



Although Norlida Azmi had offers from financial institutions here when she came back to Malaysia, she chose to work for UEM Group as Group Chief Human Capital Officer because she felt that she could give back more directly to the country with this organisation.

What were the key factors behind your decision to return to Malaysia?

I always knew that I would eventually come back to Malaysia. After 17 years abroad, my family and I had adjusted well overseas. Working with international and regional banks in Singapore, UK and the Middle-East provided me with wider professional growth, and for our two daughters an exposure to very rich and varied cultures. When my husband Michael, an Anglo-Brazilian, wanted to semi-retire, we eventually chose Kuala Lumpur over Rio! He loves the rain, the sunshine, the food and our people, and I also have an ageing mother to care for.

In your opinion, what are the opportunities for talents in an organisation like UEM Group, which is increasingly expanding its

international footprint?

As UEM Group expands its international footprint, we are able to provide our talents with exposure to projects that involve different scale and complexities. This translates into our talents assuming senior leadership positions in these overseas assignments or an increase in their technical specialisation. We have implemented structured programmes in Indonesia and Australia where talents have been seconded to our projects. Some have returned home bringing with them greater skills and professional exposure and are contributing to our local operations more effectively.

UEM Group takes part in career fairs in the UK and Australia. What is your advice to Malaysians you meet at these career fairs abroad?

Participating in career fairs abroad allows us to meet both Malaysian professionals as well as fresh graduates who are about to return home. We speak to the professionals about the nation's need for them to share and transfer their skills and experience back to Malaysia, to enable the country to reach its aspiration of a developed nation.

There are concerns about re-integrating, but they need to balance these with the positives of coming back home. Specific to UEM Group, we seek professionals with global mindsets to be involved in our current iconic projects such as Aurora and Conservatory in Melbourne, the recently secured KL118 Tower in Kuala Lumpur and national-type of infrastructure projects such as the recently completed Cikopo-Palimanan Toll Road in Indonesia – the longest toll road ever built in Indonesia and one of the largest constructions ever built jointly between Indonesian and Malaysian companies.

Our engagement with fresh graduates are more focused on career advisory. At UEM Group, we love young talents who bring with them tons of energy, fresh ideas and intellectual curiosity.

How does UEM Group contribute to the national talent agenda?

All Malaysian employers have a responsibility to invest in national talent to ensure sustainable talent pipeline not just for themselves but for the industry. Graduate employability is a main item within UEM Group's Human Capital Agenda. To date, we have established collaborations with many universities, covering a host of initiatives from research to curriculum development. We develop programmes to address the gaps arising from a lack of soft skills such as communication and confidence, which are critical in the business environment. We are also a strong supporter of the Skim Latihan 1Malaysia (SL1M) programme. We started the SL1M-Young Executive Programme (SL1M-YES) back in 2006, where we provide 1-year training to fresh graduates, and thereafter absorb a high percentage of them into UEM Group of Companies.

Employers recruiting experienced Malaysians from abroad can take advantage of the Fast-Track Returning Experts Programme application process. Get in touch with us at rep@talentcorp.com.my

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