

HOW TO USE BAYT.COM FOR YOUR CAREER IN HR INDUSTRY

Career opportunities in HR are abundant, as any medium-to-large-sized company requires a dedicated department to manage employees and maximize their performance. This means if you are a Human Resources Officer, Senior Officer, Manager, or even a fresh graduate with an interest in HR, you should be excited about the prospects of this field, which are extremely valuable to businesses nowadays. If you are considering an HR career in the Middle East and North Africa (MENA) region, the Bayt.com Middle East Job Index Survey (September 2016), shows that HR is, in fact, among industries that are hiring the most.

In order to move forward with your career in HR, you need the suitable tools and strategies to land your desired job or move up the career ladder. This process is made easier with the following tips from Bayt.com, the #1 Job Site in the Middle East.

1. Search thoroughly

A simple search on Bayt.com can provide you with a very large number of job opportunities. Using the Advanced Job Search tool gives you the ability to filter down those positions to what suits you exactly. This is done through keywords, or filtering results based on position title, location, desired salary, employment type, experience level, and more. You can specify your search criteria to your preferences and find your ideal position from hundreds of job announcements in the HR industry.

2. Connect with HR experts

The learning process is continuous. Having work experience does not mean you already know everything you want to know. In order to learn more and share your knowledge with others, you can join professional social platforms such as Bayt.com Specialties. This plat-

form lets you engage in insightful discussions regarding the trends and developments in your industry. You can post questions, provide answers, follow discussions, and expand your knowledge base in the HR field. It also allows you to stand out among your peers when showcasing your expertise, which in turn attracts job providers to you.

3. Evaluate salaries

When seeking new opportunities, it is important to have an understanding of your prospective compensation and benefits. Bayt.com Salaries is a tool that provides you with timely and accurate salary levels, as well as pay structures in the market. It also allows you to navigate customized reports for each role, industry, and location if you are on the lookout for enhancing your established career in HR. This helps you make more informed decisions.

4. Learn on your own time

Employers are aware of candidates who work to improve their skills and expand their competencies. Bayt.com Learning Portal offers numerous courses, workshops, and learning opportunities to complement your degree and experience. The topics cover an extensive variety from strategic HR management, to international HR certificates. There are many skills to acquire and develop, even for current HR employees, who may simply need to sharpen their skills and grow their areas of expertise. It is worth noting that many of these courses are free of charge, and completing them adds a competitive edge to your CV.

5. Be within reach

Word of mouth is one of the most effective methods of learning about someone. Even with 40,000 employer

under the belt, unregistered employees might be curious about your skills, expertise, and accomplishments. The easiest way to find your qualifications is through the Bayt.com Public Profile. By setting up a public profile, you are creating for yourself an online business card. This enables search engines like Google to find you, and it helps your friends and colleagues to spread the word about your experiences and endorse you for your competencies.

Bayt.com is the #1 job site in the Middle East with more than 40,000 employers and over 26,750,000 registered job seekers from across the Middle East, North Africa and the globe, representing all industries, nationalities and career levels. Post a job or find jobs on www.bayt.com today and access the leading resource for job seekers and employers in the region.



DEARBORN: Bill Ford Jr, Ford Motor Company Executive Chairman, speaks during news conference on the 2015 F-150 pickup truck at the Dearborn Truck Plant in Dearborn, Michigan. — AP

TRUMP THREATS WON'T CHANGE SMALL CAR PLANS: FORD CEO

DETROIT: Ford Motor Co is going ahead with plans to move small-car production from the US to Mexico despite President-elect Donald Trump's recent threats to impose tariffs on companies that move work abroad.

CEO Mark Fields said Ford's plan to move production of the Ford Focus from Michigan to Mexico will proceed, in part because US consumers demand low prices for small cars. The Focus starts at \$16,775, which is less than half the average price that US consumers pay for new vehicles.

"It always has to start with the customer. The customer demands a certain level of price and value in that segment, and it's important for us as a company to have financial success with that product," Fields told The Associated Press in an interview Friday. But Fields stressed that no US jobs will be lost, since the Michigan plant that makes the Focus will be getting two new products. "If you're a worker in that plant, you now have even more job security because we have two products coming in instead of one," he said.

In a series of tweets last weekend, Trump reiterated a threat to impose a 35-percent tariff on companies that build new plants abroad and sell products back to the US. "The US is going to substantially reduce taxes and regulations on businesses, but any business that leaves our country for another country, fires its employees, builds a new factory or plant in the other country, and then thinks it will sell its product back into the US without retribution or consequence, is WRONG!" Trump tweeted. "There will be a tax on our soon to be strong border of 35 percent for these companies."

Although Ford wasn't mentioned specifically, Trump did target the company a number of times during the campaign on the issue of trade and US jobs. Trump also praised Ford last month when the company said it won't go ahead with a plan to move production of its Lincoln MKC SUV

from Kentucky to Mexico. Fields said tariffs can't be imposed on individual companies, only entire sectors, so they would wind up hurting the whole auto industry. Nissan Motor Co, General Motors Co, Fiat Chrysler and Toyota Motor Co are among the other companies that export Mexican-made vehicles to the US.

Asked if he was worried about Trump's threats, Fields said, "Of course. We're always looking at what are the risks and opportunities are out there." But Fields also said he's optimistic that Trump supports pro-growth policies like tax reform and regulatory reform that could help the auto industry.

"We strongly believe that the right policies are going to prevail, because I think we all share the same objective: We want a healthy and vibrant US economy and we're going to continue to do our part to contribute to that," he said.

Fuel economy standards

One area Ford and Trump could see eye to eye on is fuel economy standards. The company criticized the US Environmental Protection Agency last week for its recommendation to keep regulations in place that would more than double automakers' fleet-wide fuel efficiency standards by 2025. The EPA was scheduled to make a final decision in 2018, but rushed its plans into place before Trump takes office in January.

Fields said Ford will make its vehicles as fuel-efficient as possible, and he noted that the company needs to meet even stricter emissions targets in China. But he said automakers want to make sure the standards reflect market realities, like lower-than-expected US gas prices and rising SUV sales. Fields said Ford plans to take up the issue with the Trump administration. "We're absolutely dedicated to improving the fuel economy of our customers, but doing it in a way that preserves customer choice, that preserves vehicle affordability and preserves American jobs," Fields said. — AP

TRUMP DEEPENS GOLDMAN TIES AS HE BUILDS ECONOMIC TEAM

PRESIDENT-ELECT'S AIDES DENY HE IS GOING BACK ON PROMISES

WASHINGTON: In the heat of the presidential campaign, Donald Trump accused primary rival Ted Cruz of being controlled by Goldman Sachs because his wife, Heidi, previously worked for the Wall Street giant. He slammed Hillary Clinton for receiving speaking fees from the bank.

"I know the guys at Goldman Sachs. They have total, total control over him," Trump said of Cruz. "Just like they have total control over Hillary Clinton." Now, Trump is putting Goldman executives at the helm of his administration's economic team. He's expected to name bank president Gary Cohn to an influential White House policy post, according to two people informed of the decision, and has already nominated former Goldman executive Steve Mnuchin to lead the Treasury Department. Steve Bannon, Trump's incoming White House senior adviser, also worked at Goldman before becoming a conservative media executive.

Wall Street executives have long wielded influence in Washington, filling top jobs in both Republican and Democratic administrations. Goldman Sachs itself has produced several Treasury secretaries, White House chiefs of staff and top economic advisers.

But the financial industry's high-level presence in Trump's burgeoning administration runs counter to some core campaign messages that energized his supporters.

And Goldman Sachs stocks are up 33 percent since Trump's election. Trump repeatedly warned that Clinton's Wall Street ties - the Democrat gave paid speeches to Goldman and other banks - meant she would never reform the financial industry. He promised that he would "drain the swamp" in Washington, a city he painted as beholden to financial and political special interests. And he cast himself as a champion for working-class people who watched the big banks grow wealthier after a government bailout, but haven't seen the effects of an improving economy in their own lives. "I'm not going to let Wall Street get away with murder," Trump told voters in Iowa. "Wall Street has caused tremendous problems for us." To Democrats, the fact that Trump is now plucking advisers from Wall Street smacks of



NEW YORK: Goldman Sachs COO Gary Cohn talks on his phone as he waits for the start of a meeting with President-elect Donald Trump at Trump Tower in New York. Trump is expected to pick Cohn to lead the White House National Economic Council, according to two people informed of the decision. — AP

hypocrisy. "Everyone who voted for Trump, who thought he'd defend working people, pay attention to the reality of what he's doing, not just his rhetoric," said Vermont Sen. Bernie Sanders, who railed against Wall Street's influence in Washington when he ran against Clinton in the Democratic primary.

The concentration of power among so many players who once worked at Goldman is sure to feed suspicions of a government at the service of Wall Street. Goldman was involved in the securities market for subprime mortgages, the same financial instruments that helped fuel the housing bubble and ultimately led millions of Americans to lose their homes to foreclosure. Wall Street executives also opposed the Dodd-Frank financial reform legislation signed by President Barack Obama, legislation Trump has vowed to overhaul. Trump's advisers dismiss charges that the president-elect is going back on his promises to put the interests of working-class Americans

ahead of financial institutions. They say Trump is tapping people who bring real-world experience and business acumen to Washington. "You're not going to find better people than those who have been at the top of finance, the top of our markets, understand the way our markets work," Kellyanne Conway, Trump's senior adviser, said on MSNBC. Democrats are sure to make an issue of Mnuchin's Wall Street ties in his confirmation hearing. Cohn doesn't need to be confirmed to serve as director of the National Economic Council, the White House post Trump is expected to name him to.

The NEC helps coordinate domestic and global issues, providing economic policy advice to the president and monitoring how the White House's agenda is implemented across the government. If Cohn accepts the job, he also will be the third Goldman executive to run the NEC. Robert Rubin was the NEC director under Bill Clinton, and Stephen Friedman had the job during George W. Bush's administration. — AP

GREECE TO APPROVE NEW CUTS FOR 2017 IN PARLIAMENT VOTE

ATHENS: Greek lawmakers were to approve a new round of pay cuts and tax hikes for 2017 demanded by international creditors, with Athens hoping for an ECB stimulus next year. The vote in parliament, expected after midnight, will levy around one billion euros (\$1.07 billion) in extra taxes on cars, fixed telephone service, pay TV, fuel, tobacco, coffee, beer and other items.

Public spending on salaries and pensions will also be cut by 5.7 billion euros next year. Thousands of Greeks took part in union demonstrations and a general strike this week against the new cuts, but the leftist government majority is expected to approve the budget despite the misgivings of many of its lawmakers. Prime Minister Alexis Tsipras needs to stay on good terms

with EU-IMF creditors to conclude an ongoing reforms audit early next year. Greece hopes that a deal will persuade the European Central Bank (ECB) to include Greek sovereign debt in its asset purchase program, known as quantitative easing, or QE. Without access to QE, the country will not be able to make a planned return to debt markets by early 2018, according to the Greek finance ministry.

Last week, eurozone lenders approved short-term relief measures to help Greece manage repayment on its huge public debt, which will reach 315 billion euros this year, according to the latest EU data. But Germany, facing public bailout fatigue and federal elections next year, has led a hardline stance among eurozone lenders to force

Greece to adopt austerity reforms well beyond the end of its present bailout 2018. Hardline EU states also want Greece to run a primary surplus, after debt servicing, of 3.5 percent of gross domestic product (GDP), beyond 2018.

Athens has flatly refused to consider further austerity measures beyond 2018. Tsipras on Thursday made a surprise move, announcing a one-off payout to 1.6 million low-tier pensioners, and a sales tax break for islands sheltering thousands of migrants. The European Commission said it was "not made aware of all the details of the announcement before they were made" and would need to study the 617-million-euro package "before commenting any further or acting further."

Tsipras' critics at home immedi-

ately denounced an electoral ploy, but the government insisted this was not the case. "Europe owes a debt to (these islanders), the Greek state owes them its support," Tsipras said in his announcement, with officials noting that the money would come out of 1.0 billion euros of tax surplus raised in 2016. Finance Minister Euclid Tsakalotos yesterday said Greece could manage a primary surplus of 2.5 percent, and dedicate a further 1.0 percent to tax breaks for small and medium businesses.

Tsakalotos on Saturday also praised Eurogroup chief Jeroen Dijsselbloem, a frequent critic of the Tsipras administration, as a man of principle. "He may be harsh some times, but he keeps his word," the minister told financial newspaper Agora. — AFP

SOUTH AFRICA COMPANY TO BUY STILLWATER MINING FOR \$2.2BN

BILLINGS, Montana: The company that owns Montana's largest mining complex announced Friday that it will be acquired by a South African company for \$2.2 billion in a deal that requires US government approval.

Sibanye Gold Limited will buy Littleton, Colorado-based Stillwater Mining Company under a merger agreement expected to close in the second quarter of 2017, said Stillwater Chief Executive Officer Mick McMullen. Sibanye (sih-BAHN'-yay) also will assume \$500 million of Stillwater's debt.

Stillwater is the only US producer of platinum and palladium, precious metals used in catalytic converters to reduce pollution from cars and trucks, and as jewelry. It employs more than 1,400 people at two mines in southern Montana's Beartooth Mountains and at a smelter and refinery in the small Montana town of Columbus.

As precious metals prices dropped in recent years, the company cut its workforce significantly, including about 120 workers from the Stillwater Mine and the Columbus facility. With prices rising for palladium, most of those workers have since been rehired and McMullen said he does not anticipate further job losses

stemming Friday's announcement.

"It's business as usual," McMullen told The Associated Press in a telephone interview. "These guys (Sibanye) have bought into a company that's not a turnaround story. This thing is running itself."

A US subsidiary of Sibanye will pay \$18 per share in cash in the acquisition, Stillwater said. Sibanye also will take on some of Stillwater's debt. Stillwater's pending plans to expand operations with two mining projects located near its existing mines and known as Blitz and Lower East Boulder will continue.

The deal was approved unanimously by Stillwater's board of directors, of which former Montana Gov. Brian Schweitzer is chairman. The two-term governor and other board members will resign when the deal closes. Scott McGinnis with United Steelworkers Local 11-0001, the union for much of the company's workforce, said miners had no further information about the impact of the deal but will meet with Sibanye representatives on Monday. The acquisition must be approved by the two companies' shareholders and the Committee on Foreign Investment in the United States, an inter-agency committee that reviews takeovers of US businesses by foreign entities. — AP



ATHENS: People shop at a green market in central Athens on Friday. The Greek Seamen Federation (PNO) decided to extend its strike until December 11, 2016. All kinds of ferries and ships have been docked at the ports since December 2, leading to shortages on the islands and driving farmers in outrage as they cannot send their agriculture and food products to the mainland or abroad. — AFP

AUDITORS REQUIRED

- ❖ Bachelor degree in Accounting at minimum.
- ❖ Prefer CPA, ACCA, CA.
- ❖ Three or more years of Audit work experience.
- ❖ Up-to-date knowledge in IFRS and IAS.
- ❖ Strong work ethics and professional conduct.
- ❖ Ability to manage time effectively and efficiently.
- ❖ Excellent command in English & Arabic languages.
- ❖ Excellent computer skills.
- ❖ Transferable residence.

If you fulfill the above requirements, kindly
Fax your C.V. to : 22454248
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