



华宝国际来华留学管培生招聘简章

HUABAO GLOBAL INTERNATIONAL MANAGEMENT TRAINEE RECRUITMENT

一、华宝简介 (Huabao Introduction)

华宝国际控股有限公司成立于 1996 年，2006 年在香港联交所上市 (00336.HK)，**核心业务包括香精 (烟用、食品用、日用)、香原料、烟草原料及材料 (再造烟叶、膨胀烟梗、卷烟新材料等) 和调味品业务的研发、生产、销售和服**务。华宝国际以消费者需求为核心、以技术创新为动力，坚持“同心多元化”发展战略，现已发展成为一家现代化、国际化的跨国企业集团。

Huabao International Holdings Limited was established in 1996 and listed on Hong Kong Stock Exchange (00336.HK) in 2006, **with major business in R&D, production and sales of flavours and fragrances (for tobacco, food and personal care), aroma raw materials, tobacco raw materials and ingredients (including RTL, expanded stems and innovative tobacco materials) and condiments.** With customer demands as the core and technological innovation as the motivation, Huabao insists the development strategy of “Concentric Diversification” and has become a modernized and internationalized multinational conglomerate.

二、校招岗位(Campus Recruitment Positions)

类别 CATEGORY	发展岗位 DEVELOPMENT POSITION	部门 DEPARTMENT	岗位描述&招聘要求 JOB DESCRIPTION & RECRUITMENT REQUIREMENTS
供应链类 SUPPLY CHAIN	项目采购工程师 PROJECT PROCUREMENT ENGINEER	印尼华宝-PMC 部 PT. WII - PMC DEPT	<p>岗位描述：</p> <ol style="list-style-type: none"> 1、根据生产计划做好原材料的物料计划和采购工作； 2、与供应商协商交期，确保工厂有足够的库存以及产线不缺料； 3、参与供应商质量改进； 4、参与计划的 PSI 及生产计划的排产； 5、供应链的可视化管理和参与流程改善； 6、其他 SCM 的工作安排包括计划，采购，进出口。 <p>招聘要求：</p> <ol style="list-style-type: none"> 1、应届或往届中国高校印尼籍留学生，本科及以上学历； 2、熟悉英文、中文及印尼语，英语可作为工作语言； 3、对采购工作感兴趣，可以投入时间和精力； 4、具有良好的沟通协调能力、快速学习能力和适应能力，在校期间担任过学生干部优先。 <p>JD： 1. Plan and purchase raw materials according to production plan; 2. Negotiate with suppliers on delivery to ensure the factory has adequate amount of inventory and no shortage in production; 3. Involved in Supplier Quality Improvement; 4. Involved PSI and production plan adjustment; 5. Visual Management in Supply Chain and process improvement; 6. Other job arrangement in SCM include buyer, planner, Import and Export.</p> <p>REQ： 1. Indonesian citizen graduated from PRC universities with bachelor degree or above ; 2. Proficient in English, Chinese and Indonesian, using English as working language ; 3. Interested in procurement, willing to devote time and energy ; 4. Have good communication and coordination ability, quick learning ability and adaptability, and have served as student cadre in school is preferred.</p>

<p>技术类 TECHNOLOGY</p>	<p>产品工程师 PRODUCT ENGINEER</p>	<p>印尼华宝-技术部 PT. WII - TECHNOLOGY DEPT</p>	<p>岗位描述：</p> <ol style="list-style-type: none"> 1、协助开展烟草产品开发相关工作，包括立项调研、原材料研究、性能研究等； 2、协助推进生产工艺优化等，并能独立解决遇到的技术问题； 3、参与产品生产转化过程中相关工作； 4、负责工艺文件、生产操作 SOP 等技术文件撰写与管理，协助产品专利相关工作。 <p>招聘要求：</p> <ol style="list-style-type: none"> 1、应届或往届中国高校印尼籍留学生，本科及以上学历； 2、熟悉英文、中文及印尼语，英语可作为工作语言； 3、对产品设计开发工作感兴趣，可以投入时间和精力； 4、理工科专业学生优先； 5、具有良好的沟通协调能力、快速学习能力和适应能力，在校期间担任过学生干部优先。 <p>JD： 1.Assist in carrying out tobacco product development, including project research, raw material research, performance research, etc.;</p> <p>2.Assist in promoting production process optimization, etc., and be able to independently solve technical problems encountered;</p> <p>3.Participate in convention process of product production;</p> <p>4.Responsible for writing and management of process documentation, SOPs and other technical documents, and assist in management of product patent.</p> <p>REQ： 1. Indonesian citizen graduated from PRC universities with bachelor degree or above ;</p> <p>2. Proficient in English, Chinese and Indonesian, using English as working language ;</p> <p>3. Interested in product design and development, willing to devote time and energy ;</p> <p>4. Science and engineering majors are preferred ;</p> <p>5. Have good communication and coordination ability, quick learning ability and adaptability, and have served as student cadre in school is preferred.</p>
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<p>生产类 PRODUCTION</p>	<p>工艺工程师 PROCESS ENGINEER</p> <p>生产主管 PRODUCTION SUPERVISOR</p>	<p>印尼华宝-生产部 PT. WII - PRODUCTION DEPT</p>	<p>岗位描述：</p> <ol style="list-style-type: none"> 1、辅助经理管理现场； 2、协助分析现场问题，并协调支持部门制定相关对策； 3、现场工艺改善，改善生产效率，产品质量，运输过程等； 4、协助经理分解部门 KPI，合理制定目标和任务分配； 5、协助部门经理分析和控制部门费用； 6、协助编制部门人员发展计划； 7、协助编制部门人员技能培训计划。 <p>招聘要求：</p> <ol style="list-style-type: none"> 1、应届或往届中国高校印尼籍留学生，本科及以上学历； 2、熟悉英文、中文及印尼语，英语可作为工作语言； 3、对生产管理工作感兴趣，可以投入时间和精力； 4、具有良好的沟通协调能力、快速学习能力和适应能力，在校期间担任过学生干部优先。 <p>JD : 1.Assist manager in managing the site; 2.Assist in analyzing site problems, and coordinate supportive departments to work out solutions; 3.Improve site process, production efficiency, product quality, transportation process, etc; 4.Assist manager in decomposition of departmental KPI, reasonable formulation of objectives and task allocation; 5.Assist UAP manager in analyzing and controlling costs of the department; 6.Assist in complying staff development plan for the department; 7.Assist in complying personnel skill training program for the department.</p> <p>REQ : 1. Indonesian citizen graduated from PRC universities with bachelor degree or above ; 2. Proficient in English, Chinese and Indonesian, using English as working language ; 3. Interested in production management, willing to devote time and energy ; 4. Have good communication and coordination ability, quick learning ability and adaptability, and have served as student cadre in school is preferred.</p>
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<p>质量类 QUALITY</p>	<p>质量工程师 QUALITY ENGINEER</p>	<p>印尼华宝-品管部 PT. WII - QUALITY CONTROL DEPT</p>	<p>岗位描述：</p> <ol style="list-style-type: none"> 1、协助分析与诊断质量问题，撰写并输出相应管理报告； 2、协助进行日常项目运营质量控制，包括质量指标核定、质量数据分析、问题分析、项目流程审计、质量监控、抽查验证、循环改善方案及跟踪落实等； 3、对重点项目的运营质量问题进行跟踪、记录，协助项目经理开展项目质量改善工作； 4、协助定期更新体系工作。 <p>招聘要求：</p> <ol style="list-style-type: none"> 1、应届或往届中国高校印尼籍留学生，本科及以上学历； 2、熟悉英文、中文及印尼语，英语可作为工作语言； 3、对质量管理工作感兴趣，可以投入时间和精力； 4、具有良好的沟通协调能力、快速学习能力和适应能力，在校期间担任过学生干部优先。 <p>JD： 1.Assist in the analysis and diagnosis of quality issues, write and output the corresponding management reports;</p> <p>2.Assist in quality control in daily project operation, including quality index approval, quality data analysis, problem analysis, project process auditing, quality monitoring, spot checks and verification, cyclical improvement for programs, and implementation tracking, etc;</p> <p>3.Track and record operational quality issues of key projects, and assist project managers to carry out project quality improvement;</p> <p>4.Assist in periodic system update.</p> <p>REQ： 1. Indonesian citizen graduated from PRC universities with bachelor degree or above ;</p> <p>2. Proficient in English, Chinese and Indonesian, using English as working language ;</p> <p>3. Interested in quality management, willing to devote time and energy ;</p> <p>4. Have good communication and coordination ability, quick learning ability and adaptability, and have served as student cadre in school is preferred.</p>
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<p>市场营销类 MARKETING</p>	<p>国际市场主管 MARKETING SUPERVISOR</p>	<p>印尼华宝-国际市 场部 PT. WII - INTERNATIONAL MARKETING DEPT</p>	<p>岗位描述： 1、参与公司市场拓展、业务营销及客户维护工作； 2、协助评估客户需求，制定优势解决方案，促成项目合作，完成营销及市场开拓目标； 3、协助开展市场调研及分析工作。</p> <p>招聘要求： 1、应届或往届中国高校印尼籍留学生，本科及以上学历； 2、熟悉英文、中文及印尼语，英语可作为工作语言； 3、对质量管理工作感兴趣，可以投入时间和精力； 4、具有良好的沟通协调能力、快速学习能力和适应能力，在校期间担任过学生干部优先。</p> <p>JD： 1.Participate in market development, business marketing and customer maintenance; 2.Assist in assessing customers’ needs, developing advantageous solutions, facilitating project cooperation, and accomplishing marketing and goals of market development; 3.Assist in market research and analysis.</p> <p>REQ： 1. Indonesian citizen graduated from PRC universities with bachelor degree or above ; 2. Proficient in English, Chinese and Indonesian, using English as working language ; 3. Interested in quality management, willing to devote time and energy ; 4. Have good communication and coordination ability, quick learning ability and adaptability, and have served as student cadre in school is preferred.</p>
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三、薪酬福利(Compensation and Benefit)

1、提供有竞争力的薪酬体系，合理的薪酬增长机制，**对于特别优秀的候选人，薪酬上不封顶。**

1. We offer you competitive and humanized welfare, for those who are perfectly qualified, we do not set limit to the welfare.

<p>本科 Bachelor</p>	<p>研究生 Master</p>	<p>博士及以上 PhD and above</p>
<p>薪水面议</p>	<p>薪水面议</p>	<p>薪水面议</p>



Salary Negotiable	Salary Negotiable	Salary Negotiable
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四、联系我们(Contact Us)

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QR code tocontact HR

