



## 招聘简章

### 公司简介

#### Company Introduction

Olam International ([www.olamgroup.com](http://www.olamgroup.com)) is a leading global integrated supply chain and process manager with a portfolio of multiple agricultural products and food ingredients. We supply various kinds of products for 23,000 consumers in the world by 18 platforms. Established in 1989 and headquartered in Singapore, Olam listed company in the SGX-ST, Olam has bagged a place on the Forbes Asia Fab 40 List as one of the best publicly traded companies in the Asia-Pacific region. Olam case study is presented in Harvard Business School and Cambridge University. Olam was mentioned in the FORTUNE magazine as one of the top 25 companies in the world that build great leaders. Despite Olam's modest beginning and young age, Olam finds mentions in multiple books: "Beyond the Core" by Chris Zook, "Global Future-The next challenge for Asian business", "Repeatability" by Chris Zook to name a few.

OLAM 国际 ([www.olamgroup.com](http://www.olamgroup.com)) 是全球领先的综合的农产品与食品配料的供应链管理商和加工商, 通过其 18 个业务平台为世界 23,000 多家客户供应各类产品。于 1989 年成立, 总部位于新加坡。OLAM 在新加坡证券交易所上市, 作为亚太区最佳的上市公司之一, 目前市值位列新加坡 40 强, 是新加坡海峡时报指数、摩根士丹利新加坡自由指数、标普全球农业指数和 DAX 全球农金指数的成分股。OLAM 是新加坡唯一一家于 2009、2010 和 2012 年获得福布斯亚洲 50 强的公司, 并被列为该地区年度 50 家大市值和盈利能力最强的公司之一。哈佛商学院和剑桥大学已将 OLAM 的发展作为案例分析学习的内容。OLAM 被财富杂志列为全球 25 个最佳培育领导力的公司之一。

Olam has a direct sourcing and processing presence in most major producing countries catering to numerous customers across the world. Our global team has built a leadership position in many of their businesses – including cocoa, coffee, cashew, sesame, rice, cotton and wood products.

OLAM 在超过70个国家设立机构, 在主要原产国拥有直接的采购和加工业务, 为全球众多位客户提供产品和服务。我们的全球员工团队, 已经在许多业务领域—包括腰果、香料与脱水蔬菜、可可、咖啡、大米、棉花和木材产品等在各自行业中的领导地位。

Olam is a listed company in the SGX-ST with Temasek Holdings and Mitsubishi Corporation as its major shareholders.

OLAM 在新加坡证券交易所上市, 淡马锡、三菱集团是其主要股东。

Olam began operating in China from 2003/04 through its Representative Offices in Rizhao, Shanghai and Tianjin. The first legal entity – Olam Shanghai Limited was set up in October 2005. Since then we have established a strong presence in China, with head office located in Shanghai, and regional branch offices located in Beijing, Tianjin, Dalian, Qingdao, Jiaozhou, Guangzhou and Urumqi. In October 2007, we acquired Qingdao Key Foods Limited, the Dehydrated Garlic manufacturing facility.

OLAM于2003、2004年通过设立在日照、上海和天津的代表处在中国经营业务, 并于2005年10月在中国成立第一个法人实体---翱兰(上海)商贸有限公司。自那以后, OLAM在中国的业务发展壮大, 先后设立了

北京、天津、大连、青岛、胶州、广州和乌鲁木齐分公司，总部位于上海。2007年10月并购了脱水大蒜生产企业---青岛凯益食品有限公司。

In 2017, the top 100 food companies in the world - Olam ranked 26th

2017 全球食品企业百强榜-翱兰位列第 26 名。

## 职位要求

### Position Requirement

招聘职位：管理培训生

Position name: Business Trainee (简称 BT)

人数：2 名

职位要求：Position requirement

实习项目为期 1 年，在此期间，BT 将有机会学习翱兰现有国内、国外业务的第一手原料购买/采购和销售经验。

Program: It will be a one-year program, during which both the BUSINESS TTRAINEE's will work with Olam's existing business in China or overseas to get a firsthand experience in primary buying/sourcing & distribution.

## 任职资格：

### Qualification:

- 25 周岁以上 Age- 25+
- 研究生学历 MBA Background
- 专业：农业相关 Specialty: Agriculture+ related
- 有工作经验者优先  
Work Experience- Prior work experience preferred, but not mandatory.
- 学习能力强、上进心强、有抱负  
Fast learner, self-motivated and ambitious
- 能适应出差，国内外学习和培训需要经常出差  
Willing to relocate & travel extensively.
- 流利的英语听说读写能力、普通话和维语  
Language-Candidate should be fluent in speaking, reading & writing English & Mandarin and Ughur as well.
- 办公技能：熟练 Microsoft XL, Power Point  
Soft Skills- Proficiency in Microsoft XL, Power point is a must.
- 常住地：新疆 Domicile- Xinjiang province.

## 薪酬待遇：

### Salary& Compensation

- 月薪:6000- 8000K  
Monthly salary: 6K-8K

- 工资每年普调一次，依据当年集团业绩、同行业薪酬水平以及消费指数。  
Salary will be increased once every year, basis on the company performance, salary level in the same product area and the consume index.
- 每年 1 次的绩效考核年终奖金，综合当年集团业绩及个人综合表现评定。  
Yearly bonus will be finalized basis on the company performance and personal general assessment.
- 入职第一天，即签订正式聘用合同。  
On boarding day, formal contract will be effective.
- 社会保险和住房公积金按照合同工资支付。  
You will have the social insurance and housing fund basis on actual contract salary.
- 假期：年假、病假、婚假、产假、陪产假、法定节假日、双休规定完全按照国家规定执行  
Leave: Annual leave, sick leave, marriage leave, maternity leave, paternity leave, weekends are processed as China law.
- 年假：第一年全年年假 10 天，以后每年增加一天，直至 15 天。  
Annual Leave: An employee shall be eligible for 10 days of annual leave in the first year. It shall increase by additional one day every year, subject to a maximum of 15 days.
- 交通费、通讯费，按照实际需求及公司标准予以报销。  
Traffic、communication expense will be paid basis on actual cost and company standard.

#### 晋升空间：

#### Promotion Space:

- 项目结束： 1 年实习项目结束，Business Trainee 将接受集团综合评估，确定是否可以继续朝产品经理方向发展。  
Project end: There would be a comprehensive appraisal after 1 year's training project that will decide candidate continuing to stay for further development towards product manager.
- 目前奥兰现有 Business trainee 成功晋升为产品经理的，均为海外背景，农业相关专业，在经历了 1-2 年的国内外专业培训和实践，都在自己所负责的产品业务上发挥着重要的作用。

Currently, there are business managers who promoted; all have overseas education background or agriculture background. Firstly they had 1-2 year's internal& external training and practice programs, later and now, they had been taking important role in their individual product and business.

欢迎有创新、敢挑战、求上进的研究生加入 Olam, 请发送简历至 [selina.sun@olamnet.com](mailto:selina.sun@olamnet.com) 或者致电 86- 136 0630 9668

If you dare to innovate, challenge and aspirant, welcome you to join Olam, please send your resume to [selina.sun@olamnet.com](mailto:selina.sun@olamnet.com) or call me by 86- 136 0630 9668

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All the above explanations are given to the Human Resource department of Olam Shanghai Limited.

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