



**COMPANY'S OPINION:  
HIRING CANDIDATES WITH EXPERIENCE**

**TOP 3 QUALITIES BASED ON  
PRIVATE SECTOR  
COMPANY**



RANK	BUSINESS - LARGE (75+ STAFFS)	BUSINESS - MEDIUM (30- 75 STAFFS)	BUSINESS - SMALL (5-30 STAFFS)	BUSINESS - MICRO (1-5 STAFFS)
1st	Ability to perform and handle the job role	Ability to perform and handle the job role	Personality (Positive, Good Attitude, etc)	Ability to perform and handle the job role
2nd	Personality (Positive, Good Attitude, etc)	Related working experience	Ability to perform and handle the job role	Personality (Positive, Good Attitude, etc)
3rd	Related working experience	Personality (Positive, Good Attitude, etc)	IT skills (Photoshop, PC softwares etc) + Analytical and problem solving skills	Related working experience

**FINDINGS & ANALYSIS:**

By comparing among the private sector companies in Brunei, it is evident to say that almost 70% of the companies, regardless of the type and/or size, tend to focus on similar key qualities when reviewing candidates. All local hiring managers (from Large, Medium, Small and Micro Business) would primarily focus to look out for experienced candidates who have the 'Ability to perform & handle the job role'. The second quality that Brunei employers tend to focus is either 'Personality (Positive, Good Attitude, etc)' or 'Related working experience'. As per the earlier reports have shown, 'Personality (positive, good attitude, etc)' is definitely one of the important, desired quality and the key prerequisite to land a job but when it comes to looking for experienced hires, Brunei employers from Large/Medium/Small/Mirco businesses all agreed that the key focus is to demonstrate the 'Ability to perform & handle the job role'.