

## OUR BUSINESS

### 我们的业务

An Asian business group with diverse global operations, the Kerry Group is an established leader in the properties, hospitality, media, logistics, commodities & consumer, social enterprise, and investments fields.

作为亚洲企业，嘉里集团的运营活动遍布全球，在物业、酒店、媒体、物流、商品及消费品、社会企业以及投资等行业处于领先地位。



## WHAT IS THE PROGRAM ABOUT?

### 计划详情

The Kerry Emerging Executive Program has three interrelated components designed to develop management skills at an advanced level.

嘉里管理人才培养计划有三个相互关联的部分，旨在深入培养培训生的管理能力。



## A 4-YEAR DEVELOPMENT PLAN

### 为期四年的发展计划

Each year of the program will focus on the development of different management skills.

每年专注于不同管理技能的培养。

#### YEAR 1 第一年

**What You Will Do:** You will be a team member of a function or operation work group.

**What You Will Learn:** Self management and organization skills, and practical problem solving.

主要职责：您将成为某职能单位或运营工作组的团队成员

培训重点：自我管理，组织技能和解决实际问题的能力

#### YEAR 2 第二年

**What You Will Do:** Become responsible for achieving work based objectives.

**What You Will Learn:** Managing for results, project management, budget planning and control.

主要职责：为工作达标而负责

培训重点：成果管理，项目管理，预算规划及监控

#### YEAR 3 第三年

**What You Will Do:** Assume project and people based responsibilities.

**What You Will Learn:** Team leadership and people and performance management.

主要职责：肩负项目及人事管理的职责

培训重点：团队领导才能，人事和绩效管理

#### YEAR 4 第四年

**What You Will Do:** Take on a supervisory or management position.

**What You Will Learn:** Change and growth management skills geared to achieving quantifiable business results.

主要职责：出任主管或管理级职位

培训重点：变革及增长管理技能，务求取得可量化的业务成果

## Business Experience 工作经历

Over the four years on the program, you will be working on a number of roles, each preparing you for the next stage of your career. By the time you graduate from the program, you will be fully equipped and be able to handle real management responsibilities.

嘉里管理人才培养计划将在四年间为您提供若干个不同的工作岗位，为您的职业发展打下基础。当您完成本计划时，您将完全具备现实工作中所需的管理能力。

## Career Planning 职业规划

We will work closely with you and the various business operations to ensure your career aspirations and each company's talent needs are aligned. If you show you can deliver results we will make sure you get the chance to grow in the organization.

我们将为您和多个嘉里集团旗下运营公司搭建桥梁，以满足个人职业愿景和公司人才需求。只要您有实力，我们将竭尽全力为您提供发展的平台。

## Leadership development 领导力培养

Throughout the first four years of the program, you will be exposed to a number of learning experiences and programs. There will be numerous on the job training that will help develop you into a professional manager and to equip you with skills such as knowing how to work with people and to deliver real business results.

To ensure your learning will be continuous, we have a leadership development plan that supports and develops our executives over an approximate 15 year timeframe and beyond.

最初的四年间您将会获得丰富的学习和工作经历，大量的在职培训也将帮助您成长为一个职业经理人。您不仅学会融洽地与他人合作，也学会如何取得有价值的商业成果。

您的学习会一直持续，因为我们有一套延续性的领导力开发计划，在未来更长的时间，去支持您接受挑战。

## Mentoring and Coaching 职业指导和辅导

As a key part of the program, you will receive exclusive mentoring and coaching from a senior and experienced executive.

Your mentor will guide you throughout your career and will help you think through important decisions, problems, and business issues that you may be facing.

嘉里管理人才培养计划的关键部分是：您将受到一个资深并且经验丰富的高级管理者的辅导。

您的“职业导师”将帮助您进行职业规划，并在您遇到重大决定、难题和商业问题时教会您如何思考。

## THE FUTURE IS BRIGHT 前程锦绣

“Our businesses are at the point where they are moving into future growth and expansion. The businesses of the future will be led by a new generation of professionally developed executives. Those on this program will play an important part in that future.”

MR. KUOK KHOON CHEN  
Chairman, Kerry Holdings Limited

“我们的业务正处于进一步增长和扩展阶段。未来诸多业务的发展，将由新一代专业培养的人才引领。参与这一培养计划的成员，将对集团的未来起到关键的作用。”

郭孔丞先生  
嘉里控股有限公司主席

### COULD YOU BE A KERRY EMERGING EXECUTIVE PROGRAM CANDIDATE?

#### 您想参加嘉里管理人才培养计划吗？

We are looking for graduates with strong leadership potential and a keen interest in business who:

- Want to start their career in Asia
- Have a strong educational background and degree
- Want real responsibility & are able to move with a job
- Are willing to learn
- Want to be part of our future

我们现正招募有领导潜能并对商业有强烈兴趣的人才，您应具备以下条件：

- 希望在亚洲开始自己的事业
- 具有优秀的教育背景，专业不限
- 希望承担重任，并有机动性
- 勤奋好学
- 希望参与嘉里未来发展

We provide competitive compensation, and housing support when you are in Hong Kong for the first or second year.

我们会提供相当有竞争力的薪酬。第一或第二年在香港培训期间，公司还将提供住宿。

### HOW TO APPLY

#### 如何申请

If you are about to graduate, or have graduated in the last 2 years, and meet the criteria of “who we are looking for”, then you are the person we would like to hear from.

The application process is very straight forward. Simply follow the four steps outlined below and we will take it on from there.

如果您即将毕业或毕业不足2年，并达到我们的招募标准，那么您就是我们期待的人才。

申请流程非常简单，只需完成以下四个步骤即可。

#### Application Process 申请流程

- 1 Visit ([careers.kerry.kuokgroup.com](http://careers.kerry.kuokgroup.com))  
进入网站 ([careers.kerry.kuokgroup.com](http://careers.kerry.kuokgroup.com))
- 2 Click "Careers" page and apply for the Kerry Emerging Executive Program  
进入“职业发展”页面
- 3 Fill in and complete the application form  
填写申请表信息
- 4 When finished, press submit!  
信息填写完成后提交



**You will hear back from us within 4 weeks on your application status.**

我们会在4周内告知您是否进入第一轮面试。

**Successful candidates will be invited to our assessment workshops located in Hong Kong.**

成功通过第一轮面试的候选人，我们将安排您参加在香港举办的第二轮评估面试。

**Successful candidates will be selected to join the program!**

通过此环节后您将被诚邀加入嘉里管理人才培养计划。

If you have any questions about the scheme, or need assistance with your application, then please contact the Kerry Emerging Executive Program Team by emailing ([keep@kuokgroup.com](mailto:keep@kuokgroup.com)) and they will assist you with your enquiry.

如果您在申请过程中遇到任何问题，请联系嘉里管理人才培养计划团队 [keep@kuokgroup.com](mailto:keep@kuokgroup.com)，我们会帮助解答您的问题。



## THE KERRY EMERGING EXECUTIVE PROGRAM

### 嘉里管理人才培养计划

The Kerry Emerging Executive Program is a unique 4 year program aimed at **developing Kerry Group future leaders** with both the breadth and depth of experience to work effectively with people and deliver real business results.

整个嘉里管理人才培养计划为期四年，是一独特的培训计划，旨在培育嘉里集团的未来精英领袖。该计划使得培训生能够累积既有广度又有深度的工作经验，学习有效地与人共事，开创实际的业务成果。