WHAT IS FRIESLANDCAMPINA VIETNAM (FCV) MANAGEMENT TRAINEE PROGRAM?

FCV Management Trainee is the program to recruit and build outstanding fresh graduates to become future leaders of FrieslandCampina Vietnam. The selected Management Trainees will be placed in a special program and will be promoted to undertake managerial positions if they are qualified.

CRITERIA

We are looking for talented fresh graduates with the following qualifications:
- University graduate with a bachelor or master degree
- GPA at least 2.8/4.0 or 7.0/10.0
- None or limited working experience
- Clear career orientation
- Good vision and leadership potential
- High mobility to work overseas and up country as requested
- Able to work independently and as part of a team
- Good analytical thinking and interpersonal skill
- Very good communication in both written and spoken English

DEVELOPMENT FRAMEWORK

Traineeship

The traineeship is designed into three phases:

**ACCOMMODATE**
6 months

- In-depth induction program
- Rotation to related departments
- On-the-job training
- Project assigned

**PENETRATE**
6 – 8 months

- Project implementation with effective action plan presented to Department Head
- Equipped with diversified training & coaching programs

**ACCELERATE**
6 – 10 months

- Project finalization
- Participate in group assignment related to engagement/CSR with other management trainees
- Final presentation to Management Board

At the end of each phase, the Trainee will be evaluated to be qualified for next phase or not. Upon completion the traineeship, the Trainee will be evaluated to be **UP** (promoted to managerial job grade) or **OUT** (terminate the contract).
**Follow-up development**

Once the Trainee successfully completes the program and shows potential to exceed further, the Trainee will be put under the Talent pool at their department for further development. They will be provided further functional and behavioural competency training courses, job rotation and international short-term assignment.

**WHY BECOME A MANAGEMENT TRAINEE IN FRIESLANDCAMPINA?**

We offer our Management Trainee golden opportunities:

- Fast-track career development plan
- Challenging assignment
- World-class training
- Mentorship by Management Board
- International exposure
- Attractive salary and remuneration

**AVAILABILITY FOR THIS YEAR**

In 2015, departments as followed will recruit Management Trainees:

- FINANCE
- CONSUMER MARKETING
- HUMAN RESOURCES

**RECRUITMENT PROCESS**

Candidates are divided based on their choices of applied department:

Successful candidates must go through the following recruitment rounds below:

- **First Round**  
  Orientation day and 1st round Test
- **Second Round**  
  HR screening interview
- **Third Round**  
  Group work assessment
- **Final Round**  
  Department Head selection interview

**HOW TO APPLY?**

Before being able to attend the first round, you need to pass the screening process. At this stage, your RESUME is the key success factor. The screening result does not only base on academic merits but also your passion and active participation in social/extra-curriculum activities, we therefore look forward to see your strength on the resume.

More information other than Resume is required. Please register and input information at [http://goo.gl/iJ2lvl](http://goo.gl/iJ2lvl)

Kindly register and send your Resume to hr.recruit@frieslandcampina.com (mention clearly "Apply to Management Trainee Program" in the subject) no later than **Mar 25th 2015**.

For more information, please contact the above email or follow our Facebook page [www.facebook.com/FCVRecruitment](http://www.facebook.com/FCVRecruitment).