

【2026 届】华宝国际校招—技术研发类管培生

岗位职责：

- 1、在导师的指导下，参与烟用产品的技术研发与创新工作
- 2、参与烟用产品配方优化及工艺改进项目
- 3、协助完成烟用研发产品质量检测与数据分析
- 4、协助烟用产品技术标准制定及行业规范研究

任职要求：

- 1、2026 届全日制本科及以上学历应届毕业生（含外籍留学生）
- 2、专业：烟草学、烟草工程、香精香料、食品工程、材料工程、化学化工、生物技术
- 3、英语能力优秀，具备专业文献读写能力及基本沟通交流能力
- 4、具有烟用技术研发或相关领域实习经验者优先
- 5、具备较强的实验操作能力和数据分析能力

工作地：

上海、深圳、迪拜

【2026】Huabao International Campus Recruitment: R&D Management Trainee

Job Responsibilities:

1. Participate in tobacco product R&D and innovation under mentors
2. Engage in formulation optimization and process improvement for tobacco products
3. Assist in quality testing and data analysis for tobacco product
4. Support the establishment of technical standards and industry regulations for tobacco products

Job Requirements:

1. Fresh graduates with bachelor and above (including international students)
2. Majors: Tobacco Science, Tobacco Engineering, Flavor & Fragrance, Food Engineering, Materials Engineering, Chemical Engineering, Biotechnology
3. Excellent English proficiency with professional literature reading/writing skills and basic communication abilities
4. Candidates with tobacco R&D experience or relevant field internship are preferred.
5. Strong experimental operation skills and data analysis capabilities

Work Locations:

Shanghai, Shenzhen, Dubai

【2026 届】华宝国际校招—市场营销类管培生

岗位职责：

- 1、协助开展海外烟草市场的品牌推广与营销策略制定
- 2、参与海外区域市场调研及消费者行为分析
- 3、协助组织实施海外营销活动及渠道拓展计划
- 4、参与国际烟草展会及商务洽谈工作

任职要求：

- 1、2026 届全日制本科及以上学历应届毕业生（含外籍留学生）
- 2、专业：有意愿接受海外市场销售挑战的同学，国际贸易、市场营销专业优先考虑
- 3、能用英语作为工作语言，或熟练掌握西班牙语/葡萄牙语其中一门
- 4、适应长期海外出差及跨文化工作环境
- 5、具有较强的抗压能力及沟通能力

工作地：

上海、深圳、印尼、中东、南美

【 2026 】 Huabao International Campus Recruitment: Sales & Marketing Management Trainee

Job Responsibilities:

1. Assist in brand promotion and marketing strategy development for overseas tobacco markets
2. Participate in overseas regional market research and consumer behavior analysis
3. Support the implementation of overseas marketing activities and channel expansion plans
4. Engage in international tobacco exhibitions and business negotiations

Job Requirements:

1. Fresh graduates with bachelor and above (including international students)
2. Major: Candidates with willingness to embrace overseas sales challenges, International Trade or Marketing are preferred
3. Proficient in English as working language, Spanish/Portuguese are preferred
4. Adaptability to long-term overseas assignments and cross-cultural work environments
5. Strong stress resistance ability and communication skills

Work Location:

Shanghai, Shenzhen, Indonesia, Middle East, South America

【2026 届】华宝国际校招—职能类管培生

岗位职责：

- 1、在导师的指导下参与财务全流程工作，涵盖会计核算、财务报表编制及财务分析等核心模块或者参与法务事务管理，包括合同审查、法律文书起草及合规性评估等专业工作
- 2、协助推进财务部门或法务部门日常跨部门协作事项
- 3、参与制度体系建设及流程优化项目

任职要求：

- 1、2026 届全日制本科及以上学历应届毕业生
- 2、专业：法律专业、财务专业
- 3、精通财务准则或法律法规，具备专业资质认证者优先
- 4、英语能力优秀，能用英语进行日常沟通
- 5、具备优秀的跨部门沟通能力、工作严谨细致，具备较强的逻辑分析及抗压能力

工作地：

深圳

【2026】Huabao International Campus Recruitment: Management Trainee of Functional Department

Position Responsibilities:

1. Under mentor guidance, participate in full-cycle financial operations including accounting, financial statement preparation, and financial analysis, or engage in legal affairs management such as contract review, legal document drafting, and compliance assessment.
2. Assist in cross-departmental collaboration tasks within the finance or legal departments.
3. Participate in system development and process optimization projects.

Job Requirements:

1. Fresh graduates with bachelor and above (including international students)
2. Major: Law or Finance.
3. Proficiency in financial standards or regulations, with professional certifications preferred.
4. Excellent English communication skills for daily interactions.
5. Strong cross-departmental coordination abilities, meticulous work ethic, logical analytical skills, and stress resilience.

Work Location:

Shenzhen

【2026 届】华宝国际校招—智能制造类管培生

岗位职责：

- 1、协助负责生产现场管理，包括生产计划制定、进度跟踪及生产效率优化
- 2、参与生产工艺流程设计与改进，提升产品质量与生产效率
- 3、负责智能自动化设备的日常维护、故障排查及定期保养
- 4、参与设备技术改造与升级项目，推动生产自动化水平提升

任职要求：

- 1、2026 届全日制本科及以上学历应届毕业生（含外籍留学生）
- 2、专业：有意愿接受智能制造管理工作挑战的理工科学生，智能制造、机械工程、自动化专业优先考虑
- 3、英语能力优秀，能用英语进行日常沟通
- 4、具备良好的问题解决能力及项目执行能力，工作积极主动，具有较强的学习能力和团队协作精神

工作地：

江西鹰潭、印尼

【2026】Huabao International Campus Recruitment: Intelligent Manufacturing Management Trainee

Job Responsibilities:

1. Assist in production site management, including production planning, progress tracking, and efficiency optimization.
2. Participate in process design and improvement to enhance product quality and production efficiency.
3. Manage daily maintenance, troubleshooting, and scheduled servicing of intelligent automation equipment.
4. Engage in equipment upgrades and technical renovations to advance automation capabilities.

Job Requirements:

1. Fresh graduates with bachelor and above (including international students)
2. Major: Scientific engineering students interested in intelligent manufacturing management, intelligent manufacturing, mechanical engineering, or automation are preferred.
3. Excellent English proficiency for daily communication.
4. Strong problem-solving skills, project execution ability, proactive work and team collaboration spirit.

Work Location:

Yingtian, Jiangxi, Indonesia