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PERFÍL SERVISU

Jestór / na'in negósiu ki'ik

Manager / small-business owner

Eskritóriu, finansa no administrasaun · ISCO-08 1120 / 1420

Jestór no na'in negósiu planeia no jere negósiu ida: sira tau objetivu, deside oinsá atu gasta osan, lidera funsionáriu no responsabiliza ba rezultadu. Iha loja ka negósiu komérsiu, sira mós deside sasán saida mak atu rai no ho presu saida. Servisu xefe barak iha Timor-Leste ema husi rai-li'ur mak kaer: iha 2017, diretór estranjeiru na'in-247 iha lisensa servisu, no mós jestór estranjeiru atus ba atus.

APRENDE IHA TIMOR	**Sertifikadu III–IV · DIT** INDMO Management and Leadership; DIT
DURASAUN KURSU	**Sei konfirma** Seidauk iha fonte publikadu
IHA TIMOR	**Ema estranjeiru mak kaer** Lisensa servisu 2017
RAI-LI'UR	**Seidauk iha programa ofisiál** Austrália PEV: servisu saida de'it, ho oferta servisu
SALÁRIU IHA TIMOR	**US$194 / fulan** Média ba jestór hotu iha Timor-Leste, la'ós servisu ida-ne'e mesak (Inkéritu Forsa Traballu 2021)

SAIDA MAK ITA HALO

Planeia: Tau objetivu ba negósiu; Halo orsamentu no deside atu gasta ba saida; Deside saida mak atu faan no ho presu saida.

Lidera ema: Kontrata, hanorin no orienta funsionáriu; Fahe servisu no haree katak ema halo ona; Ko'alia ho funsionáriu senior molok deside buat boot.

Jere osan no stok: Rai rejistu stok, vendas no pagamentu; Sosa sasán no rai stok ne'ebé loos; Haree rezultadu no hadi'a buat ne'ebé la la'o.

Reprezenta negósiu: Promove no halo reklame ba negósiu; Hasoru kliente, fornesedór, banku no eskritóriu governu; Relata ba na'in sira ka ba konsellu.

Bazeia ba deskrisaun ILO nian ba grupu ISCO-08 1120, Diretór jerál no xefe ezekutivu, no 1420, Jestór komérsiu retalhu no grosu.

IHA NE'EBÉ ITA SERVISU

Ita-nia negósiu rasik (Loja, ofisina, kafé ka servisu ruma); Loja no kompañia komérsiu (Retalhu no grosu); Otél, konstrusaun no servisu (Negósiu barak liu iha komérsiu, konstrusaun, ka otél no ai-han); ONG no kooperativa (Jere projetu, funsionáriu no osan).

Oras servisu naruk, no preokupasaun tuir ita to'o uma. Bainhira buat hotu la'o di'ak, ita haree rezultadu husi ita-nia desizaun rasik.

Estudu abilidade 2022 ida hetan katak jestór mak grupu boot liu husi traballadór estranjeiru, no sira-nia númeru sae makaas. Estudu ne'e dehan katak kompañia foun barak liu na'in mak empreendedór Timor.

Governu planeia atu harii Sentru Apoiu ba Empreendedorizmu ba negósiu foun, no atu kontinua ninia programa Inkubadora Negósiu.

SERVISU NE'E BA HAU?

Ita di'ak iha: Lidera no fó motivasaun ba ema, Foti desizaun, Planeia osan, Rezolve problema, Ko'alia ho ema oioin.

Ita gosta: Iha responsabilidade, Harii buat ida ita-nian rasik, Kria servisu ba ema seluk, Aprende buat foun.

Kontabilidade báziku, no Inglés ka Portugés, ajuda ho banku, kontratu no parseiru.

APRENDE IHA TIMOR-LESTE

- **Certificate III in Management and Leadership** · Sertifikadu nasionál INDMO
- **Certificate IV in Management and Leadership** · Sertifikadu nasionál INDMO
- **General Management** · Departamentu Dili Institute of Technology (DIT). Nivel no durasaun sei konfirma.
- **Master of Business Administration** · Programa mestradu DIT

Ita mós bele jere negósiu ida la ho sertifikadu. Durasaun, kustu no regra atu tama: sei konfirma ho INDMO no DIT. Diretóriu ne'e nunka hatudu númeru ida se la iha fonte.

BA NE'EBÉ

- **Loja-na'in ka supervizór** · Loja-na'in mak servisu daliman ne'ebé komún liu (ISCO 5221)
- **Jestór / na'in negósiu ki'ik** · INDMO Certificate III–IV in Management and Leadership, ka DIT General Management
- **Diretór kompañia boot** · MBA iha DIT, no esperiénsia tinan barak
- **Haburas ita-nia negósiu rasik** · Startups of Timor ajuda ita hahú no haburas

SERVISU IHA RAI-LI'UR HO SEGURU

- **Austrália: Pacific Engagement Visa** · Seidauk iha programa ofisiál ida ne'ebé rekruta traballadór Timor ba servisu ne'e. Austrália nia Pacific Engagement Visa simu servisu oioin, maibé ita presiza hetan oferta servisu uluk.

Labele selu ba 'fixer'. Tama de'it liuhusi SEFOPE, eskritóriu governu Timor-Leste ba servisu iha rai-li'ur. Ema ida labele fa'an fatin ba ita, no servisu loloos iha rai-li'ur nunka husu osan rekrutamentu.

FONTE

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2. SEJT, Labour Market Outlook No. 7, Feb 2018 (foreign work permits 2017) https://www.laohamutuk.org/DVD/2018/LMOFeb2018en.pdf
3. APTC, Timor-Leste Skills Strategy 2022, pp. 12–13 (enterprises, foreign workers) and Annex I (INDMO qualification titles) https://24045200.fs1.hubspotusercontent-na1.net/hubfs/24045200/Files/Timor-Leste%20Skills%20Strategy%202023.pdf
4. Programme of the IX Constitutional Government 2023–2028, §4.7 Private sector https://timor-leste.gov.tl/wp-content/uploads/2023/07/EN-Programa-IX-Governo.pdf
5. Dili Institute of Technology programmes https://www.dit.edu.tl
6. Labour Force Survey 2021, Table 12: top 5 occupations by sex https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40asia/%40ro-bangkok/%40ilo-jakarta/documents/publication/wcms_863064.pdf
7. Pacific Engagement Visa: any occupation, job offer needed (employer fact sheet 2025) https://pev.gov.au/sites/default/files/2025-02/PEV%20for%20Employers%20Fact%20Sheet_2025.pdf
8. Labour Force Survey 2021, Table 29: average monthly wage of employees by occupation group https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40asia/%40ro-bangkok/%40ilo-jakarta/documents/publication/wcms_863064.pdf

Husi diretóriu servisu Servisu. Númeru hotu iha fonte; "sei konfirma" katak seidauk iha. https://servisu.oftimor.com/jobs-directory/manager-small-business-owner/