



we collaborate. innovate. educate *together*



Cisco Sales Associates Program

CISCO SALES ASSOCIATES PROGRAM, 2011

Associate Sales Representative

Why Choose Cisco?

Each year our industry and the global economy change dramatically. Experience, exposure, education and collaboration are key success factors for our employees to excel. As the market leader in Internet technologies, Cisco provides you the opportunity to gain these skills, and work with top talent in shaping your career while creating the network solutions of tomorrow. Join Cisco and innovate the way the world works, lives, plays and learns!

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 sales, have strong interpersonal skills, enjoy working with leading-edge technology and collaborating in a fun, dynamic, and virtual environment with recent university graduates globally, then apply today for an **Associate Sales Representative (ASR)** position at Cisco.

The **ASR** role puts you on the fast-track to becoming an **Account Manager** in the Cisco Sales Organization. CSAP provides our ASRs with the foundational knowledge and skills required to become successful Account Managers in the field. Account Managers (AMs) are aggressive self-starters with the ability to build new and maintain existing executive relationships, articulate Cisco's solutions and business strategies, create demand and close deals. They must develop and execute an annual account plan as well as create business forecasts that include weekly commits, monthly forecasts, and pipeline development. AMs work with an engineering team in creating integrated solutions that address complex problems with a focus on the Cisco value proposition.

During the first three months of CSAP, ASRs will expand their technical knowledge, acquire business acumen, and develop executive presentation and sales skills, in addition to learning about Cisco's architectures, solutions, products and competitors. ASRs learn using case studies, sales 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 their virtual learning, ASRs will move into a quota-carrying role within **Inside Sales** where they will be provided the opportunity to gain on-the-job sales experience interacting with customers and will be mentored by Cisco seasoned sales professionals.

After successfully completing the program, ASRs will transition into an Associate Account Manager position within the Cisco field sales organization.

A successful ASR will learn how to be:

- An Account Manager who is customer oriented with the ability to not only start business relationships, but to have the drive, attitude and ability to maintain and grow them
- An effective communicator, able to assist the Engineering community in presenting technical solutions as well as listening to and interpreting customer requirements
- A leader that is able to persuade and influence opinions as well as overcome challenges confidently while recommending the best solution for the client
- An employee that can receive and manage constructive feedback, taking proactive responsibility to develop and learn from experiences
- One who is achievement orientated and motivated by challenges, able to consistently deliver, while also aiming to exceed Cisco and customer targets
- A successful team player who is able to take a lead role, drive and motivate a team towards a goal

Eligibility Requirements:

- Undergraduate or graduate degree (minimum BS/BA)
- Must have graduated within 27 months of program start date. We run 1 ASR Program a year. Start date will be in August 2011.
- Cumulative GPA of 3.0 or higher preferred or equivalent in your academic program
- Fluent in English (written and verbal) as well as fluent in local language for country of application
- Business, Sales, Marketing, Communications, Information Technology, Computer Science, or Finance degree preferred
- Sales experience preferred (including retail, corporate internships or entrepreneurial programs)
- 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 Account Managers and Systems Engineers
- 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 – Associates Sales Representative – 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