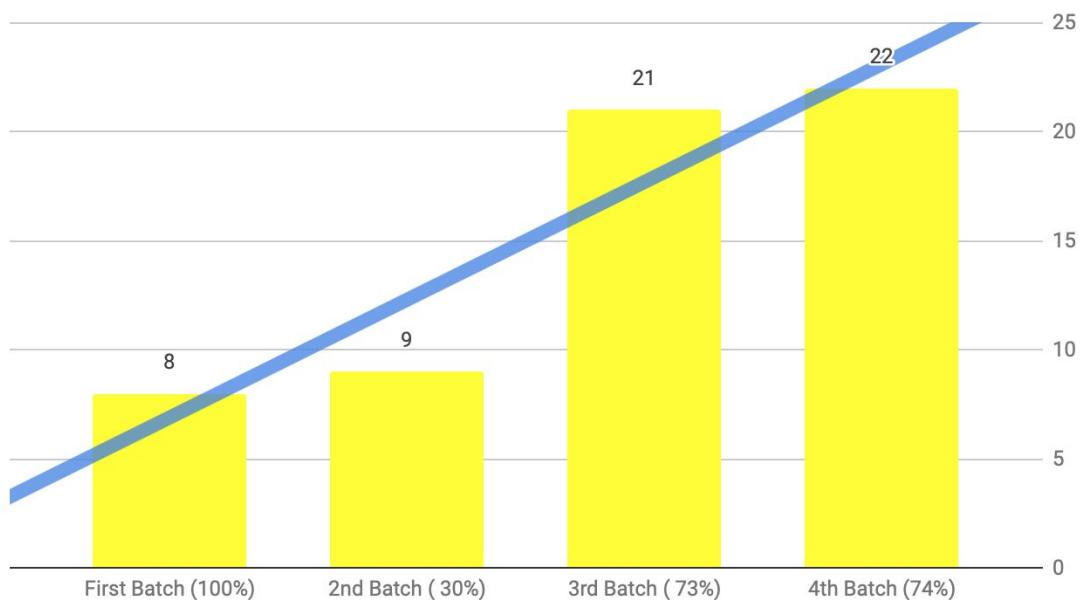


Rangga Yudhistira - Job Title  
*Story or Journey Rangga*

# Get Hired!

We will help you to get hired!

Placement Growth



You only need to focus on the class!

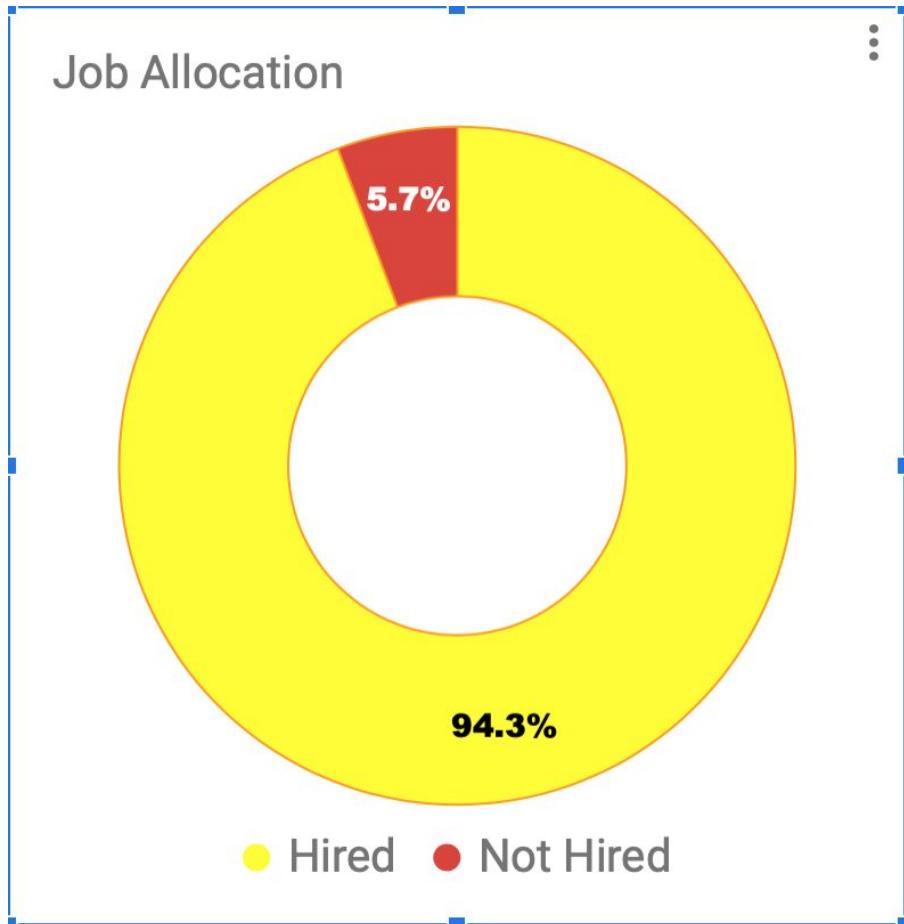
Complete a 12-week tech program, develop yourself and your skills. After that, Glints academy will help you to get hired!

So far, from batch 1 until batch 4, Glints Academy successfully help our student to get offer and working with overseas company.

**Now, your turn. Join with us.**

# Get Hired!

94.3% Glints Academy Student **GET HIRED!**



**We are not joking you!**

Can you image the impact from this Program?

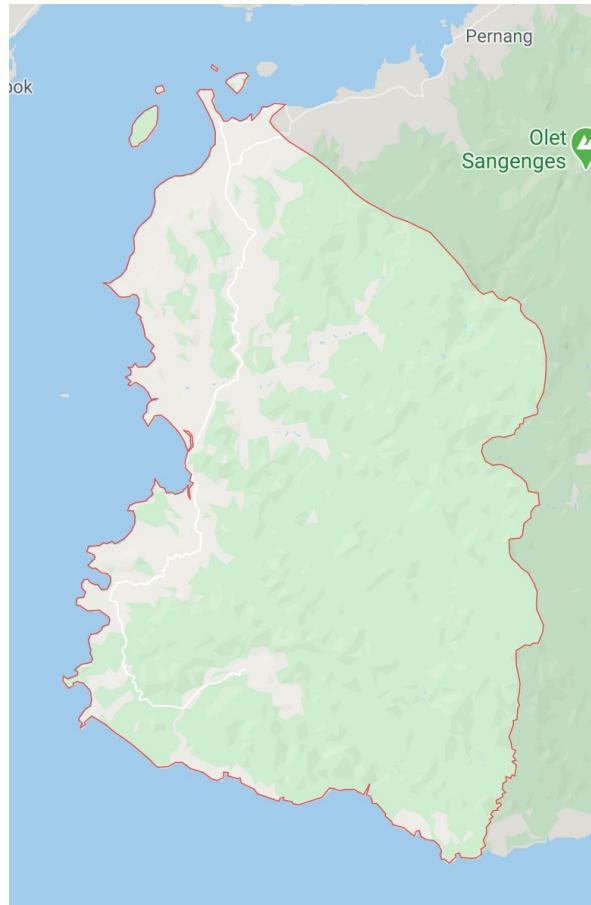
This is the total of overseas and local placement. **94.3% Alumni continue work with what they get from Glints Academy.**

*IMPACTFUL right?*

# Good News For you

You can get 100% for free for you base on  
or originally From

*Sekongkang*  
*Maluk*  
*Jerewe*  
*Taliwang*  
*seteluk*  
*Poto Tano*  
*Berang Rea*  
*Berang Ene*



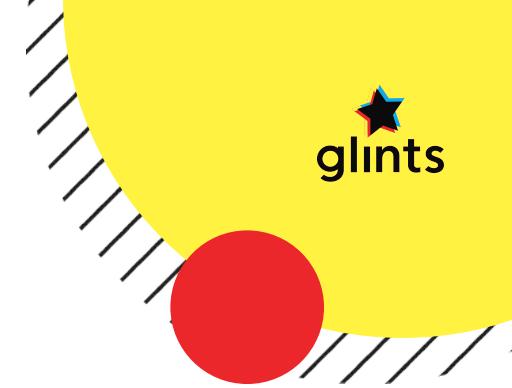
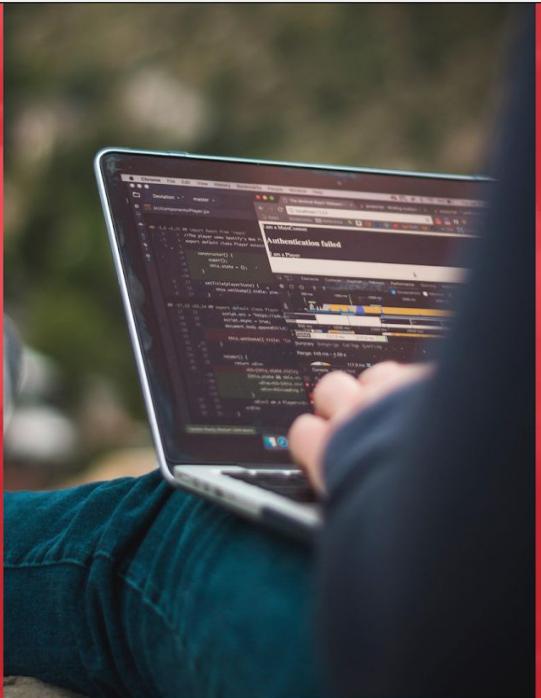


powered by



Glints in partnership with **Amman Mineral** provides a scholarship program for students in Sumbawa to learn how to code from experts and secure a job.

**REGISTER NOW!**



## ABOUT AMMAN MINERAL

**PT Amman Mineral Nusa Tenggara (AMNT)** is an Indonesian mining company which operates Batu Hijau mine and several other most promising prospects of copper and gold located in West Sumbawa Regency, West Nusa Tenggara.

Amman Mineral has a commitment to **improving the lives of and empowering the communities surrounding the Batu Hijau mine**, which reflects its sense of social and civic duty.

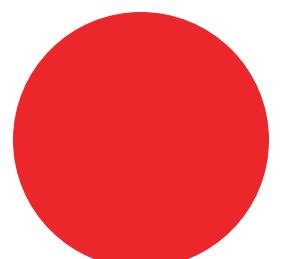
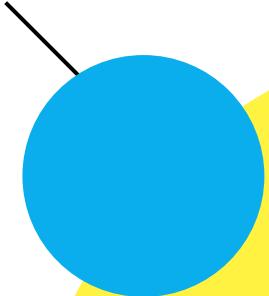
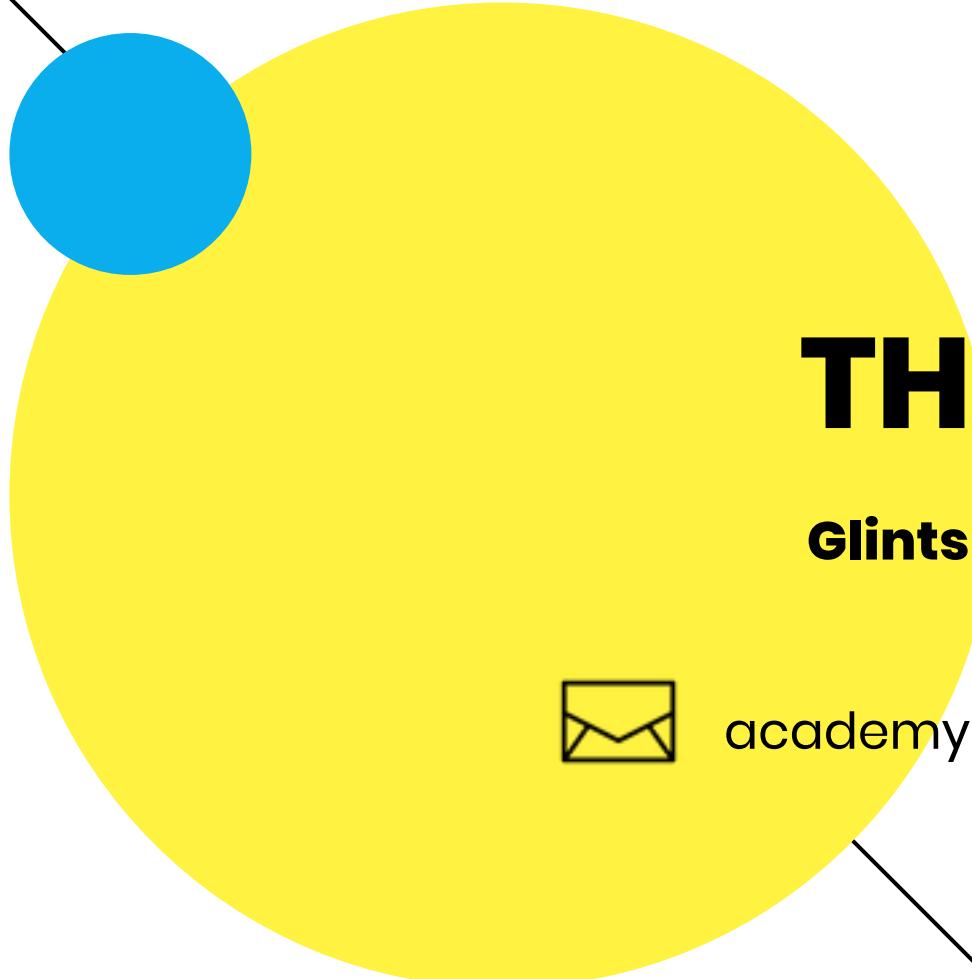


## COLLABORATE TO EMPOWER LOCAL TALENTS

Glints and Amman Mineral are collaborating together to provide a platform for young people in West Sumbawa, to be ready to face the industrial



<https://academy.glints.com/amman-partnership/>



# **THANK YOU!**

## **Glints Academy Information:**



academy@glints.com



+6285977836300



# Question & Answer Session





**THANK  
YOU**

