



Culture:

- Start-up culture that is flat and accessible
- “Success is fun” culture
- Dress down policy
- You can take naps whenever you need to

Benefits:

- Performance based 3-level remuneration structure
- Mentorship under our CEO

WE'RE HIRING

- Software Engineer
- IT Analyst
- Database Specialist
- Web Designer
- Digital & Content Marketing Specialist
- Management Associate
- Executive Assistant to CEO (Operations)
- Equity Analyst
- Research Assistant to CEO
- Accounts Executive
- Internship

Email CV to careers@icapital.biz



KUALA LUMPUR



SINGAPORE



SYDNEY



HONG KONG



SHANGHAI

More info:



-  www.capitaldynamics.biz
-  www.facebook.com/capitaldynamics.icapital
-  www.linkedin.com/company/capital-dynamics-group/

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HOW TO APPLY

Please refer to the back cover



CAPITAL DYNAMICS – A HOME FOR YOUR CAREER

Capital Dynamics is a world-class investment firm with offices in Singapore, Sydney, Kuala Lumpur, Hong Kong, and Shanghai. Inaugurated in 1988, Capital Dynamics has embarked on a journey similar to walking the Antarctica – the coldest, driest, remotest, and windiest place on earth. Tan Teng Boo, accompanied by loyal comrades, persevered and prevailed against all odds in putting Capital Dynamics on the map.

Our mission:

- To make a positive contribution to a better global community;
- To build a platform for alternate perspectives, so that there is self-respect, mutual respect, and better understanding amongst the differing communities;
- To help achieve sustainable global peace;
- We have only one planet, and it is a very precious one.

Over decades, Capital Dynamics has overcome endless obstacles to contribute to a better world. However, as a “start-up” MNC, we face an even more arduous journey as we pursue our ambition of becoming a pre-eminent global fund management and investment advisory group.

In a start-up environment, our employees need to be crazy enough to manage chaos with utmost creativity, as our efforts are directly linked to the firm’s success or failure. We are looking for keen contributors who are virtuous and selfless with a share of our vision; bold, unafraid to make short-term sacrifices, and unfrighten of uncertainties and challenges ahead.

If your dreams align well with ours, join us and realise those dreams. Who knows? Capital Dynamics might be the home for your career.

ARE YOU A TOP PERFORMER? YET, YOU AIM HIGHER?

At Capital Dynamics, our recruitment process and appraisal standards are high, which orients with our efforts to maintain ourselves as a world-class firm. Rewards and benefits are largely defined by your commitment and performance as we implement a true-blue, merit-based system that helps push your personal limits to new levels.

As a “start-up” MNC, we seek talents that are self-motivated with a belief that success is a fruit of immense hard work and passionate heart work. We regard success as a journey that should be cultivating, eye-opening, and fun.

For applicants committed to succeeding in their careers, Capital Dynamics offers an unconventional 3-level remuneration package, including mentoring benefits under our renowned founder and CEO.

If you enjoy the thrills and rewards of working in a dynamic environment, we would love to talk to you.

WHAT WE DO?

As a fund manager, we service our clients in two ways:

- Individually managed accounts for individuals, corporations, and institutions
- The *i* Capital family of managed funds accessible to retail, corporate, and institutional investors

As an investment advisor, we provide impartial investment advice in English and Chinese through *i* Capital, our weekly investment publication available in Print and Digital formats through www.icapital.biz and *i*-Capital mobile application.

OUR CORPORATE PHILOSOPHY

Our philosophy is premised on our 3 “i”s – Independence, Intelligence, and Integrity.

Independence

As Malaysia’s first independent investment advisory firm, Capital Dynamics is not affiliated with any political or government organisation, financial institution, or stockbroking company, thereby preventing any possible conflicts of interest from arising.

Capital Dynamics is owner-operated. For our clients, this represents an assurance of consistency and continuity in our investment approach. Our efforts concentrate only on providing the best possible fund management services and investment advice.

Intelligence

Led by Tan Teng Boo, Capital Dynamics never acts upon tips or rumours, but solely upon an intimate knowledge of investment grounded by comprehensive primary research. Our in-house team of analysts and economists from our offices in Singapore, Sydney, Kuala Lumpur, Hong Kong, and Shanghai studies listed corporations, economies, and stock markets worldwide to produce sound and intelligent advice.

Integrity

Integrity forms the guiding principle of all our investment decisions, permeating at every level of our business and organisation. Without integrity, independence and intelligence would be of no value.

Capital Dynamics firmly believes that integrity is manifested in the returns of investments our clients receive in the long run. We see ourselves as a genuine partner with our clients. As partners, we sink or swim together.

CAPITAL DYNAMICS IS in the initial stages of transforming itself into an IT-charged knowledge organisation of the future. Towards this end, it seeks Computer science and IT personnel who share its vision and possess the technical and personal skills crucial for this mission.

We expect candidates for this post to be no less than first-class in calibre - anyone less would fall far short of the task at hand. We seek someone with the insight of an IT wizard and die-hard perseverance of a warrior. Things are done differently at Capital Dynamics. We can move swiftly as a team and benefit from the absence of bureaucracy and redundancy. As a key technical employee, you will work closely with our senior management and have a vast influence on the group's future, limited only by your ambition and ability. For the right person, it is certainly a rare opportunity.

For all Computer science or Information Technology positions, we expect candidates with at least a very strong degree in Computer Science or depth of practical knowledge (including that open Source) and a proven ability to abstract everyday problems into innovative technical solutions. In your application, highlight past work which you feel showcases your ability.

1 SOFTWARE ENGINEER

The primary role of the Software Engineer is to develop software applications that would be used by the Company or the Group itself to support its business operations. The candidate shall be involved in the whole software development lifecycle from requirements elicitation, design, implementation, testing, deployment, maintenance, to evolution.

Key Responsibilities:

- Providing efficient technical solutions to problems and implement them in a timely, secure, and optimal manner;
- Liaising with business stakeholders and gather requirements;
- Maintaining software systems, including certain legacy ones, in order to ensure business continuity. This would include implementing bug fixes, change requests, etc.;
- Writing concise technical documentation on the developed software systems;
- Designing and developing a processing platform using various configuration management technologies;
- Analysing, designing and developing tests and test-automation suites;
- Testing software development methodology in an agile environment;
- Working alongside team members to elevate technology and consistently apply best practices;

The candidate must be open-minded and passionate about Information Technology. Besides having a solid degree in Computer Science or IT from a reputable university, the candidate has to be equipped with the relevant strong hard-skills and soft-skills:

Hard Skills

Strong skills, understanding and knowledge in:

- OOPS, UML, and Docker;
- Algorithms and implementing them in applications;
- SQL query writing and databases like PostgreSQL, MySQL, MongoDB, and cloud-based DBMS (e.g. DynamoDB, Table Store);
- Programming skills such as Python, Java/JEE, PHP, C and C++ ;
- Frameworks such as Django, Spring MVC, CodeIgniter, Yii, Flask;
- Configuring web servers to meet the demands of the application;
- Data migration, transformation, and scripting.

Familiarity with:

- SDLC (Software Development Life Cycle) and/or Agile methodologies;
- HTML & CSS as well as Responsive designs (knowledge of HTML5 and CSS3 would be a plus);
- Javascript frameworks and libraries such as JQuery, Bootstrap, ReactJS, NodeJS;
- Design and development concepts on mobile platforms, web services integration (such as RESTful services);
- Both Linux/Unix and Windows environments;
- Tools such as SVN, Gitlab, Bitbucket, Jenkins;
- Session management & authentication as well as Data privacy, security and protection on all applications.

Soft Skills

- The ability to work with minimal supervision in a dynamic environment and as a team player;
- Excellent communication skills;
- High resourcefulness and creativity;
- Strong analytical and time management skills.

2 IT ANALYST

The IT analyst is expected to take on a wide spectrum of IT-related responsibilities, including :

- Implementing IT and network infrastructure and managing IT projects;
- Monitoring and managing the consumption of Web services and system application of Servers (physical, virtual, and cloud) on the company network;
- Setting up, managing, diagnosing, troubleshooting, configuring, and supporting day to day IT operations from simple network settings to firewall policies, user access, IT hardware and computers as well as laptops;
- Providing remote and on-site end-user IT Support, weekly preventive maintenance and detective measures to monitor the health of the critical systems;
- Aiding in the implementation, maintenance and audit of network security technologies.
- Conducting the regular housekeeping (patch management and deployment) and maintenance of all workstations, physical and virtual servers, as well as network devices;
- Overseeing IT asset management and documentation;
- Liaising with 3rd party providers/vendors;
- Providing training on IT systems and cyber security to end users.

Requirements:

- Demonstrable proficiency in systems administration (Linux / Window), network administration (DNS, IPsec, VPN, SSH, Firewall, QoS, Load Balancing and/or Routing Protocols);
- Knowledge in programming and scripting languages such as PHP, Python and/or Perl;
- Knowledge in setting up, configuring, and managing email, web, and database servers;

The following would put you at an advantage:

- Experience in setting up, configuring, and managing LDAP and Active Directory Users and Computers (GPO, Join Domain, User Account Management);
- Experience in setting up and managing Windows and Linux servers;
- Exposure to Open Source technologies, Virtualisation (VMware, Xen, and Hypervisor), Cloud Services, Backup & Synchronisation, Clustering & Replication, Ghosting and Imaging, Network and data security, and VBA.

Fresh graduates who are analytical, resourceful, hard working, and have the ability to work independently and under pressure are welcome.

3 DATABASE SPECIALIST

Databases are literally the backbone of our business operations and we need them to be secure, reliable and dynamic enough to handle vast amounts of information and keep our operations running smoothly.

Responsibilities:

As a Database Specialist, your work will encompass the responsibilities of an architect, a designer and a developer / administrator. You need to have an in-depth understanding of database designs and structures as well as use your skills and knowledge to maintain their stability, security and reliability.

You will need to identify the needs of many stakeholders, understand existing application systems, and design and implement databases to meet business requirements; your work will also extend to designing, setting up, administering, and troubleshooting databases, determining their shortcomings and recommending improvements to meet industry standards; you will also be in charge of performing backup & recovery, database synchronisation, and encryption procedures to protect the databases.

Requirements:

- A solid Computer Science degree is a must. A Master's degree in Computer Science and professional certifications in various database platforms would be an asset.
- A solid and wide-reaching foundation in programming and database structures as well as an in-depth understanding of different applicable business scenarios underlying your database design and solution proposals.
- Expertise in at least one of PostgreSQL / SQL Server / MySQL / Redis / MongoDB / DynamoDB database systems.
- A profound understanding of the underlying principles that database uses to function, including operations, mechanisms and architecture.
- Knowledge of data warehousing, mining, and analytics will be an advantage.
- At least 3 years of relevant experience in managing databases and system integrations and detailed knowledge of more than one database system are required. Knowledge of complex database systems would be an added advantage.
- In addition to possessing technical know-how and communication savvy, you must also be a creative problem solver.

4 WEB DESIGNER

Responsibilities:

The Web Designer's role encompasses managing and maintaining our current websites and designing new websites for the group. The role also includes regularly revamping, improving and refreshing all our websites. You are expected to lead and follow through till completion, from concept to delivery within the specified timelines. The successful applicant will be expected to assist in other design-related works. Our current websites are:

- www.icapital.biz
- www.cdam.biz
- www.capitaldynamics.biz
- www.capitaldynamics.com.au
- www.capitaldynamics.com.sg
- www.icapital.my
- www.funds.icapital.biz
- www.capitaldynamics.hk
- www.capitaldynamics.cn.com, and
- www.icapitaleducation.biz

Requirements:

- Web design is as much a science as it is an art form. While part of the job is based on sound coding and design know-how, the other part is based on just having a creative sense of what looks good and what doesn't. Be familiar with the entire design process.
- Do know HTML and CSS. If you can develop mobile applications, especially those that interface with websites, you will be very attractive to us. Also, knowing the basics of SEO will be an advantage.
- You will need to be a good listener. To be a successful designer – in the business sense – you need to listen to others. The more you work on things that go beyond merely design, the more you become a much, much better web designer.

The successful applicant would need to have a solid degree in web or graphic designing with a strong understanding of design, layout and web usability. An ideal candidate should be very creative and passionate about web designing. Additional qualities include being an eye for details, self-motivated, resourceful, independent and excellent communication skills. Fluency in English is required and knowing Mandarin is a plus (in-view of business communication with Mandarin speaking clients and associates).

DIGITAL MARKETING

5 DIGITAL & CONTENT MARKETING SPECIALIST

Capital Dynamics seeks a Digital & Content Marketing Specialist to develop and execute the digital marketing and content strategy to grow its investment advisory and fund management business in Kuala Lumpur, Malaysia.

For the talented and committed digital marketer, there will be opportunities for international exposure within a fast growing fund management group.

Responsibilities:

- Define an overall digital marketing strategy focused on brand growth and customer acquisition through campaigns, thought leadership and digital content.
- Conceptualise and implement engaging creative content strategy, including writing and editing collaterals, EDMs and social media postings.
- Develop and execute integrated digital communications with inbound and outbound marketing for existing products, new product launches and cross-sell initiatives.
- Increase brand reach, awareness, and messaging across all digital and social media platforms.
- Working alongside web developers and designers, coordinate the design and functionality of websites and optimise website structure and content for search engines (SEO).
- Monitor and maintain website health.
- Undertake special projects such as transforming digital customer experiences, according to the company's needs.

Requirements:

- A Bachelor's degree from a reputable University, majoring in Marketing, Communications, Finance, or equivalent.
- Although 1-2 years' experience in executing digital marketing plans, copywriting and/or content-editing is useful, fresh graduates are encouraged to apply.
- Working experience in the fund management or financial services industry is a plus.
- Candidates who have successfully built a large following on social media platform and websites have an advantage.
- Creative, excellent at executing strategy and outstanding communication skills.
- Positive attitude, willing to engage in hands-on execution and able to work independently.

6 MANAGEMENT ASSOCIATE

As a key member of a growing global fund management group, you will assist senior management in all areas of the company's management and operations which include matters relating to day-to-day operations, legal and regulatory areas, human resource, customer relationship management, portfolio accounting, planning and implementing process improvements, etc.

You should have a strong degree in Management, Law, IT/ Computer Science, Accounting or Business Administration.

As you will be required to handle people of various levels, you should have a pleasant personality. The learning curve is steep and the job demands unwavering commitment, a high level of energy, resourcefulness and integrity. The successful applicant needs to be able to work under pressure. Travelling is required. High performers can expect a fast career track.

7 EXECUTIVE ASSISTANT TO CEO (OPERATIONS)

Responsibilities:

As an Executive Assistant to CEO (Operations), this position demands heavy responsibilities and unequivocal commitment. To keep pace with the CEO's work, Capital Dynamics is looking for high performers who can be developed on a fast career track.

The CEO's Executive Assistant is expected to:-

- Provide general, specialised, confidential and time sensitive operational and management support to the CEO in an accurate and flexible manner.
- Ensure the smooth operation of the CEO Office through the coordination and flow of information to him from all sources including email, social media, interoffice, phone, etc.
- Establish methodologies to streamline data flow and develop a tracking and filing system to ensure timely responses.
- Act as the primary liaison with various departments within the group.
- Meet on regular basis with the CEO to ensure the big picture is maintained and to plan and coordinate upcoming events, appearances and meetings.
- Coordinate schedules and operational logistics for the CEO.
- Draft correspondences on numerous matters as directed.

Requirements:

- At least 2 years of relevant working experience with demonstrated competency in providing executive level support.
- A strong Degree in any major from a reputable university.
- Excellent communication skills in English and Chinese.
- Possesses competencies in the use of technologies and the ability to protect the confidentiality of sensitive information and safeguard against inappropriate access.
- Able to prioritise and to anticipate the needs of the CEO.
- She needs to be energetic, career minded and possesses excellent interpersonal skills.
- Able to apply creativity in a multi-tasking environment.
- She should be willing to travel.
- She is expected to be in her mid-20s to mid-30s.

8 EQUITY ANALYST

Working with an energetic team in a fast-paced and entrepreneurial environment, your responsibilities will include but not be limited to:

- Conducting in-depth, timely and critical analysis of listed companies and their underlying businesses. In addition, you need to undertake comprehensive supply chain research to gain a holistic understanding of the business beyond the numbers and to derive a company's intrinsic value.
- Monitoring industry developments and trends and be prepared to give quick, precise opinion on a specific stock when requested.
- Interpreting data and analysis on market, economic and political events.
- Generating stock selection ideas to the Fund Managers.

The successful applicant will have at least a strong Bachelor's Degree, backed by a solid theoretical foundation in your major. While qualifications in Accountancy, Finance or Management are useful, graduates with other specialisations are encouraged to apply, as we can be pretty open-minded.

Apart from strong business analytical skills, you must also possess excellent written and spoken communication skills - fluency in Chinese would be a huge asset. You thrive on challenge, can cope with tight deadlines, and have an outgoing and strong personality that can take on setbacks. All Equity Analysts will need to obtain the necessary regulatory licenses.

9 RESEARCH ASSISTANT TO CEO

The Research Assistant provides ongoing research support to the Fund Manager.

Your tasks would include:

- assisting in researching on listed companies
- planning and scheduling meetings, conferences, teleconferences, and travel
- managing records
- drafting correspondence and undertaking other research work when required

For the high performers, you can expect a fast career track.

Requirements:

- The job requires unwavering commitment, integrity, resourcefulness and multiple-skills capability. A pleasant personality accompanied by excellent written and verbal communication skills in English and Mandarin would be essential. A strong degree in Accountancy or Finance or Business Administration is expected.
- Capital Dynamics is looking for eager contributors who share our passion, drive and investment philosophy. If you enjoy the thrills and rewards in building a world-class funds management group, we would love to talk to you.
- For applicants committed about succeeding in their chosen careers, Capital Dynamics offers an unusual 3-level remuneration package plus the benefit of mentoring under its renowned CEO.

ACCOUNTS EXECUTIVE

As part of a small team, the candidate will perform a broad range of duties. The candidate's roles will include:

- The successful applicant will be responsible for keeping a full set of financial accounts in accordance with applicable accounting standards;
- Fulfilling the monthly, quarterly and annual accounting requirements;
- Handling payroll, tax, etc;
- Dealing with auditor and tax agent;
- Assisting in office administrative and fund administration matters;
- Developing procedures and controls for the business; and
- Assist in other projects as requested.

Requirements:

- The candidate is expected to have 1-2 years' accounting experience in the corporate environment and have a solid accounting degree and/or professional qualifications.
- The candidate needs to be justifiably confident, be able to work independently and be extremely well organised. The successful applicant needs to be a very trustworthy person
- Recent graduates who possess the passion and drive to contribute to the company's long-term growth are encouraged to apply.
- For the right person, there will be opportunities to gain further exposure to project based activities.

INTERNSHIPS

Our Internship and Attachment Programme is a structured and systematic programme. The programme ranges a minimum of 3 months up to a year with subsequent permanent employment offers, subject to the satisfactory performance of the candidates.

Each Internship & Attachment Programme includes on-the-job training, project work, and activities to develop and train the candidates to achieve their goals.

Interns can be placed in various departments and functions which includes:

- Investment Research and Analysis
- Fund Management
- General Management
- Finance and Accounting
- Computer Science and IT
- Marketing and Business Development
- Legal and Compliance
- Human Resources
- Operations
- Layout & Graphic Designer

The interns will participate in an exciting and challenging project or experience that will allow them to build a network of strong relationships throughout the company.

Besides having the opportunity to acquire the job specific and technical skills, interns will also be able to acquire other important skills such as communication skills, project management skills, etc.

Interns with better performance will be offered permanent employment and a chance to be posted in the overseas offices as well.

As Capital Dynamics continues to expand, Internship & Attachment Programme opportunities will be increased rapidly. They are regarded as prestigious and valuable in enhancing the intern's strengths.

Requirements:

Candidates who are pursuing at least the second year of their undergraduate degree from all majors are eligible to apply to the internship programme.

HOW TO APPLY?

If you enjoy the thrills, the challenges and rewards in building a world-class investment advisory and fund management group, we would love to talk to you. At Capital Dynamics, you have an environment where integrity and performance are greatly prized. What distinguishes us from others is our independent structure that allows us to serve our clients without conflicts of interest.

Please send your full particulars, academic transcripts with a non-returnable recent photo, and indicate the position you are applying for to careers@icapital.biz

All applications will be treated in confidence, and only shortlisted candidates will be contacted.

For more information about Capital Dynamics, please visit www.capitaldynamics.biz

Till then, do follow our social media channels for more info.

 Capital Dynamics group

 Capital Dynamics

 capital_dynamics

 CAPITALDYNAMICS

 Capital Dynamics



Independence
Intelligence
Integrity

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