

SUPERCHARGE WORKFORCE OF THE FUTURE

with Innovative
Technology



HILTI

2024

IT COMPETITION

KUALA LUMPUR JUNE 4th - 7th

**INFOPACK
HANDBOOK**



IMPORTANT DATES



Registration

1st November 2023 -
23rd February 2024



Submission

1st November 2023 -
23rd February 2024



Semi-Finals

10th April 2024 -
26th April 2024



Finals

4th June 2024 -
7th June 2024

BACKGROUND

In Hilti, our mission is to be a great employer for everyone, everywhere. We want to build an inspired, engaged, inclusive, and empowered team, who passionately drive high performance to achieve our LEAD 2030 strategy - making construction better. We believe people are the foundation to achieve this mission!

Today, we have 33,000 employees around the world, in more than 120 countries, who contribute to making our customers be more productive, safe, and sustainable. A key enabler of our people strategy is to strengthen our workforce and hire up to 50K personnel by 2030.

With these hiring needs, we must differentiate ourselves and be able to target, engage, and onboard talent. We believe technology can help us do this effectively.





STEP 1: TEAM UP

Participants must be pursuing one of the following higher educations:

- Diploma
- Bachelor's Degree
- Master's Degree
- PhD

Team Size: 1-5 person(s)

STEP 2: REGISTER

Participants may register between **1st November 2023 - 23rd February 2024**. This can be done through online registration [HERE](#). Participants should submit the complete registration form with all relevant information by **23rd February 2024**.

STEP 3: IDEATE

One of the most important asset of Hilti is people, that is why we invite you to innovate and break the boundaries of how we can shape the future of workforce. Your solution should attempt to be specific to the problem you are trying to solve, keeping in mind the impact it has on the larger scale of things (e.g. business viability, Sustainable Development Goals). Feel free to select the technology used in your solution, so long as it keeps the spirit of integrating various technologies that can improve our current productivity.

There are three main topics for IT Competition 2024, with more context in the next page:



Elevate our Talent Acquisition
team's capability to better target, attract, and select the right talents.



Improve our candidate experience throughout the hiring process.



Accelerate the onboarding and training to help new hires hit the ground running.



Context

1. Talent Acquisition Team is a dedicated group within an organization responsible for finding, attracting, and selecting the best talent to meet the company's staffing needs. Their primary focus is on identifying and acquiring skilled individuals who align with the company's goals and culture. Their roles and responsibilities include:

- a. Job posting: Post job in various platforms.
- b. Sourcing: Actively search for potential candidates through various platforms, databases, networks, and referrals.
- c. Screening: Review CVs and conduct initial screenings to assess candidates' qualifications and fit to role.
- d. Interview: Conduct interviews to evaluate skills, experience, and cultural fit.
- e. Talent pipeline management: Build and maintain relationships with potential candidates for future job positions.
- f. Reporting and Analytics: Track and analyze recruitment data to improve the hiring process.

2. Candidate Experience is crucial in talent acquisition:

- a. Positive experience: Help attract top quality candidates as they build a strong bond with the brand.
- b. Reputation and employer branding: To set us apart from competitors which will help attract and retain candidates in a competitive job market.
- c. Pipeline buildup: Pleasant candidate experiences encourage word-of-mouth marketing which are likely to instill candidate confidence, increase referrals, and build strong talent pipeline for future acquisition.
- d. Engagement: Positive experiences are more likely to create motivated employees upon hiring which will contribute to long term retention



3. Onboarding is a structured process to integrate new employees into an organization. This is a crucial step to ensure new employees are supported throughout the early days of their change to be able to understand the way of working and contribute in the smoothest fashion. The process includes:

- a. Preparing and notifying relevant teams about the new hire start date and role. Setting up workplace and equipment.
- b. Welcome and orientation to the team, organization, and company culture.
- c. Complete necessary documentation required for employee information, legal procedures, etc.
- d. Train and develop new joiners through development plans, resources, training invites, mentor, and buddy.
- e. Evaluation and feedback.

Example Topics:

1. **AI in candidate matching:** Analyze job requirements and profiles in the markets to make it easier and quicker to identify the best fit candidates.
2. **VR tours:** Offer candidates a virtual tour of the workplace, environment, and culture to boost candidate excitement and engagement.
3. **Effective training through AR/VR:** Facilitate learning our machines and tools in a safe and virtual environment, enabling training anywhere and at any time.
4. **AI in knowledge management and access:** Allow fast and correct access to information to aid in onboarding, ensuring information is available when required to complete tasks or projects.
5. **Metaverse:** Increase collaboration at work or define the future workplace to boost engagement.
6. **AI driven personal assistant/chatbot/onboarding platform or mobile apps:** Guide new hires throughout the onboarding process; introduction to team, culture, and company, training plan, useful resources to make the transition smoother.

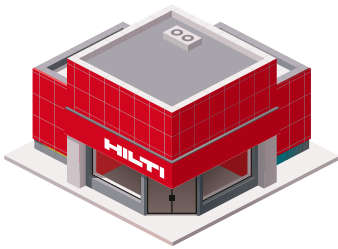


Value Creation Strategy

It is highly recommended that participants consider the following areas to create value when developing their respective solutions:

1. Business Model

When developing a new solution, it is crucial to have a well-defined business model. This entails identifying the key stakeholders involved, understanding the necessary resources, outlining the primary activities that will drive the solution, and establishing the channels for both internal and external communication. This helps ensure that everyone understands how the solution fits into the overall business strategy and how it will be executed.



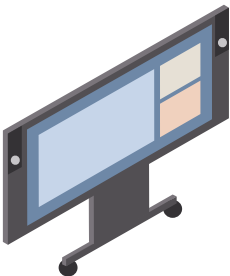
2. Technological Innovation

Technological innovation plays a pivotal role in the development of a new solution. Utilizing cutting-edge technologies can significantly enhance various aspects of your project. Whether it is improving the hiring process or enhancing the current workflow, technology can open doors to more efficient and effective solutions. Embracing innovation is key to staying competitive and delivering value.



3. User-Friendly Design

In addition to feasible business and technological elements, it is essential to prioritize the user's perspective. The system or solution you create should be user-friendly and straightforward. A positive user experience can lead to better adoption and overall success. Consider how users will interact with your solution, making it intuitive and easy to use.





Guidelines

1. Define Scope and Output:

Clearly articulate the scope of your project, specifying what aspects it will cover, such as the idea, front-end, back-end, or any specialized algorithms. Define the expected output, detailing the outcomes you aim to achieve.

2. Make Necessary Assumptions:

Recognize that not all details may be available, and some assumptions might be required to move forward. Ensure that these assumptions are well-documented and justified.

3. Utilize Open-Source Solutions:

You have the freedom to leverage open-source communication protocols, platforms, or cloud-based solutions to build your solution or proof of concept. This can save time and resources while benefiting from established tools and technologies.

4. No Restrictions on Tools and Technologies:

You are not confined to any specific hardware, programming languages, databases, or platforms. Choose the tools and technologies that best suit your solution and objectives.

5. Consider Case Studies:

Case studies can provide real-world context and demonstrate the effectiveness of your solution. Using examples and scenarios can help others understand how your solution applies in practical situations.

6. Presentation Format:

Your solution can be presented in the form of a framework or accompanied by slides. Choose a format that effectively conveys your ideas and solution to your audience.

These guidelines are designed to help you develop innovative solutions that not only address the specific challenges at hand but also create tangible value for your organization or project. It is a holistic approach that combines business acumen, technology, and user-centric design to drive success.



STEP 4: SUBMIT YOUR IDEAS

After submitting your ideas, you will receive a confirmation email. You can still modify your submission afterwards, between **1st November 2023 - 23rd February 2024**.

Submission materials

Participants are required to submit their:

1. Presentation document (mandatory):

This document (.pptx/.ppt) should explain the context of your idea and how it supports Hilti and our customers. Use an illustrative and attractive way to present typical application situations, a proposal for the design and the benefits that will bring to Hilti. You may also submit supporting documents in any format.

2. Short video (mandatory):

The short video should be brief not exceeding 5 minutes. It should be interesting with sufficient details to explain your idea. You may use visual aids to demonstrate your work.

3. Prototype (if applicable)

Judging criteria

All submissions will be reviewed by Hilti's internal subject matter expert judges. The judges will evaluate the entries based on the following criteria: innovation, originality, design, mutual benefit, quality, sustainability and overall presentation.

- **Innovation and originality:** Judges look for innovation and inventiveness. Build an idea that finds a new way to address a problem, a fresh application to provide value or a novel solution within the topic of industrial revolution in the construction industry and how you market the product.
- **Design and mutual benefit:** Core of High-Quality Engagement is the design and idea of mutual benefit. We would expect there to be benefits for involved stakeholders, which is to enhance the current processes of the internal teams, while enhancing the experience of hiring candidates and new hires.
- **Quality and sustainability:** Judges are interested to know about how you measure product quality and the plan for a sustainable solution. This includes the usability of the product and the success criteria of the project.
- **Presentation:** Make it clear on what you are doing and why. Ensure your message is clearly communicated to the audience and the judges.



/ SEMI-FINALS

The semi-finals will be held from **10th April 2024 - 26th April 2024**. **12 - 16 semi-finalists** will be selected and notified through email. This session will be conducted through video conferencing and the scheduled slots for each group will be communicated directly through email.

/ FINAL COMPETITION AND WORKSHOP

The finals will be held from **4th June 2024 - 7th June 2024** at Hilti Asia IT Services Sdn. Bhd.

Around **7 teams** will be selected for the finals and will be invited to an on-site workshop followed by their final presentations at:

Hilti Asia IT Services Sdn. Bhd.

Level 6, Brunsfield Oasis Tower 3,
No. 2, Jalan PJU 1A/7A Oasis Square, Oasis Damansara,
47301 Petaling Jaya, Selangor, Malaysia.

The workshop is an avenue for finalists to further acquaint their ideas and learn more about Hilti business whilst networking with a group of highly motivated and creative individuals. The judges for the finale will consist of an international panel of experts. The judges' decisions are final. No appeals will be entertained.

Winners will be announced during the awards ceremony which will be held at the end of the competition. A full list of prize winners will be published on the Hilti IT Competition 2024 website and other means of publications selected by the organizers.

Do take note that the finalists' airfare, travel and accommodation for the workshop, presentation and awards ceremony will be sponsored by the organizer. Participation at this event is mandatory for prize eligibility.



PRIZES

Grand Champion

Sponsored trip to Hilti's IT Headquarter in Switzerland

All members of the winning team will get to travel to our strategic locations in Buchs – Switzerland for an opportunity to meet the Hilti IT Leadership, learn more about Hilti IT services and build their network within Hilti.

First and Second Runner-Up

A Hilti Tool

First and second runner up teams will walk away with a Hilti power tool per participant.

Finalists

Internship or Career Opportunity at Hilti

All finalists will have access to a fast-track application process to a paid internship at Hilti. The internship provides finalists with the opportunity to develop their ideas and bring it to reality at Hilti.

Contact information:

For any further information and enquiries, feel free to send an email to Hilti-IT-Competition@hilti.com.



TERMS AND CONDITIONS

- I. Detailed technical knowledge of the construction industry is not a pre-requisite to participate in this competition.
- II. Plagiarism is strictly prohibited. Project entry must be the original work of the participants.
- III. Entries must be made in accordance with the competition instructions.
- IV. Entries received after the specified closing date will be disqualified.
- V. Participants must take up the responsibility to inform the Hilti IT Competition 2024 committee of any changes to their contact details. Failure to do so may result in the participant not receiving any updates regarding the competition.
- VI. Participants are to agree that their entries can appear on public display. The organizers of the Hilti IT Competition 2024 may use their entries on any form of media such as the internet, radio, television and in print to promote the competition.
- VII. By participating in the Hilti IT Competition 2024, participants are deemed to agree to be bound to the above terms.



FAQ

General

1. What is Hilti IT Competition about?

Hilti IT Competition is an annual IT competition to encourage students of all disciplines around the world to come up with innovative IT solutions to overcome challenges faced in the construction industry.

2. Who can participate?

The contest is open to individuals (“participants”) who are:

- Full-time tertiary students currently pursuing their Diploma
- Undergraduate (Bachelor’s) / Graduate (Master’s) / Postgraduate (PhD) studies in any of the tertiary institutions around the world.

By entering the competition, participants confirm that they will be available to travel for the Final competition that will take place on **4th June 2024 – 7th June 2024** in Kuala Lumpur, Malaysia.

3. Who owns the Intellectual Property of the solution?

The participants and/or their university own the rights to their work submitted for this competition.

4. How many teams will proceed to the semi-finals and finals stage of the competition?

12 - 16 teams from the submission pool will be selected to compete in the semi-finals and from there, around 7 teams will be chosen to compete in the finals.

5. How do I find out more information regarding the topic of the competition?

For more detailed inquiries, please feel free to email us via Hilti-IT-Competition@hilti.com.



Registration

1. How many teams can I join?

Each participant is only eligible to join one team.

2. Am I allowed to team up with students from different faculties and different universities?

Yes, your team may consist of participants from different educational backgrounds and from different universities if they are within the same region.

3. Can I register on behalf of my team members?

Yes, you may as long as he/she is not registered with another team.

4. I would like to add another member to our team, is this possible?

Yes, this is possible. Please include the profiles of the new team members when you submit the proposal latest by 23rd February 2024.

5. Am I allowed to participate in this competition if I had participated in the previous Hilti IT Competition?

Participants from previous Hilti IT Competitions are welcome to participate again in this competition.

6. Is there any registration fee?

There is no fee for participation and no purchase is necessary.

Submission

1. What language does my submission need to be in?

The official language of this competition is English. All the submitted documents must be in English only.

2. Is hardware/software prototype required?

Hardware or software prototype/proof of concept is preferred but not mandatory. You should be able to illustrate your idea sufficiently with or without a prototype.



3. Are we required to submit the source code and/or hardware prototype?

If you have developed a hardware prototype, please include the details in the final submission. You do not need to deliver/submit the physical device to Hilti. However, if you are shortlisted as one of the finalists, you are required to bring along your device during the final competition for an on-site demo.

Similarly, if you have software or a system platform, please describe the setup in your submission and include the relevant source code as an attachment. You will be required to demo your working prototype during the final competition.

4. What technology, communication protocol or platform are allowed?

We accept the usage of any technology or tools in your work. It is recommended to use materials that are publicly available and/or open source when possible.

5. Where should I submit my proposal?

Submissions can be done via the Awardforce website after team registration. The link can be found [HERE](#).