

# 2008 CUHK Recruitment Talk

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# Agenda

*Experts in Collaboration and Visibility*

- Who are we and what do we do?
  - Company and Solution Overview
- How we build our products?
  - Technology & Architecture
- How we implement our solutions?
  - Implementation Services
- How we manage our development?
  - Development Process
- How did we get there?
  - Key Success Factors
- Who are we looking for?
  - Career Opportunities
  - Human Resources Information
- CUHK Alumni Sharing

# Key Recruitment Areas Experts in Collaboration and Visibility

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- Application Product Developers
- Customer Project Developers
- Open Source Developers

# Company Overview

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Mission: To Be the Leading Provider of Collaborative Commerce Solution for International Supply Chain

- Connecting 3,500+ trading partners in over 40 countries
- Enabling global suppliers for e-commerce since 1998
- 2 time winner of HK Award for Industry: Technological Achievements



# Offices and Partners

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- **World-Wide Offices**

- United States
- Hong Kong
- China

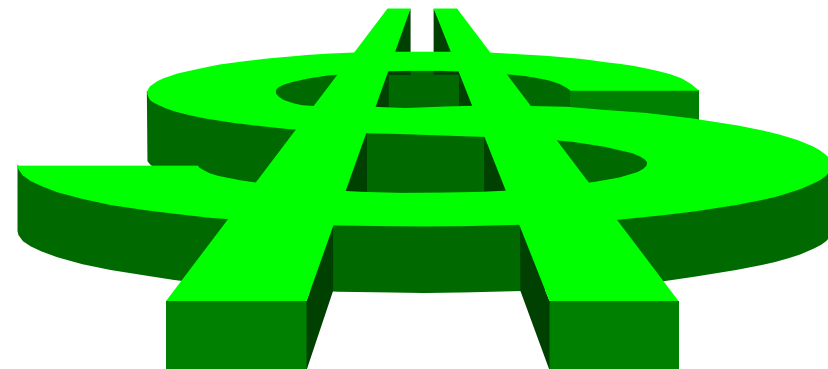
- **Channel Partners**

- Bangladesh
- China
- Egypt
- India
- Indonesia
- Italy
- Korea
- Malaysia
- Peru
- Mexico
- Singapore
- Spain
- Sri Lanka
- Taiwan
- Thailand
- Turkey
- United Arab Emirates
- Brazil

# Investors

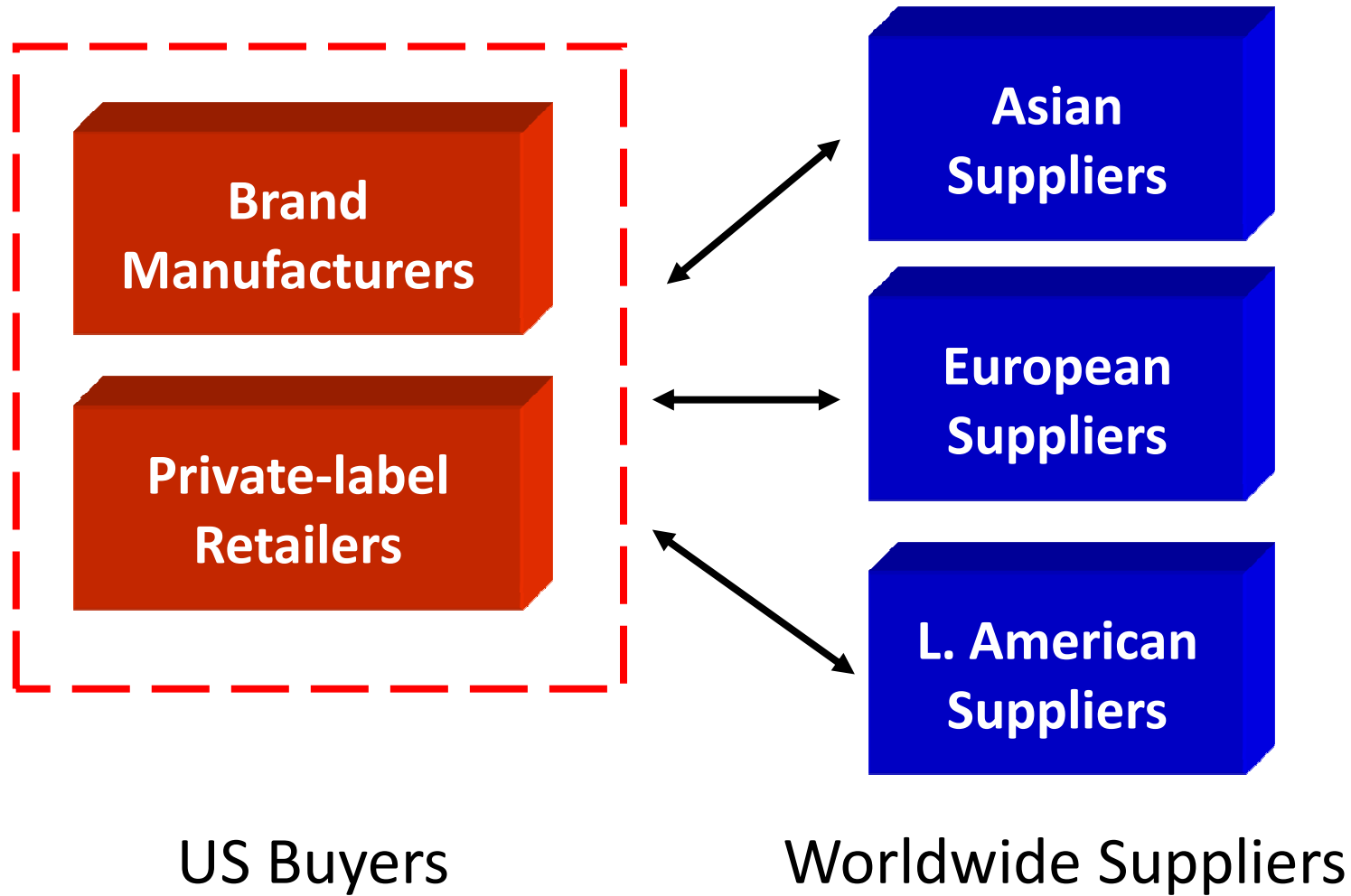
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- Financially backed by
  - JP Morgan Capital
  - Morgan Stanley Dean Witter Private Equity
  - Walden International
  - Applied Research Fund (HKSAR Government)
  - Government of Singapore Investment Corp (GIC)



# Customer Base

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# 3,500+ Trading Partners

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SAKS  
INCORPORATED

GAP

TOMMY HILFIFIGER

NORDSTROM

Timberland



new balance



LEED'S  
the product of your experience

ANCHOR BLUE  
BRAND

Abercrombie & Fitch

JCPenney®

BON♦TON

mervyns.

Mast Industries, Inc.

liz claiborne

OLD NAVY

BANANA REPUBLIC

Hollister

Limitedbrands



# Solution Overview

# Global Supply Chain

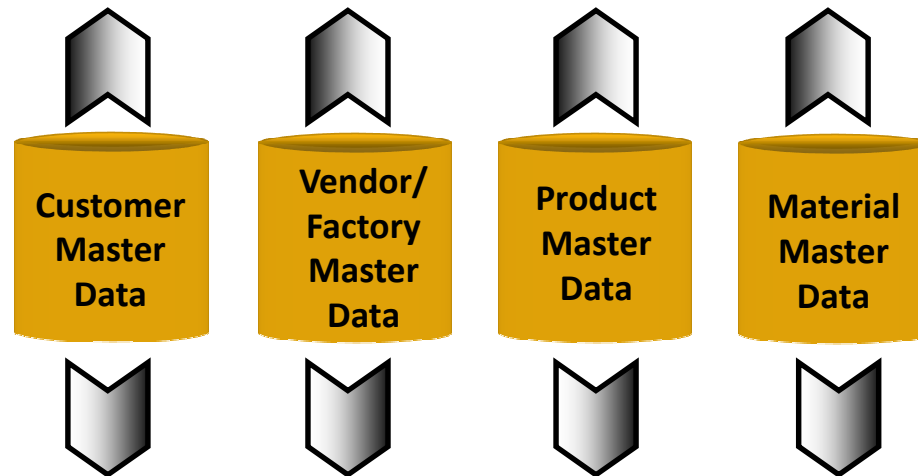
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# End-to-End Visibility

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Plan → Develop → Quote → Buy → Make → Inspect → Ship



# PLM + SCE = PLE

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**Product Lifecycle Execution**

**PLE**



# Technical Overview

# Architecture Model

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- Conforms to the JavaEE standard
- Web-based Architecture
- Web 2.0 UI (Ajax, Dojo)
- Layering
- Component model
- Multi-tier distribution system

# Architecture Benefits

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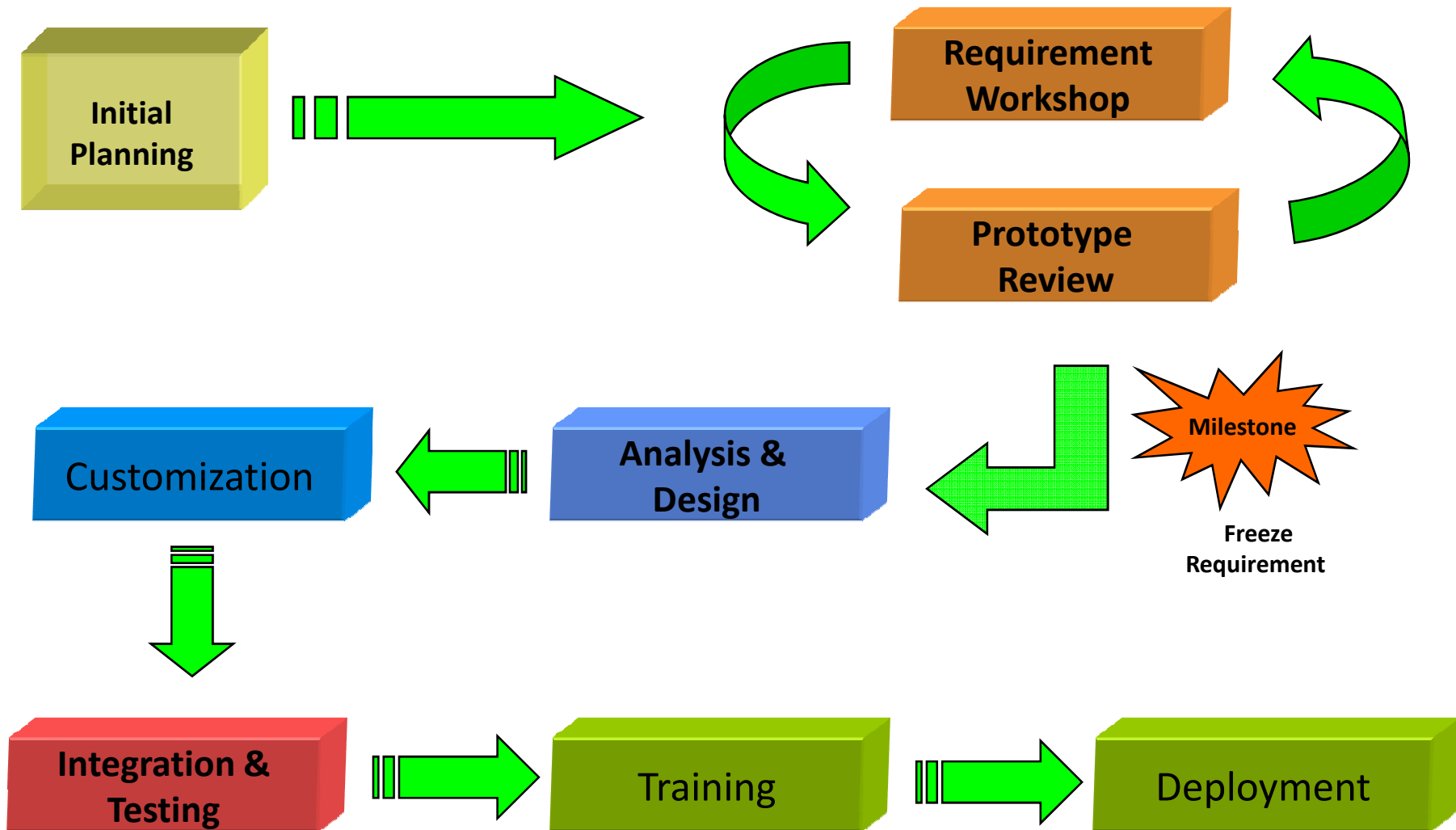
- Proven Portability
  - Operating Systems: Windows, Linux
  - Application Servers: JBoss, IBM WebSphere
  - Database Servers: Oracle, SQL Server, MySQL
- Proven Scalability
- Load Balancing
- Fault Tolerance
- Integration with Legacy Systems

# Implementation Services



# Implementation Overview

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# Deliverables

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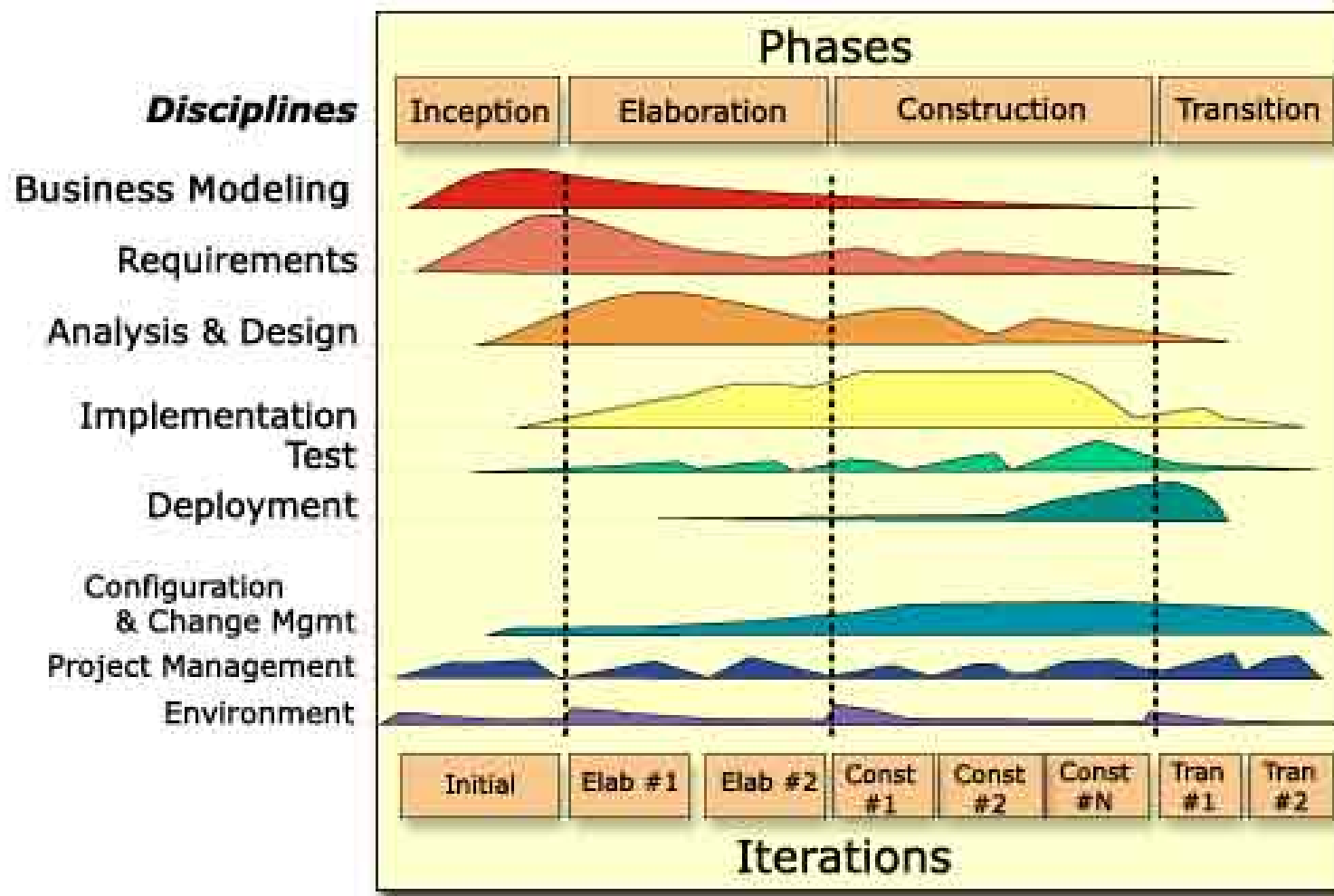
- Project Plan
- User Requirement Document(s)
- Prototype
- Test Plan (Jointly developed by user BA Team and ecVision)
- Customized Application
- System Integration Test Report
- Application Manuals

# Development Process

- HK: Focus on Applications and Projects
  - Close to Customers
  - Rapid Prototypes and Demos
  - Customization of Product Features
- Shenzhen: Focus on Core Products
  - Full RUP Compliance
  - Complete Understanding of Requirements
  - Clear Quality Metrics
  - On-Time Delivery

# Rational Unified Process

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# Development Process

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- We tailor RUP to fit our development pattern to meet the actual needs of each specific project.
- The process takes into consideration:
  - Cycles
  - Phases
  - Workflows
  - Risk mitigation
  - Quality control
  - Project management
  - Configuration control

# Moving Forward: Open Source Development

# Open Source Development

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- Open Source
  - New Development Model
  - New Business Model
- Drive Brand Recognition
  - Expand beyond Retail and Garment Industries
- New Customers & New Verticals
  - IT Departments
  - ISVs
- New Revenue Streams
  - Support Services
  - Consulting and Training

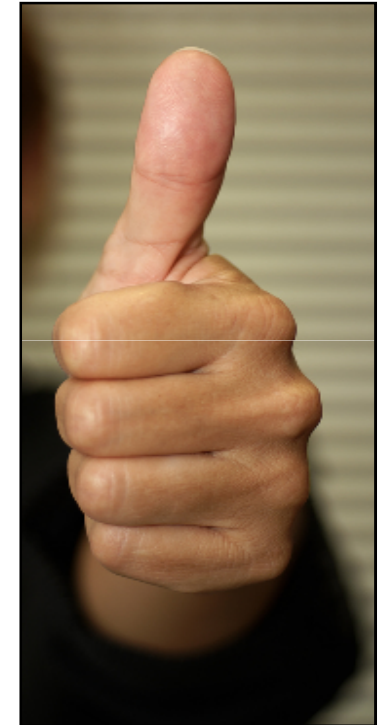


# Success Factors

# ecVision Strengths

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- Domain expertise
- Prominent client list
- Leading technology
- Award-winning framework
- Implementation speed and flexibility
- Integration expertise and experience
- Depth and breadth of products
- Always on the move



# Key Success Factors

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- Focused on Clear Product Vision
  - Build on sound, open architecture
  - Capitalize on development cost differentiate
- Started Global Execution from Day One
  - US Buyers and their Worldwide Suppliers  
(HK only counts for small share of total revenue)
  - Distributed Product Development Centers
- Worldwide Support Service
  - Round-the-clock Helpdesk
  - “Someone is always working somewhere.”

# Key Success Factors

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- HK Advantages
  - Multi-Cultural
  - Mature and Transparent International Trading Policy
  - Readily Available Human Resource (Sales & Marketing, Domain Expertise)
  - “Software Merchandisers”
- US Presence
  - Domain Expertise (Business Practice)
  - Product Requirements (Business + Cultural)
  - Pre-sales & Post-sales Support

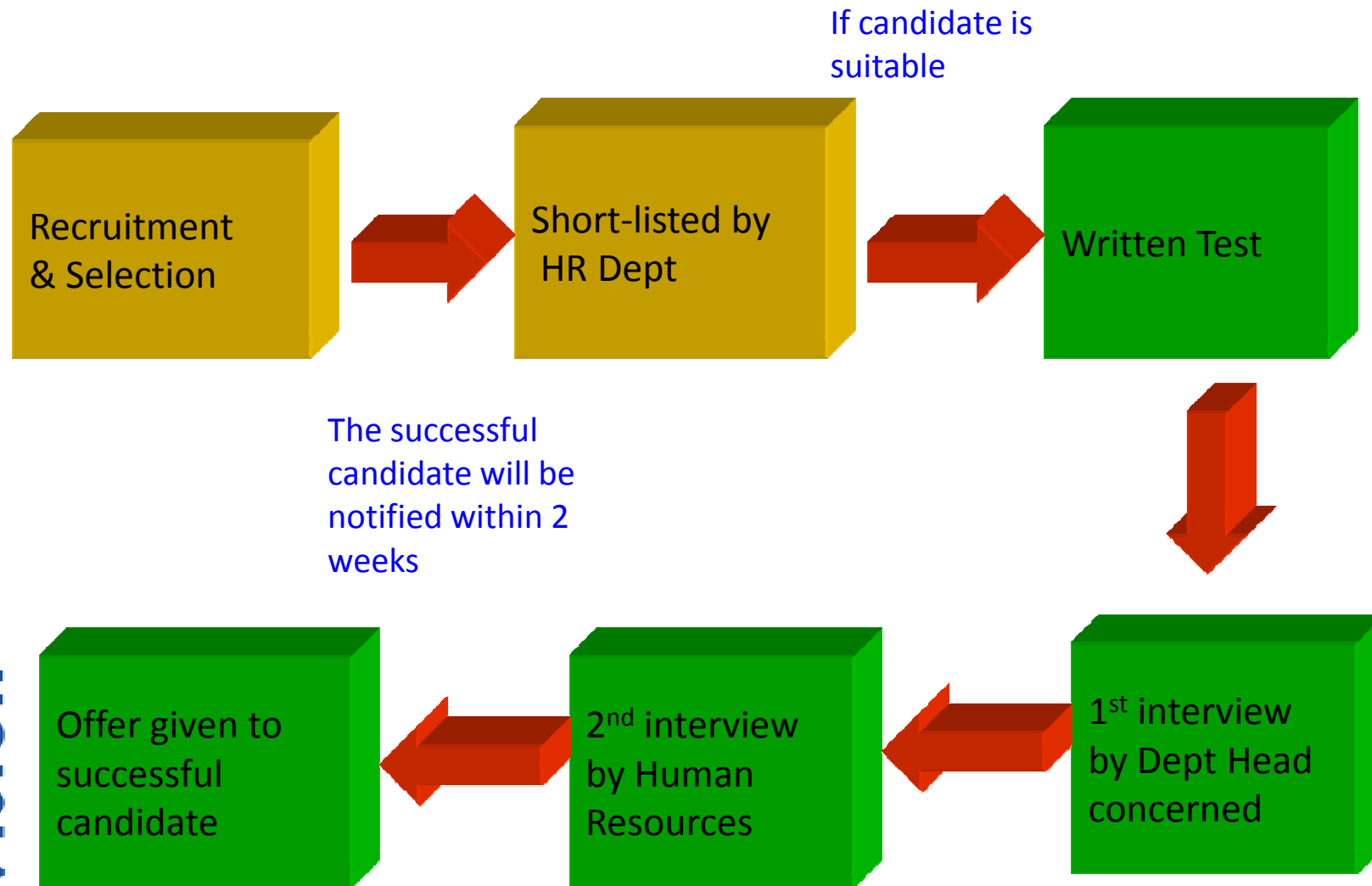
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# Career Opportunities

**ecVision®**

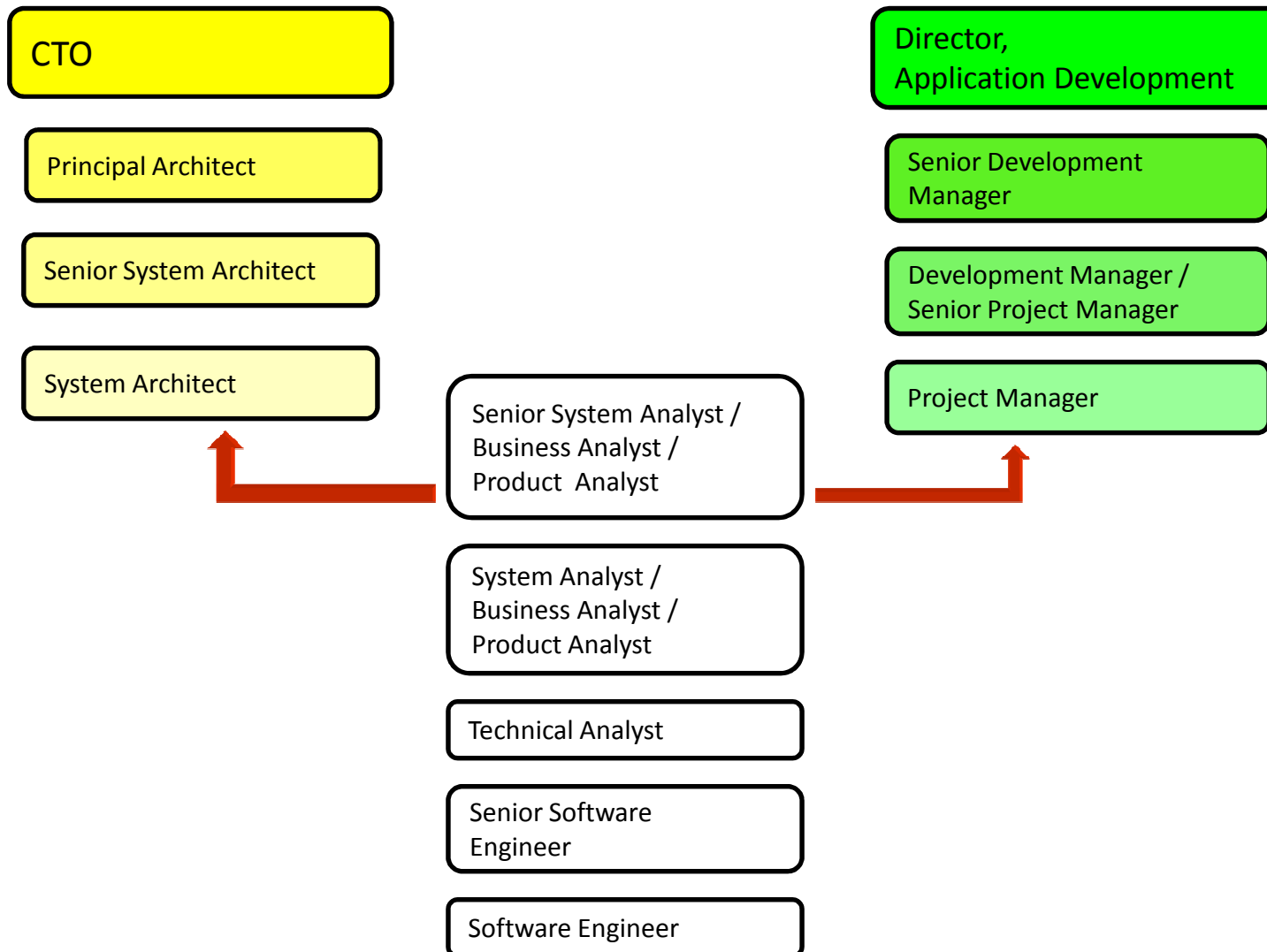
# Hiring Process

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# Career Paths

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# Candidate Profile

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- Strong academic background
- Real-life project experience
- Motivated
- Open-minded
- Good communication skill
- Fun loving
- Look us up at: [www.ecVision.com](http://www.ecVision.com)



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# Human Resources Information

**ecVision®**

# Benefits

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- Annual Leave (max. 20 days)
- Medical, Dental Subsidy, MPF
- Body Check for Managers & Directors
- Performance Bonus
- Key Man Bonus
- Education Sponsorship
- Job related Training Course (i.e. Language, Project Management, Supervisory, etc..)
- PDA phone – data plan subsidy
- Staff Activities (i.e. badminton, bowling, yachting, Buffet, BBQ, X'mas Party)
- Team Entertainment Budget

# Key Recruitment Areas Experts in Collaboration and Visibility

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- Application Product Developers
- Customer Project Developers
- Open Source Developers

# Alumni Sharing

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- Years of service
- Why choose ecVision?
- Challenges?
- Opportunities?
- Development?

# How to apply?

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If you wish to take a challenging role in your career, please send your application to the following email-address:

[recruitment@ecvision.com](mailto:recruitment@ecvision.com)

# Q & A