Unilever Future Leader Program
- China Returnee

Great Journey with U – Unilever China Management Trainee Program Introduction

Unilever China Management Trainee program is a talent development program that globally designed with the same standard. It intends to select the top graduates with good business sense, leadership potential and determination, and develop them and help them grow with the company to become excellent professionals in their different functions.

Unilever will provide each Management Trainees (MTs) with:

1. **Individual Development Plan (IDP)**
   In order to develop outstanding successor to company’s management positions, Unilever will provide each MT with his/her own IDP. Each MT will work in a real business environment with real business assignments, clear job and development target from Day One.

2. **Job Rotation and International Experience**
   During the three-year Management Trainee Program period, Unilever will provide each MT with job rotation opportunities, functionally or cross-functionally, to help them understand the business. At the same time, MTs also have many opportunities to work with international team, get involved into all kinds of global/regional projects, and some of the excellent MTs will have the chance to have overseas rotations, so they can accumulate international working experience at a very early stage of their career.

3. **Mentor and Buddy Plan**
   To help MTs to better and faster adapt to the company environment, understand company culture and build up internal networking, former batches of MTs will become the Buddy of the new MTs. Apart from that, each MT will have a Mentor, who usually is from the senior management team. Mentors will share their precious experience and advice, so as to facilitate the MTs’ growth and lead them to build up a healthy value on career development.

4. **First-class Training Programs**
   Unilever will provide MTs with first-class training programs, covering professional skill, general skill and leadership skill, to improve their working effectiveness and efficiency. Systematic training structures, top training contents and great training investment only can meet MTs’ work and development needs, but also help them develop rapidly.

5. **Leading Compensation & Benefit**
   Unilever will provide MTs with leading compensation in the industry. During the program period, MTs will get very competitive amount of salary increase based on their performance evaluation.
Qualification & Requirements

We are looking for graduates:

- 2013 fresh graduates who are creative, diligent, team working, and love challenges
- Who can speak and write fluent mandarin, with China Mainland Citizenship, as will start early career and work in China.

Position:

- Marketing
- Consumer Market Insight
- Customer Development
- Supply Chain
- Human Resources
- Finance
- Research & Development
- Food Solutions

Working Location:

Shanghai, China


Recruitment Process

- Online CV Application (2012.9.11-2012.10.27)
- Online Ability Test (2012.11.3-2012.11.4)
- Telephone Interview (2012.11.19-2012.11.23)
- Assessment Centre (2012. 12.27-2012.12.28)

*If overseas students are NOT in Mainland during Nov 1 to Dec 7, you can stay in your current country for ability test and 1st round interview. You will be invited for Assessment Centre on Dec 27 & 28 in Shanghai if you pass 1st round interview.*

How to apply

Please access the following link for CV application and complete it before **by Mid Night (24:00) of Oct 27, 2012, Beijing Time**


About Unilever China
Unilever is one of the world’s biggest FMCG companies. With more than 400 brands retailed in over 190 countries and regions, our product ranges cover food, home care and personal care. On any given day, two billion people use Unilever products. Consumers worldwide buy 170 billion Unilever products each year. As we always say: “Where there is home, there is Unilever”.

Till now, the breadth of our involvement in China adds up to over US$1 billion in investment, the introduction of over 100 advanced technologies patents. Brands under Unilever such as Omo, Zhonghua, Lux, Pond’s, Clear, Hazeline, Lipton, Knorr and Wall’s, have become popular brands among the customers. Unilever Greater China headquarter office is in Shanghai Changning District, and just beside the Greater China headquarter office, there is one of the six Unilever global R & D centres. Unilever directly hiring more than 6,000 local employees and create over 20,000 job opportunities, and annual tax payment more than RMB 1 billion.

Since its entry into China, Unilever has been a corporate of high social responsibility. Unilever positively promotes its Sustainable Living Plan and has been the advocate of the green development in FMCG industry. We work to create a better future every day. We help people feel good, look good and get more out of life with brands and services that are good for them and good for others.

Unilever China Campus Recruitment Website: [http://unilever.yingjiesheng.com/2013/](http://unilever.yingjiesheng.com/2013/)
Unilever China Website: [www.unilever.com.cn](http://www.unilever.com.cn)