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Benefits for Our People

Esri Malaysia: The country's leading mapping technology company that provides a team-based approach and dynamic work environment to build your skills with latest tools and technologies.

Leave

An employee who has been confirmed or with the company for at least three months will receive the following:

- 14 days of annual leave
- Three days compassionate leave for each occasion
- Three days marriage leave
- Two days paternity leave
- If a gazetted public holiday falls on a Saturday, employees shall be credited with one (1) day of Public Holiday Leave. If the public holiday falls on a Sunday, the following Monday will be declared as a public holiday

To reciprocate the commitment from our long-term employees, we also offer up to 21 days of annual long service leave after three years of continuous employment.

Get Started

We operate an onboarding program for all new employees that is tailored to each individual's role and scope – a plan based on these guidelines will be provided upon your commencement. You will also receive a comprehensive introduction to the business, its history, key personnel and policies, procedures, and business systems.

Following this, you will have a monthly conversation with your manager as part of our achievement and goal review program. This is to help ensure alignment on your goals and wellbeing, as well as identify if and where support is required.

Right Tools

You have the discretion to use your professional judgement and dress appropriately for what you have scheduled for the day.

We provide you with all the necessary equipment and services to ensure you have the right tools to perform your role.

Wellbeing

A cohesive work-life balance culture and environment.

There is an employee assistance service provided by HR department for confidential professional counselling.

You will receive health and group PA, term life insurance, and are also eligible for Flexible Benefit claims for health screenings, dental, and optical.

Sponsored employee engagement and teambuilding activities and events such as appreciation nights, sports, and more are organised to help foster stronger bonds among team members.

Stay updated with latest technology updates through our regular sharing sessions, led by experts in the field from our organisation and throughout different industries.

Professional Development

You will have access to supported professional development which may include technical learning activities such as the latest releases of the ArcGIS platform, seminars, conferences, and other skills or knowledge development.

There is potential for international professional development opportunities such as the Dev Summit and Esri User Conference. We also support technical development, knowledge progression through business practises, and sharing ideas and work practises across the different teams in Malaysia.

We can also customise a personalised employee development plan to identify, build, and develop your individual strengths to help you excel in your role.

Rewards and Recognition

We are committed to recognising your impact on our business and sharing that success with you.

Employees are eligible for an annual salary adjustment and – subject to performance and once qualified – participation in the company's annual profit share bonus.

For technical staff eligible to be assessed in the Blackbelt Program, they may receive (upon qualifying) a monthly allowance.

Employee Referral Program

Any successful hires (the referred employee must complete their probationary period) made from your employee referrals will be rewarded with a cash incentive.

Office Life

Our office provides pod coffee, tea, and snacks in the morning and afternoon.

We celebrate important life events like birthdays and organise other special activities such as the monthly fruit days and department gatherings.