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SOUTHEAST ASIA & OCEANIA

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For IE students & alumni exploring internships, full-time roles, mobility, or career transitions in the region.

SECTOR OVERVIEW — WHY SEAO?

Southeast Asia & Oceania represent one of the world's most dynamic talent and innovation corridors.

Southeast Asia (SEA)

- Young population (700M+, median age ~30)
- High-growth markets with rapid digitalisation
- Diverse, relationship-driven hiring

Oceania (Australia & New Zealand)

- Mature economies, stable regulatory systems
- Strong demand for skilled migration
- Talent shortages in high-tech and sustainability sectors

Key value drivers of the region

- Access to high-growth markets
- Young, tech-savvy talent pools
- Cost-efficient operating environment
- Strategic location for regional business & trade
- Business-friendly policies and innovation grants

KEY TRENDS SHAPING THE JOB MARKET

Southeast Asia & Oceania represent one of the world's most dynamic talent and innovation corridors.

| Trend | What's happening | What it means for IE talent |
|---|---|---|
| Digital transformation & tech leap | Digital economy > USD \$300B by 2025; surge in AI, fintech, e-commerce, cybersecurity roles | Companies need hybrid business + tech profiles. |

| | | |
|--|---|---|
| Green growth & ESG push | > USD \$1T in green infrastructure investments; ESG reporting tightening | Sustainability, impact consulting, and climate-tech roles are expanding. |
| Talent mobility & regionalisation | Cross-border hiring, ASEAN mutual recognition of professions, talent shortages in managerial/tech roles | International talent + multilingual skillsets are increasingly valued. |
| Rise of cross-border startups | Fast-scaling tech firms across Singapore, Indonesia, Vietnam, Australia | More mid-growth companies open to internships, short consulting projects. |
| Hybrid & remote work | Growing openness to remote-first hiring — especially for digital jobs | Start from anywhere → transition into relocation when visa approved. |

OPPORTUNITIES FOR IE STUDENTS & ALUMNI

Top Industries currently hiring international talent

| Singapore | Indonesia / Vietnam / Thailand | Thailand |
|---|---|--|
| Consulting, Finance, Fintech, AI/Data, Corporate Innovation | Energy transition, e-commerce, manufacturing, tech startups | Tech, finance, renewable energy, healthcare, education |

Highest demand skillsets across the region:

- Digital: AI/Analytics, cybersecurity, product, UX/UI, digital transformation
- Sustainability: ESG, circular economy, energy transition, climate-tech
- Business + Tech talent: strategy + quant + digital execution

✈️ VISA/WORK AUTHORIZATION — WHAT'S REALISTIC?

Singapore (Employment Pass, S Pass, ONE Pass)

- Visas tied to salary, sector, and COMPASS scoring
- IE master's degrees contribute points toward eligibility

Australia (482 Skilled Visa, 189 Skilled Independent, Global Talent)

- Preferred for sector shortages (tech, sustainability, health, engineering)
- Clear migration pathways for high-potential talent

SEA emerging markets (Indonesia, Thailand, Vietnam, Philippines)

- More restrictive for expats → opportunities mainly in:
 - senior / niche technical
 - startups familiar with foreign hiring
 - foreign-led projects

👉 HOW IE TALENT CAN STAND OUT

Based on corporate feedback + deck insights:

Strengths of IE talent

- ✓ Multicultural / multilingual
- ✓ Entrepreneurial mindset & project ownership
- ✓ Hybrid business + digital skills

Common challenges

- Lack of local networks
- Visa constraints (entry-level)
- Limited local market understanding

How to overcome

1. Prioritise networking (LinkedIn + IE alumni + Chambers of Commerce)
2. Gain “regional proximity” — even through virtual internships or short-term projects
3. Add certifications valued in the region (data analytics / CFA / product / compliance / ESG)

RECOMMENDED CAREER STRATEGY (FOR IE STUDENTS/ALUMNI)

| Stage | Action | Outcome |
|--------------------|--|---------------------------------------|
| 0-3 months | Build regional awareness — follow industry news, join SEAO IE alumni WhatsApp/ LinkedIn groups | Understand market & companies |
| 3-6 months | Apply for projects or internships with startups / mid-sized firms first | Lower visa barrier → local references |
| 6-12 months | Relocation / switch countries via internal transfer | Long-term foothold in region |

RECOMMENDED IE ALUMNI & STUDENT ACTIONS (PRACTICAL ROADMAP)

✓ If you want to break into the region:

1. Build a **region-focused CV & LinkedIn** (show market interest explicitly)
2. Tailor your pitch to signal **commitment to the region**, not “exploring options”
3. Prioritize companies that **already sponsor visas** (MNCs, FAANG, fintech scale-ups)
4. Use IE network: alumni → referrals → informational chats (hidden job market)

🧠 Language & cultural signals that matter

- Singapore: fast process, results-oriented
- Indonesia/Thailand/Vietnam: referrals > resumes
- Australia: need local experience + clear communication + cultural fit