



Kitar Global Future Leaders Management Trainee Program - Jakarta

I. Who We Are

Kitar is an innovative technology company founded in Singapore. We are reshaping Southeast Asia's second-hand mobile phone market through capital-enabled growth. Our mission is to build a trusted commerce platform and become the region's go-to circular-economy brand.

Our founding team includes graduates of Tsinghua University, Peking University and the National University of Singapore. We value ownership, accountability and results. With a proven business model and strong traction in Indonesia, we have closed a Pre-A financing round in the tens of millions of US dollars and are now entering a period of rapid growth.

We invite ambitious, bold and exceptional talents to join us in defining the future of second-hand technology. Here, you will take on real challenges, grow quickly, explore unconventional paths with an outstanding team, and create extraordinary value. Learn more at: <https://kitar.id>

II. Three Business Tracks to Explore

Our rotational-plus-placement development model gives you the chance to build deep expertise in one of three core roles:

1. E-commerce Growth Management Trainee

Focus: Understand Southeast Asian market dynamics and explore growth models and operating strategies suited to local markets. With mentor support, you will gradually take ownership of a business module, deliver measurable results, and build skills across execution, analysis, and management.

Responsibilities:

- (1) Contribute hands-on to operations on Shopee, Tokopedia, TikTok Shop and other leading platforms; master the fundamentals of store operations, merchandise management and user growth.
- (2) Drive traffic acquisition and conversion; support product listings, content optimization and page operations; identify issues through data analysis and continuously improve store weighting and search ranking.
- (3) Plan and execute major platform campaigns and daily promotions, coordinating product mix, pricing, marketing intensity and traffic capture.
- (4) Understand platform rules and traffic mechanisms; monitor core metrics including traffic, conversion, pricing and profitability; turn analysis into implemented improvements.
- (5) Coordinate with supply chain, warehousing, logistics and customer service teams to improve fulfillment, after-sales processes, operating efficiency and customer satisfaction.

2. Business Growth Management Trainee

Focus: Operate and scale the device buyback business for sustainable growth. Core challenge: Build a repeatable, scalable growth engine.

Responsibilities:

- (1) Develop and expand channels: lead the creation and expansion of Indonesia's local C2C buyback network, while managing B2B channel partners, balancing the channel mix, reducing dependence on any single source and ensuring stable supply.
- (2) Manage regional operations and team performance: oversee multiple regional teams, track conversion and team health, build onboarding-to-independence development paths, and design targeted improvement plans for underperforming regions.
- (3) Own unit economics and pricing: break down unit economics across the buyback value chain, analyze acquisition cost, productivity and subsidy efficiency, and use data to optimize pricing and resource allocation while improving contribution margin.

3. Livestream Growth Management Trainee

Focus: Participate in the full livestream operations cycle on Shopee Live and TikTok Shop, learn the playbook for Indonesia's local e-commerce livestream market, and become capable of independently managing a livestream room within 3-6 months.

Responsibilities:

- (1) Own end-to-end livestream operations, including content planning, product assortment and marketing-tool setup, to drive livestream GMV growth.
- (2) Improve traffic efficiency and conversion quality by continuously optimizing scripts, interaction rhythm and user journeys, creating repeatable operating methods.
- (3) Support scheduling strategy and resource allocation; coordinating hosts and operations teams to keep output consistent .
- (4) Build a data-led performance evaluation system and continuously iterate product selection, scripts and promotional strategies.
- (5) Explore emerging platform formats and industry trends, turning insights into practical innovations, and sustain competitive livestream performance.

III. What We Offer

- A global stage: Contribute directly to expansion in Indonesia, Southeast Asia's largest economy, while gaining valuable cross-border collaboration experience and a career perspective you will find in an emerging market.

- Executive-track development: As a core management trainee, you will report directly to business-line leaders, take part in strategic decision-making , receive mentor coaching, and accelerate your career growth.

- Highly competitive rewards: Receive competitive compensation and equity incentive opportunities based on individual contribution, allowing high performers to share meaningfully in the company's growth.

- Founder culture: We believe in flat structures, efficiency and innovation. There is no bureaucracy - only ambitious teammates and the freedom to test new business ideas.



IV. What We Are Looking For

Education

- Graduate of a leading university in China or overseas .
- Open to all academic disciplines; degrees in marketing, statistics, economics, mathematics, computer science or related fields are preferred.

Experience

- 0-3 years of work experience. Outstanding fresh graduates with strong internship experience at major companies or leading internet businesses are very welcome.

Core Qualities

- Global mindset and language skills : Fluent in spoken and written English , with the ability to collaborate across borders and report to overseas stakeholders.
 - Commercial judgment and data sensitivity: Understand core concepts such as cash flow and cost; use data to identify the essence of a business; possess foundational SQL and Excel data-processing skills.
 - Resilience and adaptability: Thrive in a fast-moving entrepreneurial team, communicate effectively across cultures, execute reliably, and willing to build a long-term career in Jakarta, Indonesia.
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