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 philosophy

A HOME FOR YOUR CAREER

CAPITAL DYNAMICS

KUALA LUMPUR * SINGAPORE * SYDNEY * HONG KONG * SHANGHAI

www.capitaldynamics.biz

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HOW TO APPLY

Please refer to the back cover



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 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.

2 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:

2 SOFTWARE ENGINEER (CONTD.)

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.

DESIGN & CREATIVE ARTS

3 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).

4 DIGITAL MARKETING ASSOCIATE

Responsibilities:

- You should be well-versed with using digital channels and tools such as corporate websites, social media, blogs, e-Commerce, web analytics and search engine optimisation to increase brand awareness, drive acquisitions, and gain and grow the interest of investors in the group's products and services.
- Besides assisting with the creativity and designing of marketing collaterals, you are responsible to drive the design and development of the websites, and coordinating ongoing maintenance.
- You must be able to create and coordinate a range of campaigns for different digital channels as well as working with our small marketing team to integrate the digital marketing strategy with traditional marketing and PR strategies.
- Experience in content management strategy and knowledge of investment jargon would be advantageous.
- You should enjoy compiling and analysing data from various sources to gain customers' insights and always be looking for ways to continuously improve our traffic campaigns. In addition, you have to be familiar with marketing metrics to track and measure the efficacy of marketing campaigns/efforts.

Requirements:

- A strong Bachelor's degree from a reputable University, majoring in Marketing, Communications, Finance with IT or Computer Science.
- Although relevant experience in developing and executing digital marketing strategies and plans is useful, fresh graduates are encouraged to apply.
- Strong written and verbal communication skills.
- Good interpersonal skills and ability to communicate with people at all levels.
- Dynamic and creative problem-solvers who thrive in challenging environments.
- Positive attitude, willing to engage in hands-on execution and able to work independently.
- Must enjoy working in a start-up environment and be comfortable with ambiguities.

INVESTMENT RESEARCH & ANALYSIS

5 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.

Requirements:

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.

6 LIBRARY ASSISTANT

As a Library Assistant, this position requires you to provide support to all functions of a specialized investment library, including assisting library users in its usage, manages the library resources, and performs administrative tasks. Candidate with the knowledge and/or experience of content digitisation will have an added advantage.

Responsibilities:

- Classify and catalogue the library resources according to content and purpose.
- Manage the library, including lending and updating and maintaining the condition of the library resources.
- Facilitate the acquisition of resources and maintain the subscriptions of magazines, newspapers, periodicals, audiovisual materials and other reading materials.
- Implement and provide guidance to library users on library policies and procedures and be responsible for the safekeeping of all library resources.

Requirements:

- Possess a degree in any course but a degree in IT / Library Management / Resource Center Management / Knowledge Management is preferred.
- Able to develop library policies, procedures, ethics and professional standards.
- Well-organized, detail-oriented and possess a strong time management skill.
- Able to set priorities to tasks assigned to meet the deadlines.
- Able to follow instructions with exactness and able to work independently.
- Familiarity with Microsoft Office software and basic computer skills is required.

CEO'S OFFICE

AT CAPITAL DYNAMICS, our assistants to the CEO are developed to meet the highest standards. While having the right technical skills and passion are all necessary, Capital Dynamics also focuses on developing the right attitudes and character of our assistants to the CEO. To be successful, we believe that these are the two most important qualities.

The inherent nature of a CEO's work demands long hours, lots of reading and research, and meeting tight deadlines. Building a successful career as an assistant to the CEO is like successful investing. It demands patience, determination and self-discipline.

THE RESEARCH ASSISTANT provides ongoing research support to the CEO.

7 RESEARCH ASSISTANT TO CEO

Your tasks will include:

- Assisting in researching on listed companies, teleconferences, and travel.
- Managing records.
- Drafting correspondence and undertaking other research work when required.
- High performers can expect a fast-track career path.

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.

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.

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.

Please send your full particulars, academic transcripts with a non-returnable recent photo, and indicate the position you are applying for to the following emails : -

for positions in Kuala Lumpur:
careers@icapital.biz

for positions in Singapore:
cdpl.careers@icapital.biz

for positions in Sydney:
careers@capitaldynamics.com.au

for positions in Hong Kong:
careers@capitaldynamics.hk

for positions in Shanghai:
careers@capitaldynamics.cn.com

Capital Dynamics will apply for the relevant working visas and all nationalities are welcomed.

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



**Independence
Intelligence
Integrity**

nine reasons we are i
for why we we are i
are different we are i
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structure chinese wa
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