

ksk

AN INTRODUCTION TO THE  
**LEAP PROGRAMME**



# ABOUT THE PROGRAMME

The **LEAP Programme** under KSK Land offers a comprehensive introduction to the property development world that is geared towards enabling you to reach your fullest potential.

You will embark on an **18-months structured rotation programme** specifically designed to produce **proficient all-rounders**, where you'll be encouraged to **experience a variety of service lines and sectors**, providing you with a complete appreciation and understanding of how we work as a Tribe.



## WHAT DO WE OFFER?

- **Multi-day onboarding programme** that provides relevant knowledge about KSK's operations and hands-on technology training, setting you up for success from day one. You will gain a deep understanding of our company, our business and our winning behaviours that drives our KSK tribe towards success.
- Through **on-the-job rotation across multiple fields**, you will be provided with various opportunities to expand your knowledge through real-life work exposure and contributing to ground breaking projects. Throughout the programme, you will familiarize yourself with the company's core values and agile way of working that will promote your own personal growth, motivation, and career development.



- One of the most rewarding benefits of this programme is the **mentorship from senior members of the company**. Based on your personal career goals and aspirations, these experienced individuals will be on hand to guide you via continuous support and feedback, enabling you to grow and learn by introducing you to new ways of thinking, challenging your limiting assumptions, teaching you life lessons, and much more.
- Candidates will receive **regular performance feedback** in which they will be able to actively participate in both pre and post-rotation review meetings. At the commencement of a new rotation, you will be able to set expectations, develop objectives, and discuss learning opportunities. Towards the end of the rotation, your progress against these objectives will be evaluated to identify your strengths and weaknesses, offer constructive feedback, and help you chart a course for your career at KSK.





## TRACKS UNDER LEAP PROGRAMME

Whether you know what path to take, or feel keen on exploring a variety of different specialties, our progressive and future-focused programme offers a diverse array of interesting tracks to choose from that will ensure your career starts off on the right foot.

*\*\*Chosen tracks will determine the Home Squad upon completion of the programme.*

# 1

## TRACK 1: TECHNICAL

### *Home Squad: Project Management*

At KSK, we work on projects of all sizes ranging from one-off developments to mega-programmes that encompass planning the future development of mega projects, to site based construction of individual buildings. Our operations include everything from leading teams and planning projects, to tracking progress and business case delivery as well as bringing assets into use. If your career aspirations involve being part of a large team, learning our methodologies, managing your own project independently with accountability for delivery and generating income, this track will offer you a breadth of experience.

Month	Squad / Electives
1 - 6	Sales
7 - 12	50% : Home Squad (Project Management)
	50%: Elective 1
13 - 18	50% : Home Squad (Project Management)
	50%: Elective 2

Month	Squad / Electives
1 - 6	Sales
7 - 12	50% : Home Squad (Finance)
	50%: Elective 1
13 - 18	50% : Home Squad (Finance)
	50%: Elective 2

# 2

## TRACK 2: FINANCE

### *Home Squad: Finance*

If you're keen on learning how to transform business support into business value, this track is for you. As part of Finance, you'll help us to operate efficiently as a highly competitive business at the highest of standards. You'll provide both strategic insight and operational financial support to all areas of our business, playing a pivotal role in driving the performance of the Company.

# 3

## TRACK 3: CREATIVE

*Home Squad : Branding/Content/PR*

From launching a revolutionary service in the market to notifying the masses about the next big thing, a career in the creative line offers the perfect avenue for you to tell our story. This track offers you an opportunity to collaborate with storytellers, branding specialists, and communication strategists where you'll be working on a wide range of projects involving brand positioning, content writing, public relations and campaign management.

Month	Squad / Electives
1 - 6	Sales
7 - 12	50% : Home Squad (Branding/Content/PR)
	50%: Elective 1
13 - 18	50% : Home Squad (Branding/Content/PR)
	50%: Elective 2



Month	Squad / Electives
1 - 6	Sales
7 - 12	50% : Home Squad (Retail)
	50%: Elective 1
13 - 18	50% : Home Squad (Retail)
	50%: Elective 2

# 4

## TRACK 4: RETAIL

### *Home Squad : Retail*

By selecting this track, you will be supporting the strategic function in designing future forward retail concepts, establishing and nurturing retail communities and further contributing to the growth and success of our customers and partners as they make use of the retail space.

# 5

## TRACK 5: BUSINESS DEVELOPMENT

### *Home Squad : Business Development*

In this track, you will be involved in solving real life business problems, setting the strategic direction and participating in driving high-profile projects that will ensure our long-term competitive advantage as Malaysia’s leading lifestyle & design property company. You’ll work across functional areas, exposed to all levels of organization and cover strategic, tactical and operational levels. Core pillars of this path include sales and marketing planning; portfolio reviews; market research and strategy; feasibility studies; writing proposals and pitch decks; and, ultimately, being directly involved in retaining and winning new business – all whilst working towards a tailored, personal development plan.

Month	Squad / Electives
1 - 6	Sales
7 - 12	50% : Home Squad (Business Development)
	50%: Elective 1
13 - 18	50% : Home Squad (Business Development)
	50%: Elective 2

# ELECTIVES AVAILABLE

PROJECT MANAGEMENT

FINANCE

RETAIL

CUSTOMER ENGAGEMENT

BRANDING

CONTENT

PUBLIC RELATION

MARKETING

INTERNAL AUDIT

BUSINESS DEVELOPMENT

PEOPLE & CULTURE

CORPORATE FINANCE



You have already graduated or will be graduating in 2021 with a Bachelor's or Master's degree in **Project Management, Architecture, Real Estate, Engineering, Economics, Business Administration, Finance, Marketing, Art and Design** or equivalent.

A highly ambitious doer (and not just a thinker). You are keen to take ownership and have a sense of pride in your work with a roll-up-your-sleeve attitude i.e. seeing work through and delivering results.

Strong academic and co-curricular record with at least second class upper equivalence.

You have strong analytical and problem-solving skills.

You have excellent communication and interpersonal skills.

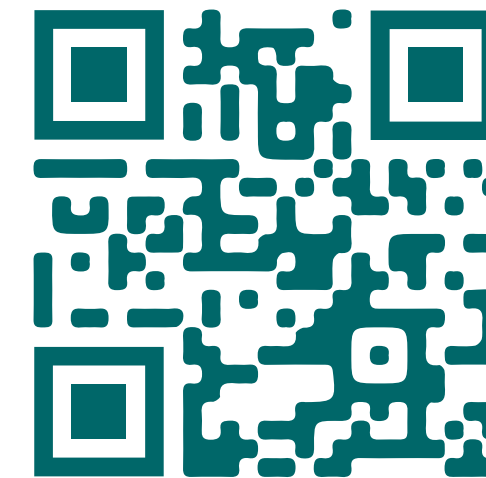
## THE IDEAL PROFILE



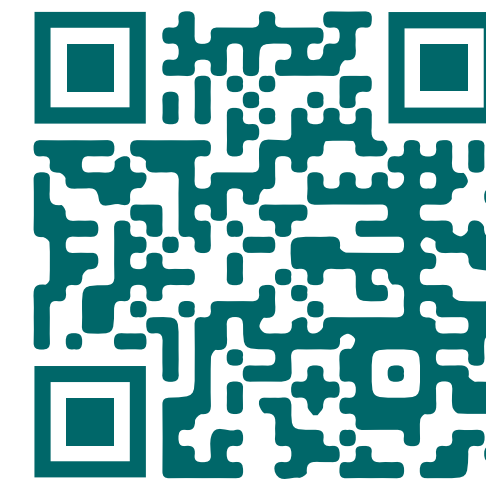


# ABOUT KSK LAND

Founded in 2013, KSK Land is a wholly-owned subsidiary of KSK Group Berhad, an established Malaysian investment holding company. With an existing presence in the general insurance business across Southeast Asia with KSK Insurance Indonesia and KSK Insurance Thailand, KSK Group expanded into the property development market in Malaysia with KSK Land. A dynamic new player on the international property development scene, KSK Land's maiden project, 8 Conlay, reflects the company's vision to craft bespoke properties that prioritise design, craftsmanship and lifestyle.



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Interested to learn more about the  
**LEAP Programme?**

Get in touch with us today:

Call us at **+603 2693 1668**

Email us at [careers@kskgroup.com](mailto:careers@kskgroup.com)