



## 华宝国际 2026 年外籍管理培训生招聘简章

Huabao International 2026 Foreign Management Trainee Recruitment

### 一、关于华宝 About Huabao

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），旗下拥有两大上市平台：创业板上市公司华宝股份（300741.SZ）、新三板上市公司琥珀股份（833164）。集团核心业务包括香精、香原料、食品配料、烟原料、调味品等业务的研发、生产、销售和服务。华宝集团以消费者需求为核心、以技术创新为动力，坚持“同心多元化”发展策略，现已发展成为一家现代化、国际化的跨国企业集团。

集团拥有国际化的产品研发和生产实力，在全球等地设有生产基地及海外研发中心。在中国拥有国家级企业技术中心、博士后科研工作站。此外，集团拥有由多名具有国际影响力的外籍专家、国内知名调香专家及博士等组成的专家团队，组成了一支具有相当规模和深度开发能力的研发人才梯队。

Huabao International Holdings Limited was established in 1996 and listed on the Hong Kong Stock Exchange (00336.HK) in 2006. The group operates two major listed platforms: Huabao Co., Ltd. (300741.SZ), listed on the ChiNext board, and Hupo Co., Ltd. (833164), listed on the New Third Board. Its core businesses encompass the research, development, production, sales, and service of flavors, fragrance raw materials, food ingredients, tobacco raw materials, and condiments. Centered on consumer needs and driven by technological innovation, Huabao Group adheres to a "concentric diversification" development strategy and has evolved into a modern, international multinational enterprise group.

The group possesses international capabilities in product R&D and manufacturing, with production bases and overseas R&D centers worldwide. In China, it operates a national-level enterprise technology center and a postdoctoral research workstation. Additionally, the group boasts an expert team comprising numerous internationally renowned foreign specialists, prominent domestic fragrance experts, and PhD holders, forming a robust R&D talent pipeline with substantial scale and deep development capabilities.

### 二、行业地位 Position in industry

**香精产业：**连续 20 年蝉联全国香精香料行业第一，是中国唯一一家进入全球前十的中国企业。深交所上市，股票代码 300741

**烟草原料及材料产业：**卷烟新材料概念倡导者，干法再造烟叶国际首创者，造纸法再造烟叶首创者、引领者

**香原料产业：**代表香原料行业世界水准的中国品牌，服务于全球著名香精企业，打造世界级的香料航母

**调味品产业：**产品在中国餐饮行业拥有很高的美誉度和认可度，市场份额领先

**Aroma Industry:** For 20 consecutive years, it has ranked first in China's aroma and fragrance industry and is the only Chinese company to enter the global top ten. Listed on the Shenzhen Stock Exchange with stock code 300741.

**Tobacco Raw Materials and Materials Industry:** A pioneer in new cigarette materials, the world's first innovator of dry-process reconstituted tobacco leaves, and a trailblazer in paper-process reconstituted tobacco leaves. Aroma

**Raw Materials Industry:** A China brand representing the global standard in aroma raw materials, serving renowned international fragrance companies and establishing itself as a world-class fragrance leader.

**Condiment Industry:** Its products enjoy high reputation and recognition in China's catering sector, holding a leading market share.

## 三、招聘需求 Recruitment Requirements

### 【2026】华宝国际外籍管培生--技术研发类

### 【2026】 Huabao International Foreign Intern Recruitment – Technology R&D Position

#### 岗位职责 Job Responsibilities:

- 1、在导师的指导下，参与烟用产品的技术研发与创新工作  
Under the guidance of a mentor, participate in the research, development, and innovation of tobacco products.
- 2、参与烟用产品调香技术及工艺改进项目  
Participate in the project to improve fragrance blending technology and processes for tobacco products
- 3、参与海外研发实验室工作并与海外客户进行技术对接  
Participate in overseas R&D laboratory work and conduct technical coordination with international clients
- 4、协助开展烟用产品海外客户需求的技术、市场研究及标准制定  
Assist in conducting technical and market research as well as standard development for international clients requirements of tobacco products

#### 任职要求 Job requirements:

##### 1、基本要求 Basic Requirements :

学历：本科及以上学历（特别有天赋的不受学历限制），外籍学生

Educational Requirement: Bachelor's degree or above (no educational requirement for exceptionally talented candidates); international students

专业：化学、应用化学、有机化学、食品科学、生物技术、制药、香料香精工艺等相关专业

Specialties: Chemistry, Applied Chemistry, Organic Chemistry, Food Science, Biotechnology, Pharmaceutical Science, Aromatics and Flavors Technology, and related disciplines.

##### 2、核心素质 Core Competencies:

化学基础：对有机化学、分析化学有扎实的基础

Chemical Foundation: A solid foundation in organic chemistry and analytical chemistry

感官天赋：通过严格的嗅觉灵敏度测试（如 TDI 阈值测试、三角测试、风味描述测试等）

Sensory Talent: Measured through rigorous olfactory and gustatory sensitivity tests (such as TDI threshold testing, triangular testing, and flavor description testing).

内在驱动：对香味、烟草制品有浓厚的兴趣和好奇心，有主动探索和创造的精神

Intrinsic motivation: A strong interest and curiosity in fragrances and tobacco products, coupled with a proactive spirit of exploration and innovation.

个人特质：具备耐心、细致、专注力和良好的沟通能力

Personal traits: Patience, meticulousness, focus, and strong communication skills









## 三、职业发展

方向	培养路径
烟草调香技术 tobacco aromatherapy technology	助理调香师→调香师→高级调香师 Assistant Perfumer → Perfumer → Senior Perfumer
烟草化学分析 tobacco chemical analysis	化学分析师→烟草化学专家 Chemical Analyst → Tobacco Chemistry Expert
应用技术 applied technology	应用技术工程师→技术经理 Application Technology Engineer → Technical Manager
技术+销售 Technology + sales	产品经理→产品总监 Product Manager → Product Director

## 四、薪酬福利 Compensation and Benefits

华宝提供有竞争力的薪酬体系,合理的薪酬增长机制,建立健全的人才培养机制及发展通道。

Huabao offers a competitive compensation package, a reasonable salary growth mechanism, and a robust talent development system with clear career advancement pathways.

我们提供 We provide			
 高竞争力薪酬 highly competitive compensation	 多元化团建 diverse team building activities	 员工关怀计划 employee care program	 专家导师带教 expert mentors provide guidance
 专项激励奖金 special incentive bonus	 节日礼金 festival gift money	 健全的职业发展通道 a well-established career development pathway	 全球工作机会 global job opportunities
2026 外籍管培生薪资标准 2026 salary standards for foreign trainee managers			
学历 Educational	年薪(人民币) Annual salary (RMB)	福利 Benefits	工作地点 Working place
本科 Bachelor	140000	公司提供住宿或住宿补贴, 其他福利根据公司规定 The company provides accommodation or accommodation subsidies, and other benefits are subject to company regulations.	中国广东广州市 China, Guangdong Province, Guangzhou City
硕士 Master	180000		
博士 Doctor	300000		

## 五、联系我们 Contact us

公司地址: 深圳市宝安区兴华一路 88 号海纳科技大厦

联系方式: 0755-23307639

联系邮箱: TOB\_HR@hbglobal.com

Company Address: Haina Technology Building, No.88 Xinghua 1st Road, Bao'an District, Shenzhen

Contact: 0755-23307639

Email: TOB\_HR@hbglobal.com



联系 HR  
Contact HR



认识华宝  
Getting to know Huabao