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Cisco Sales Associates Program

CISCO SALES ASSOCIATES PROGRAM, 2011

Associate Systems Engineer

Our Opportunity:

The **Cisco Sales Associates Program (CSAP)** is one of the most highly coveted early-in-career development programs designed specifically for top university graduates from around the world who aspire to become the next generation of sales leaders at Cisco. This year long program provides world class, hands-on educational and experiential training that will prepare our **Associate Sales Representatives (ASR)** and **Associate Systems Engineers (ASE)** to become successful **Account Managers** and **System Engineers** in the Cisco Sales Organization.

If you are passionate about leading-edge technology, have strong interpersonal skills, thrive on solving problems, and enjoy collaborating in a fun, dynamic and virtual environment with recent university graduates globally, then apply today for an **Associate Systems Engineer (ASE)** position at Cisco.

The **ASE** role puts you on the fast-track to becoming a **Systems Engineer (SE)** in the Cisco Sales Organization. CSAP provides our ASEs with the foundational knowledge and skills required to become successful SEs in the field. SEs partner closely with our Account Managers in a pre-sales technical role to showcase Cisco product solutions through demonstrations, explain features and benefits, and design and configure products to meet specific customer needs. SEs are comfortable communicating at multiple levels across functions within Customers, Channel Partners and internal business units. SEs use their expert knowledge to understand customer business requirements, translate them into technical requirements and create integrated solutions that address complex problems with a focus on the Cisco value proposition. SEs also participate in ongoing technical training to maintain professional excellence in today's highly dynamic IT world.

During the first three months of CSAP, ASEs will expand their technical knowledge, business acumen, executive presentation and sales skills in addition to learning about Cisco's architectures, solutions, products and competitors. ASEs learn using technical case studies, customer simulations, and a blend of instructor-led and self-paced training delivered virtually utilizing Cisco TelePresence, WebEx and video.

For the remainder of CSAP, in parallel with certification studies and virtual learning, ASEs will move into an engineering role where they will gain on-the-job experience interacting with customers and will be mentored by Cisco seasoned engineering professionals. They will be assigned to one of our sales support organizations including Technology Solutions Network, Customer Proof of Concept Labs, or Customer Briefing Centers.

Customer Proof of Concept Lab (CPOC)

- In CPOC, ASEs assist account teams and CPOC engineers with their high-revenue, strategic and highly competitive pre-sales opportunities. CPOC's industry-leading, customer-facing labs offer on-site and virtual testing services for customers, aligning to the latest technologies and architectural plays.

Customer Briefing Center (CBC) or Executive Briefing Center (EBC)

- In CBC/EBC, ASEs will assist the sales team in building pipeline and accelerating sales. The Briefing Centers provide the sales organization with a competitive differentiation by demonstrating Cisco technologies and allowing customers to hear from subject matter experts throughout the world. ASEs will work with a

Demonstration Engineer to learn solution and product demonstrations and will give these demonstrations to sales teams and customers visiting the CBC or EBC.

Technical Solutions Network (TSN)

- In TSN, ASEs provide pre-sales support by offloading non-customer facing activities, such as Bill of Materials, Designs, Configurations, Competitive Research, Request for Proposals, and Product Research from the Account Managers and System Engineers. ASEs will continue to develop an in-depth knowledge of the Cisco products, advanced technologies, and network architectures while building a network of sales contacts.

After successfully completing the program, ASEs will transition into a Systems Engineering position within the Cisco field sales organization.

A successful ASE will become:

- A thinker with attention to detail, able to react creatively but rationally to customer requests
- One who perseveres with a drive to constantly learn new things and always deliver the best solution to our customers, on time and as promised
- A leader that is able to work under pressure and make decisions with a positive “can do” attitude
- Someone who is open minded and passionate about new technologies, ideas and ways of working
- A master at communicating complex detail and engage the customer and colleagues in a proposed solution
- An employee motivated towards an engaging and fast paced career, with focus on personal development and learning
- An active participator in a team environment, contributing to the success and achieving of the overall objective

Eligibility Requirements:

- Undergraduate or graduate degree (minimum BS/BA)
- Must have graduated within 27 months of program start date. We run 2 ASE Programs a year. Start dates will be in August 2011 and February 2012.
- Cumulative GPA of 3.0 or higher or equivalent in your academic program
- Electrical/Computer/Networking Engineering, Information Technology, MIS, or Computer Science degree preferred
- Technical support, pre-sales support, installation or sales experience in the technology industry preferred
- Fluent in English, written and verbal
- Must be able to legally live and work in the country the candidate is applying, without visa support or sponsorship
- Must be willing to relocate to a training hub, within the candidate’s country or region, for the duration of the program
- Must be willing to relocate upon completion of your program, within the candidate’s country or region, to wherever the business need is at the end of the program (we cannot confirm final placement destination at time of offer)

So why should you join Cisco? A career with Cisco Systems can offer you:

- The opportunity to work in one of the most successful sales organization in the world
- Opportunity to collaborate virtually with classmates from around the world using TelePresence and WebEx
- Access to current and next generation technologies
- Training, coaching and mentoring by experienced Systems Engineers and Account Managers
- Ability to earn industry-leading certifications
- Opportunity to work in a uniquely diverse and socially responsible environment
- The chance to work in multi-million dollar territories with high earning potential
- Highly competitive salary with great benefits
- A significant investment by Cisco to your ongoing career development and success

HOW TO APPLY

Start contributing to tomorrow's technology today! The recruiting process starts with your application. Please visit our website and apply!

Closing date is 5pm, Thursday, 31st March, 2011

STEP 1: DETERMINE YOUR ROLE AND LOCATION

1. Go to: www.cisco.com/go/universityjobs
2. Click on "Search + Apply" on the right
3. Click on "Search by Job Location" on the left
4. Select Country
5. Click on "Find"
6. Click on "Choose a Position"
7. Select "Asia Pacific – Associate Systems Engineer – Sales" and click "Apply"
8. Candidate will then be prompted to "Log In / Create User Account" before they can apply

STEP 2: CREATE YOUR CANDIDATE PROFILE

1. Log In or Create a User Account
2. Enter your email address and password
3. In response to the question 'How did you hear about us?' select 'University'
4. In response to 'Specifically?' select 'Cisco ^ Cisco employee referral' from the drop-down menu
5. While editing your profile, please note the completion of the 'Referred by' section is REQUIRED: Enter the name of the Cisco employee who referred you to this position. Please include the first AND last name of the person who referred you.
6. Fill out the profile information and upload your CV or resume
7. Confirm the information entered is correct and click Submit

STEP 3: COMPLETE THE APPLICATION PROCESS - TAKE THE ASSESSMENT

1. Once you create your candidate profile, you will be prompted to complete the position's assessment form
2. If not prompted, click on the 'Positions I have Applied To' link on the left-hand navigation bar. Then click on Assessment link
3. Complete the assessment questionnaire
4. Click Submit

You will receive an automated email confirming your application has been submitted for the position. Upon receiving your application, the Cisco staffing organization will screen your resume and will notify you within 4 weeks if you have been selected for a first round interview.

Thank you for considering Cisco. Together We Are The Human Network!

Cisco APAC Recruitment Team

Email: southasia_graduates@cisco.com