



International Career Development

第一次出國工作就上手

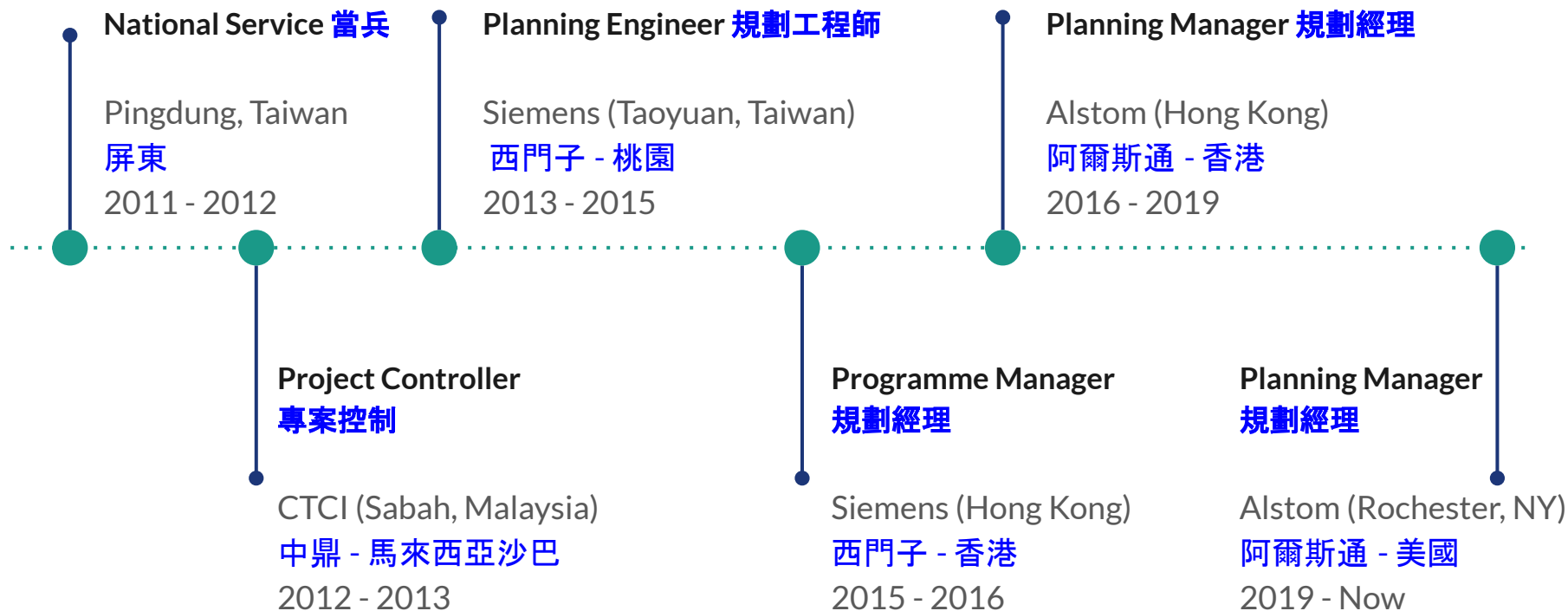
David Lin
林哲丞



Hi, I'm David Lin 林哲丞

- Bachelor Degree - Civil Engineering 土木工程學士
- Master Degree - Civil Engineering (Transportation) 土木工程碩士 (交通組)
- NCKU Student During 2005 - 2009 成大土木98級

Employment After Graduate 畢業後的工作發展





Points to Share

海外就業經驗分享

- Development 職涯發展
- Employment 就業
- Opportunity 工作機遇
- Salary 薪資
- Case Study 案例分析
- Relocation 工作異動
- Conclusion 結論與建議



Career Path Development 職涯發展

- Purpose of Career 工作的目的
 - Regular Income 固定收入
 - Shape yourself 培養自己的技能與累積歷練
 - Life Experience 體驗不同的生活
- Development - Build up your competence progressively 工作的能力是需要時間培養與歷練的
 - Define your dream 你想成為什麼樣的人, 未來想要怎麼樣生活
 - Define your intermediate targets 點高等技能之前, 需要先把自已的基本能力數值提高
 - Review targets in regular basis 人的目標會隨著人生階段變動, 定期檢視

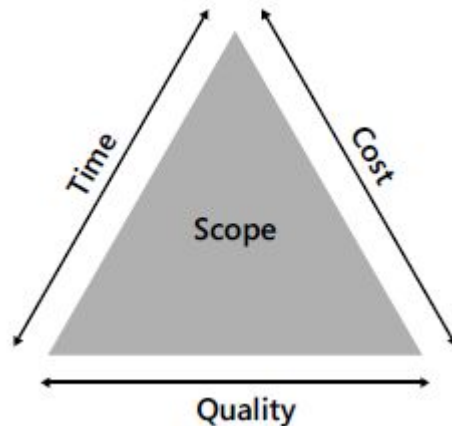


Employment 就業

- Self-Employed 自雇者
- Local Hired 本地就業
- Global Hired -> Focus Today 全球求職 -> 今日分享的重點
 - You have way more choices 求職地點從台灣擴大到全世界會大幅增加機會
 - Nothing is wrong, it's all about choice 沒有什麼對錯, 一切都是人生的選擇
 - You don't need to be excellent to get a overseas job 誰都有機會, 別小看自己
 - Excellence will bring you plenty of opportunities 傑出不是必要條件, 但是會多點機會
 - Proper Job - Career Sustainability 可以累積專業資歷的海外工作

Opportunity 工作機遇

- How an opportunity appeared -> Business Need 工作的機遇取決於商業需求
 - Local Resource Orientation 雇用本地人為主
 - Experience 有經驗者
 - Knowledge & Skill 相關知識與特殊技能
 - Mobility 機動性
 - Diversity 多樣性
 - Price 要求待遇





Opportunity 工作機遇

- Interview - Sell Yourself 面試 - 把自己當作商品來銷售
- Work Permit 取得海外工作的關鍵 - 工作簽證
 - Switch from student visa 地利之便 - 聽過這個學校/面試看得到你本人
 - Internal transfer (International) 公司內部調動
 - Connection 人脈
 - Applications 直接申請
 - Start locally from companies with global affiliates 在台灣有公司的全球公司開始



Salary 薪資

- Negotiable 薪資待遇都是可談的
- Permanent / Contractor 一般來說, 越不穩定的工作, 薪資越可談
- Experience / Seniority 經驗與年資 - 會做的人做一天做好, 不會做的人做一週還做壞
- Influence 職位影響力越大, 薪資越可談
- Urgency & Replacement 需求越急, 工作本身越難取代, 薪資越可談
- Reference 認識你或是過去同事的推薦
- Skill 硬技能 (技術設計, 軟體操作, 程式設計等等)
- Education 學歷 - 除非全球頂尖名校, 學歷的影響力會隨著工作年資大幅降低

Salary 薪資

- Structure of Package 薪資結構
 - Housing 住宿
 - Tax 稅金
 - Pension 養老金/退休金/勞保
 - Share 股票分紅
 - Other Allowance 其它津貼
 - Insurance 保險
 - Annual Leave 年度休假
- Local Pay / Expat Package 本土薪資標準 / 外派人士薪資標準

Offer A: 40,000/month

- 30,000 (Salary)
- 10,000 Allowance
- $4\% * 30,000 = 1,200$ delta

Offer B: 40,000/month

- $4\% * 40,000 = 1,600$ delta

Case Study - You Got 4 Offers (2 Years Contract)

案例分析 - 錄取四份工作(兩年合約)

- Offer 1: Taipei - TWD 650,000/yr (net pay)
 - 工作1: 台北 - 年薪65萬台幣
- Offer 2: San Francisco - USD 102,256/yr (net pay), USD 47,744/at the end (share)
 - 工作2: 舊金山 - 年薪102,256美元, 兩年約滿發等值股票47,744美元
- Offer 3: Hong Kong - HKD 295,550/yr (net pay)
 - 工作3: 香港 - 年薪295,550港元
- Offer 4: Riyadh - SAR 262,474/yr (net pay)
 - 工作4: 利雅德 - 年薪262,474 里亞爾

Case Study 1 - San Francisco/Taipei (舊金山/台北)

1 USD = 29 TWD	San Francisco (USD)		Taipei (TWD)	
Salary (yr)	150,000	Net Pay + Share	650,000	Net Pay
12 Months' Pay	102,256	8,521.33/month	550,144	45,845.33/month
Share/Bonus	47,744	Share granted in end 2 yrs	99,856	Approx 2 months

1 美元 = 29 台幣	舊金山 (美元)		台北 (台幣)	
薪資	150,000	薪資+股票	650,000	薪資
全年薪資	102,256	8,521.33/每個月	550,144	45,845.33/每月
股票/年終獎金	47,744	股份於兩年合約結束後發放	99,856	約兩個月

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12 Months' Pay	102,256	8,521.33/month	550,144	45,845.33/month
Share/Bonus	47,744	Share granted in end 2 yrs	99,856	Approx 2 months
Housing (yr)	33,114	(1 bedroom) Outside of Centre	139,787	(1 bedroom) Outside of Centre
Tax (yr)	32,497	31.78% from smartasset.com	35,400	From neuvoo.com
Pension (yr)	6,135	401K Only	47,450	From neuvoo.com
Insurance (yr)	6,135	Medical Only	39,000	Medical Only
Rough Living Cost (yr)	14,684	Including return TW twice a year	135,029	
Free Cash (month)	808	Disposable Income	12,790	Disposable Income
Saving in 2 yrs (TWD)	1,310,884		506,667	

案例分析 1 - 舊金山/台北

1 美元 = 29 台幣	舊金山 (美元)		台北 (台幣)	
薪資	150,000	薪資+股票	650,000	薪資
全年薪資	102,256	8,521.33/每個月	550,144	45,845.33/每月
股票/年終獎金	47,744	股份於兩年合約結束後發放	99,856	約兩個月
每年住宿成本	33,114	單人房市中心周圍單位	139,787	單人房市中心周圍單位
每年稅金成本	32,497	31.78% 參考 smartasset.com	35,400	參考 neuvoo.com
每年退休金 (勞健保)	6,135	401K (美國退休金)	47,450	參考 neuvoo.com
每年醫療保險 (健保)	6,135	醫療保險	39,000	全民健保
每年粗估生活成本	14,684	餐費/交通/水電費/機票回台2次	135,029	餐費/交通/水電費
每月可支配現金	808		12,790	
兩年後存款 (TWD)	1,310,884		506,667	

Case Study 1 - Cost of Living (SFO/TPE)

案例分析 1 - 生活成本比較 (舊金山/台北)

- Data Source: www.numbeo.com

Cost of Living Comparison Between Taipei and San Francisco, CA ⇄

You would need around 225,271.62NT\$ (7,881.73\$) in **San Francisco, CA** to maintain the same standard of life that you can have with 100,000.00NT\$ in **Taipei** (assuming you rent in both cities). This calculation uses our Cost of Living Plus Rent Index to compare cost of living. This assumes net earnings (after income tax). You can [change the amount in this calculation](#).

Indices Difference

Consumer Prices in **San Francisco, CA** are 40.92% **higher** than in **Taipei** (without rent)

Rent Prices in **San Francisco, CA** are 396.17% **higher** than in **Taipei**

Restaurant Prices in **San Francisco, CA** are 186.36% **higher** than in **Taipei**

Groceries Prices in **San Francisco, CA** are 17.39% **higher** than in **Taipei**

Local Purchasing Power in **San Francisco, CA** is 135.83% **higher** than in **Taipei**

Case Study 1 - Cost of Living (SFO/TPE)

案例分析 1 - 生活成本比較 (舊金山/台北)

 Restaurants	Taipei [Edit]	San Francisco, CA [Edit]	Difference
Meal, Inexpensive Restaurant	120.00 NT\$ (4.20 \$)	514.47 NT\$ (18.00 \$)	+328.72 %
Meal for 2 People, Mid-range Restaurant, Three-course	800.00 NT\$ (27.99 \$)	2,286.52 NT\$ (80.00 \$)	+185.81 %
McMeal at McDonalds (or Equivalent Combo Meal)	140.00 NT\$ (4.90 \$)	285.81 NT\$ (10.00 \$)	+104.15 %
Domestic Beer (1 pint draught)	60.00 NT\$ (2.10 \$)	200.07 NT\$ (7.00 \$)	+233.45 %
Imported Beer (12 oz small bottle)	80.00 NT\$ (2.80 \$)	257.23 NT\$ (9.00 \$)	+221.54 %
Cappuccino (regular)	98.94 NT\$ (3.46 \$)	133.20 NT\$ (4.66 \$)	+34.62 %
Coke/Pepsi (12 oz small bottle)	27.76 NT\$ (0.97 \$)	70.97 NT\$ (2.48 \$)	+155.60 %
Water (12 oz small bottle)	21.54 NT\$ (0.75 \$)	60.56 NT\$ (2.12 \$)	+181.10 %

Case Study 1 - Cost of Living (SFO/TPE)

案例分析 1 - 生活成本比較 (舊金山/台北)

 Transportation	TaipeiSan Francisco, CA		
	[Edit]	[Edit]	
One-way Ticket (Local Transport)	20.00 NT\$ (0.70 \$)	85.74 NT\$ (3.00 \$)	+328.72 %
Monthly Pass (Regular Price)	1,280.00 NT\$ (44.78 \$)	2,315.10 NT\$ (81.00 \$)	+80.87 %
Taxi Start (Normal Tariff)	70.00 NT\$ (2.45 \$)	100.04 NT\$ (3.50 \$)	+42.91 %
Taxi 1 mile (Normal Tariff)	40.23 NT\$ (1.41 \$)	89.32 NT\$ (3.13 \$)	+122.00 %
Taxi 1hour Waiting (Normal Tariff)	250.00 NT\$ (8.75 \$)	943.19 NT\$ (33.00 \$)	+277.28 %
Gasoline (1 gallon)	111.26 NT\$ (3.89 \$)	109.35 NT\$ (3.83 \$)	-1.71 %
Volkswagen Golf 1.4 90 KW Trendline (Or Equivalent New Car)	900,000.00 NT\$ (31,488.90 \$)	685,956.00 NT\$ (24,000.00 \$)	-23.78 %
Toyota Corolla Sedan 1.6l 97kW Comfort (Or Equivalent New Car)	712,480.00 NT\$ (24,928.01 \$)	628,115.21 NT\$ (21,976.29 \$)	-11.84 %

Case Study 1 - Cost of Living (SFO/TPE)

案例分析 1 - 生活成本比較 (舊金山/台北)



Utilities (Monthly)

Taipei San Francisco, CA

[\[Edit \]](#)
[\[Edit \]](#)

Basic (Electricity, Heating, Cooling, Water, Garbage) for 915 sq ft Apartment	2,472.44 NT\$ (86.50 \$)	4,346.62 NT\$ (152.08 \$)	+75.80 %
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	4.78 NT\$ (0.17 \$)	4.36 NT\$ (0.15 \$)	-8.76 %
Internet (60 Mbps or More, Unlimited Data, Cable/ADSL)	657.41 NT\$ (23.00 \$)	1,968.94 NT\$ (68.89 \$)	+199.50 %



Sports And Leisure

Taipei San Francisco, CA

[\[Edit \]](#)
[\[Edit \]](#)

Fitness Club, Monthly Fee for 1 Adult	1,321.71 NT\$ (46.24 \$)	2,447.12 NT\$ (85.62 \$)	+85.15 %
Tennis Court Rent (1 Hour on Weekend)	397.74 NT\$ (13.92 \$)	514.47 NT\$ (18.00 \$)	+29.35 %
Cinema, International Release, 1 Seat	300.00 NT\$ (10.50 \$)	428.72 NT\$ (15.00 \$)	+42.91 %

Case Study 1 - Cost of Living (SFO/TPE)

案例分析 1 - 生活成本比較 (舊金山/台北)

Childcare

Taipei San Francisco, CA

[\[Edit \]](#)
[\[Edit \]](#)

Preschool (or Kindergarten), Full Day, Private, Monthly for 1 Child	16,482.76 NT\$ (576.69 \$)	65,102.31 NT\$ (2,277.78 \$)	+294.97 %
International Primary School, Yearly for 1 Child	446,794.32 NT\$ (15,632.29 \$)	935,133.09 NT\$ (32,718.13 \$)	+109.30 %

Rent Per Month

Taipei San Francisco, CA

[\[Edit \]](#)
[\[Edit \]](#)

Apartment (1 bedroom) in City Centre	17,453.70 NT\$ (610.66 \$)	98,026.35 NT\$ (3,429.71 \$)	+461.64 %
Apartment (1 bedroom) Outside of Centre	11,648.94 NT\$ (407.57 \$)	78,869.64 NT\$ (2,759.46 \$)	+577.05 %
Apartment (3 bedrooms) in City Centre	43,079.34 NT\$ (1,507.25 \$)	180,535.04 NT\$ (6,316.50 \$)	+319.08 %
Apartment (3 bedrooms) Outside of Centre	26,386.78 NT\$ (923.21 \$)	131,633.69 NT\$ (4,605.56 \$)	+398.86 %

10.76 Square Feet = 1 Square Meter
35.58 平方英尺 = 1 坪

Case Study 1 - Cost of Living (SFO/TPE)

案例分析 1 - 生活成本比較 (舊金山/台北)

Buy Apartment Price

Taipei San Francisco, CA

[Edit]

[Edit]

Price per Square Feet to Buy Apartment in City Centre	35,140.40 NT\$ (1,229.48 \$)	37,204.90 NT\$ (1,301.71 \$)	+5.88 %
Price per Square Feet to Buy Apartment Outside of Centre	20,346.87 NT\$ (711.89 \$)	26,881.58 NT\$ (940.52 \$)	+32.12 %

Salaries And Financing

Taipei San Francisco, CA

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Average Monthly Net Salary (After Tax)	45,845.33 NT\$ (1,604.02 \$)	243,552.40 NT\$ (8,521.33 \$)	+431.25 %
Mortgage Interest Rate in Percentages (%), Yearly, for 20 Years Fixed-Rate	1.82	3.70	+103.01 %
Last update:	November 2020	November 2020	
Contributors in the past 12 months:	267	364	

Case Study 2 - Hong Kong/Taipei (香港/台北)

1HKD = 3.85 TWD	Hong Kong (HKD)		Taipei (TWD)	
Salary (yr)	295,550	Net Pay	650,000	Net Pay
12 Months' Pay	272,815	22,734.61/month	550,144	45,845.33/month
Share/Bonus	22,735	13th month pay	99,856	Approx 2 months

1港幣 = 3.85 台幣	香港 (港元)		台北 (台幣)	
薪資	295,550	薪資	650,000	薪資
全年薪資	272,815	22,734.61/每個月	550,144	45,845.33/每月
股票/年終獎金	22,735	每年加發一個月薪水	99,856	約兩個月

Case Study 2 - Hong Kong/Taipei (香港/台北)

1HKD = 3.85 TWD	Hong Kong (HKD)		Taipei (TWD)	
Salary (yr)	295,550	Net Pay	650,000	Net Pay
12 Months' Pay	272,815	22,734.61/month	550,144	45,845.33/month
Share/Bonus	22,735	13th month pay	99,856	Approx 2 months
Housing (yr)	148,815	(1 bedroom) Outside of Centre	139,787	(1 bedroom) Outside of Centre
Tax (yr)	8,555	From www.ird.gov.hk	35,400	From neuvoo.com
Pension (yr)	18,000	MPF	47,450	From neuvoo.com
Insurance (yr)	7,200	Medical Only	39,000	Medical Only
Rough Living Cost (yr)	81,624	Including return TW 4 times a year	135,029	
Free Cash (month)	718	Disposable Income	12,790	Disposable Income
Saving in 2 yrs (TWD)	241,442		506,667	

案例分析 2 - 香港/台北

1港幣 = 3.85 台幣	香港 (港幣)		台北 (台幣)	
薪資	295,550	薪資	650,000	薪資
全年薪資	272,815	22,734.61/每個月	550,144	45,845.33/每月
股票/年終獎金	22,735	每年加發一個月薪水	99,856	約兩個月
每年住宿成本	148,815	單人房市中心周圍單位	139,787	單人房市中心周圍單位
每年稅金成本	8,555	香港稅務局 www.ird.gov.hk	35,400	參考 neuvoo.com
每年退休金 (勞健保)	18,000	強積金	47,450	參考 neuvoo.com
每年醫療保險 (健保)	7,200	醫療保險	39,000	全民健保
每年粗估生活成本	81,624	餐費/交通/水電費/機票回台4次	135,029	餐費/交通/水電費
每月可支配現金	718		12,790	
兩年後存款 (TWD)	241,442		506,667	

Case Study 3 - Riyadh/Taipei (利雅德/台北)

1SAR = 7.62 TWD	Riyadh (SAR)		Taipei (TWD)	
Salary (yr)	262,467	Net Pay	650,000	Net Pay
12 Months' Pay	224,972	18,747.67/month	550,144	45,845.33/month
Share/Bonus	37,495	2 months Bonus	99,856	Approx 2 months

1里亞爾= 7.62 台幣	利雅德 (里亞爾)		台北 (台幣)	
薪資	262,467	薪資	650,000	薪資
全年薪資	224,972	18,747.67/每個月	550,144	45,845.33/每月
股票/年終獎金	37,495	年終獎金兩個月	99,856	約兩個月

Case Study 3 - Riyadh/Taipei (利雅德/台北)

1SAR = 7.62 TWD	Riyadh (SAR)		Taipei (TWD)	
Salary (yr)	262,467	Net Pay	650,000	Net Pay
12 Months' Pay	224,972	18,747.67/month	550,144	45,845.33/month
Share/Bonus	37,495	2 months Bonus	99,856	Approx 2 months
Housing (yr)	14,787	(1 bedroom) Outside of Centre	139,787	(1 bedroom) Outside of Centre
Tax (yr)	2,625	From neuvoo.com	35,400	From neuvoo.com
Pension (yr)	23,622	From neuvoo.com	47,450	From neuvoo.com
Insurance (yr)	4,567	Medical Only	39,000	Medical Only
Rough Living Cost (yr)	26,863	Including return TW 2 times a year	135,029	
Free Cash (month)	12,709	Disposable Income	12,790	Disposable Income
Saving in 2 yrs (TWD)	2,899,444		506,667	

案例分析 3 - 利雅德/台北

1里亞爾= 7.62 台幣	利雅德 (里亞爾)		台北 (台幣)	
薪資	262,467	薪資	650,000	薪資
全年薪資	224,972	18,747.67/每個月	550,144	45,845.33/每月
股票/年終獎金	37,495	年終獎金兩個月	99,856	約兩個月
每年住宿成本	14,787	單人房市中心周圍單位	139,787	單人房市中心周圍單位
每年稅金成本	2,625	參考 neuvoo.com	35,400	參考 neuvoo.com
每年退休金 (勞健保)	23,622	參考 neuvoo.com	47,450	參考 neuvoo.com
每年醫療保險 (健保)	4,567	醫療保險	39,000	全民健保
每年粗估生活成本	26,863	餐費/交通/水電費/機票回台2次	135,029	餐費/交通/水電費
每月可支配現金	12,709		12,790	
兩年後存款 (TWD)	2,899,444		506,667	

Case Study - Other Than Salary

案例分析 - 薪資以外的考量

Offers Comparison 工作比較	Taipei 台北	San Francisco 舊金山	Hong Kong 香港	Riyadh 利雅德
Saving in 2 Years (TWD) 兩年後存款	\$ 506,667	\$ 1,310,884	\$ 241,442	\$ 2,899,444
Expected Annual Increment 年度預期調薪	4%	0%	20%	8%
Annual Leave (Day) 年假	7	10	30	20
Penalty of Termination 解約罰則	No	Penalty	No	Penalty
Renewal or Be Permanent 續約或轉正職	Yes	No	Yes	No
Company Scale 公司規模	Medium	Big	Small	Small
Intensity 工作強度	Medium	Strong	Strong	Medium
Distance from Taiwan (KM) 離台灣距離	0	10,366	804	7,432

Case Study - Negotiate for Your Offers (2 Years)

案例分析 - 交渉你的工作待遇 (兩年合約)

Before Negotiation 交渉待遇前	Offers Comparison 工作比較	Taipei 台北	San Francisco 舊金山	Hong Kong 香港	Riyadh 利雅德
	Saving in 2 Years (TWD) 兩年後存款	\$ 506,667	\$ 1,310,884	\$ 241,442	\$ 2,899,444
Proposed Change 提議變更	Annual Leave (Day) 年假	7 -> 15 (OK)	10 -> 15 (OK)	30 -> 40 (NOK)	20 -> 30 (NOK)
	Housing Allowance 住宿補助	NOK	USD 500/month	HKD 12,000/month	NOK
	Tax Allowance 稅金補助	NOK	NOK	After Tax	NOK
	Meal Allowance 膳食補助	TWD 3,000/month	NOK	NOK	NOK
	Medical Insurance Coverage 公司負擔醫療保險	NOK	NOK	Full Coverage	NOK
	Flight Tickets 公司負擔回台機票	N/A	NOK	OK	OK
Post Negotiation 交渉待遇後	Saving in 2 Years (TWD) 兩年後存款	\$ 542,667	\$ 1,484,884	\$ 894,999	\$ 2,951,641
	Delta of Saving (TWD) 兩年後存款變化量	\$ 36,000	\$ 174,000	\$ 653,557	\$ 52,197



Relocation 工作異動

- Suffering is always in the beginning - learning curve
 - 凡事起頭難, 工作異動初期有各種雜事要處理
- Open mind to accommodate cultural difference
 - 嘗試去接受當地文化
- Where is family, where is home
 - 家人在哪, 家就在哪
- Connection and Community
 - 要走得長久 - 建立新的當地社交圈



Career Choices in Construction 工程行業的選擇

- Engineering - Professional Engineer (Technical)
 - Civil
 - Mechanical
 - Rail
 - Infrastructure
- Management - Business Functionality (Operational)
 - Contract / Quantity Surveyor
 - Planning
 - Finance
 - Quality



Conclusion 結論與建議

- Ask, and convince why you deserve 不滿意薪資就大膽開口, 嘗試解釋為什麼你值得
- English is a tool rather than a test 英文是一個工具, 不要把它當成考試
- Capabilities are the keys to keep have choices 強的人到哪裡都會找到工作 (鐵飯碗)
- Each city has its strength 每個地方熱門工作都不一樣
 - Hong Kong: Finance 香港: 金融
 - USA: Engineering 美國: 各種工作都有, 工程業非常多
 - Middle East: Petrochemical 中東: 石化產業
 - UK: Rail 英國: 鐵路業



Conclusion 結論與建議

- Don't chase money, Life-Work Balance 錢不是最重要的, 工作與生活要平衡
- Positions are dependant on performance and opportunity 升遷取決於績效與機遇
- More flexible, more opportunity 你越有彈性, 越多好的工作機遇
- The real freedom is that you have choices 真正的自由是對自己的人生有所選擇
- Say NO 勇於說不 - 拒絕不合理; 公司或主管可以提議, 但你可以說不要
- People know your performance, it will be remembered 認真工作會被大家看在眼裡
- It's not easy, but everything is possible 找到海外工作並不容易, 但是是可能的



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