Fresh Human Relations

"The most important resource in Vietnam ITO today is its talented and dedicated young engineers. Give them a great place to work, a good work environment, positive leadership, & world class standards. They will meet or better your expectations."

We took Danang by storm: great compensation, a great place to work, and great management. We have a great team to show for it. They're committed, dedicated, and eager. Look for yourself.

It's a business fact - that high employee satisfaction & esteem fosters high productivity, high retention, and high quality For

engineering, this is vital. At Enclave, nothing less will do.

Enclave has the lowest turnover in Vietnam ITO. Our employees are the best compensated engineers in their market, enjoy the best working conditions, are afforded the opportunities to advance, and are treated with fairness and respect. Our environment is one of accomplishment, achievement, & professionalism.

Our employees take pride in themselves, their work and their company. Esteem is contagious. We expect nothing but the best from one another-peer management works. In our markets we are seen as the best place to be, to work.

Our simple rules-hardly a vision, and certainly nothing new. But in Vietnam today-they are fresh and unique.
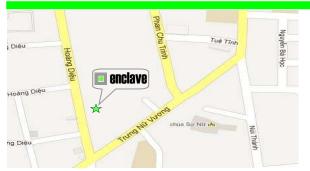
From an Address by Enclave Chairman & Founder Stephen Cook

The 10 Simple Rules: Enclave Human Relations

- Treat employees well-very well.

- Pay them well-very well.

- Instill pride of association, of work and self.

- Be fair and equitable. Always.

- Offer multiple opportunities & paths for advancement.

- Invest in their future, for yours.

- Build teams, not hierarchies. Roles not titles.

- Expect high standards & performance. Always.

- Consideration, courtesy & respect. Always.

- Recognize and reward of the achievements of all.

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enclave
engineering success

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We welcome you.

This brief guide serves to introduce us as a company., and opportunities you may find with us today. Enclave is a company that prizes its employees and their dedication.

Whatever path you take, or success your aspire. Enclave extends its best wishes to you for your continued success and achievement.

Respectfully,

Enclave & the staff of the Danang Software Engineering Center.

Danang Software Engineering Center 453-455
HOANG DIEU

Danang, Oct-2014

About Enclave

Enclave is emerging as one of the fastest growing ITO firms in Vietnam today with more than seven years in Danang.

Our founders shared a fresh vision, but were experienced hands in the IT industry abroad, and in Vietnam. Among them, TRG International, is a highly respected and successful IT firm with over 20 years in Vietnam. Our CEO comes from two decades of leadership in the USA with such companies as GE, Varian, & Ericsson.

Enclave is focused on Offshore Development Centers to global clients. We do not typically entertain project based engagements. ODC's are typically long term, and larger development engagements.

Enclave is commitment to provide unparalleled value, stability and efficiency to our global ODC clients.
We have won high regard from many, for our professionalism, unique capabilities, and engineering workforce.

We expect a great deal from our staff. High standards of conduct and responsibility, professional diligence. We also expect work of exceptional standard & quality. We do not seek the best engineers, we seek the best people.

Thus, Enclave is also committed to its employees. We are intent on providing our employees excellent compensation & benefits, opportunities for advancement, excellent working conditions, a pleasant and professional environment, and high job satisfaction.

Enclave has fostered an environment in which our employees can thrive. Mutual support, respect, and consideration define our relations throughout. Enclave will not tolerate anything less.

By meeting our commitment to our employees, we make it possible to deliver on our commitment to our clients.

Opportunities

Requirements for Candidacy:
Educational Qualifications
All engineering positions require graduation from an accredited academic University with a BS in Computer Science of Numerate/ Scientific Discipline

Satisfactory completion of Enclave's 24 (12) Week Professional Engineering Program (Boot camp)

Indicators of Success:
The maturity, demeanor, and temperament necessary to accept professional responsibility, & work interdependently with others. Technical competency. Integrity. Confidence.

Language:
Engineers are required to possess proficiency in a foreign language, such as English, Japanese, corresponding to their professional role.

Software Engineer I (SW1)
Assignment to client engagements for work in Applications Development & Maintenance (ADM), embedded systems, testing & quality assurance, Manufacturing Execution Systems (MES) and more.

Software Engineers II (SW2)
Responsibility leading an engineering team, and or function. Requires advanced technical competence, leadership, communication skills, & effective problem solving.

Software Engineers III (SW3)
Technical/Domain mastery, and or ability to responsibly lead and direct teams and functions within an engagement. Requires high level communication & interaction skills to work directly with clients & foreign professionals. Demonstrated leadership skills.

Project Manager (PM)
Ability to lead a client engagement or project with multiple teams or functions. Demonstrated delivery & engagement management capabilities. Excellent communication skills so as to act as the primary client liaison. Strong leadership capabilities.

In the News:
Enclave is planning for Boot camp VIII Training program from Saturday, 4-Oct-2014 to Saturday, 6-Dec-2014 to select graduating senior students and IT engineers from universities in Computer Science around Danang. Please sign up for the events at http://jobs.enclave.vn

What We Offer

Salaries:
Base monthly salaries are determined by a published table. Salary is determined by role & tenure. The salary table is adjusted twice annually for Cost of Living, and market conditions.
Incentive Pay:
Additionally, each month individuals receive incentive pay determined by individual, team, and unit performance. Typically 10-25% of monthly base salary.

Compensatory Qualifications:
Certain professional qualifications qualify for additional monthly compensation. For example, certain foreign language certifications, and certifications of Microsoft & others.

Bonus Pay:
Employees also receive annual Tet and Enterprise bonuses.
Profit Sharing Plan:
Employees have an important stake in our enterprise, and share in our success.
Benefits:
Enclave offers Health, Dental and Disability insurance benefits. Sick Leave Annual vacation and holiday leave Cafeteria Benefit/ Savings Plan

Training Benefits & Incentives:
Professional training from Enclave and its ODC clients, in technical skills, delivery skills, management and more.
Unit Benefits:

The Danang center provides daily luncheon, and uniform attire for employees.
Danang also provides weekly recreational activities, regular team building functions, and company dinners/outings each quarter.

The Hiring & Training Process

Candidates are encouraged to send their CV's in confidence to us by e-mail to jobs@enclave.vn
In your e-mail, you may request an invitation for the next informational session held at Enclave. This is an opportunity to visit our facilities and managers, and learn more about Enclave.
Entry level engineering candidates will be invited to an examination held at Enclave or University. The online examination is about 90-120 minutes in length.
Those with passing scores are scheduled for interviews. Each candidate is interviewed by two separate panels.
After interviews, candidates are short listed for candidacy and invitation to Enclave Boot camp Training.
Experienced Professionals:
Those with considerable professional experience in Software Engineering or with Advanced Degrees will be invited to arrange interviews with senior officers of Enclave.

We welcome your inquiries and comments by e-mail to
Jobs@enclave.vn

Or visit our online registration at
http://jobs.enclave.vn

Five Recruiting Saturdays in Danang

Date	Institution
Saturday, 4-Oct-2014 From 8AM to 4PM	**Danang University of Technology** 54 Nguyễn Lương Bằng, Quận Liên Chiểu, TP. Đà Nẵng
Saturday, 11-Oct-2014 From 8AM to 4PM	**Duy Tan University** K7/25 Quang Trung, Quận Hải Châu, TP. Đà Nẵng
Saturday, 25-Oct-2014 From 8AM to 4PM	**Vietnam-Korea Friendship IT College** Phường Hòa Quý, Q. Ngũ Hành Sơn, TP Đà Nẵng
Saturday, 1-Nov-2014 From 8AM to 4PM	**College of Information Technology** Làng Đại học Đà Nẵng, Q. Ngũ Hành Sơn, TP Đà Nẵng
Saturday, 6-Dec-2014 From 8AM to 4PM	**Danang University of Education** 459 Tôn Đức Thắng, Quận Liên Chiểu, TP. Đà Nẵng