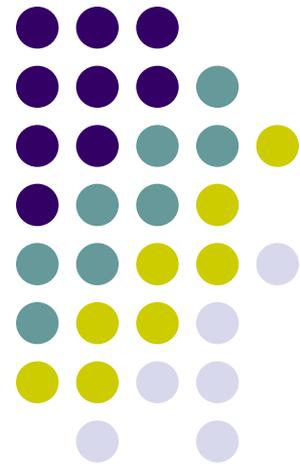


Bowker Management Trainee Program 2017



Introduction of Win Hanverky



We are a listed company (3322.HK) on the Hong Kong Stock Exchange with 17,000 employees.

As an integrated **sportswear manufacturer, distributor and retailer** for various top-tier international sportswear brands. Headquartered in Hong Kong and with production facilities across Asia, Win Hanverky runs sportswear manufacturing, distribution and retail businesses catering for markets across Europe, North America and Greater China.



Program objectives



This objective of this program is to ensure **continuous supply of talent** to **build talent pipeline and future leaders** for Bowker to achieve sustainable growth.

It aims at developing the **dedicated fresh graduates** (*with related academic background*) to be competent company management executives at an accelerated pace.



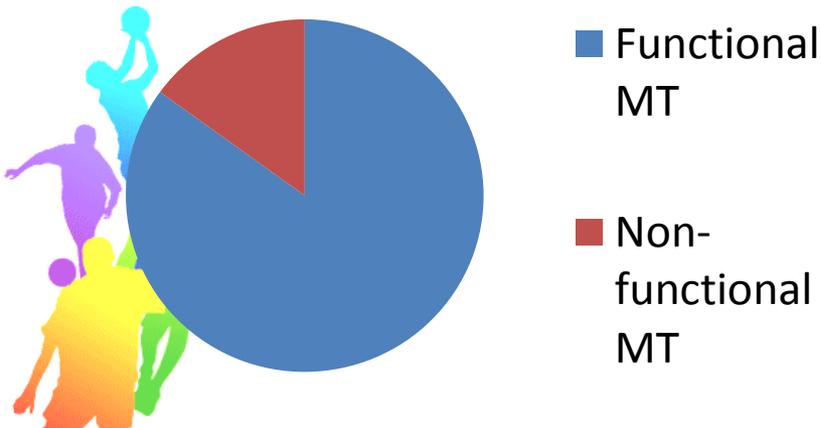


Management Trainee (MT) Program

Non-functional MT

Management Trainee

Recruitment Proportion



Around 80% are Non-functional MT

Functional MT

Human Resources



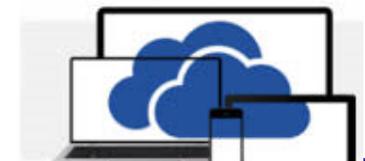
Compliance



Finance



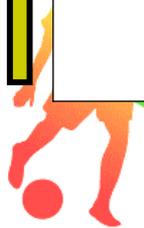
MIS





MT Structure and Stages

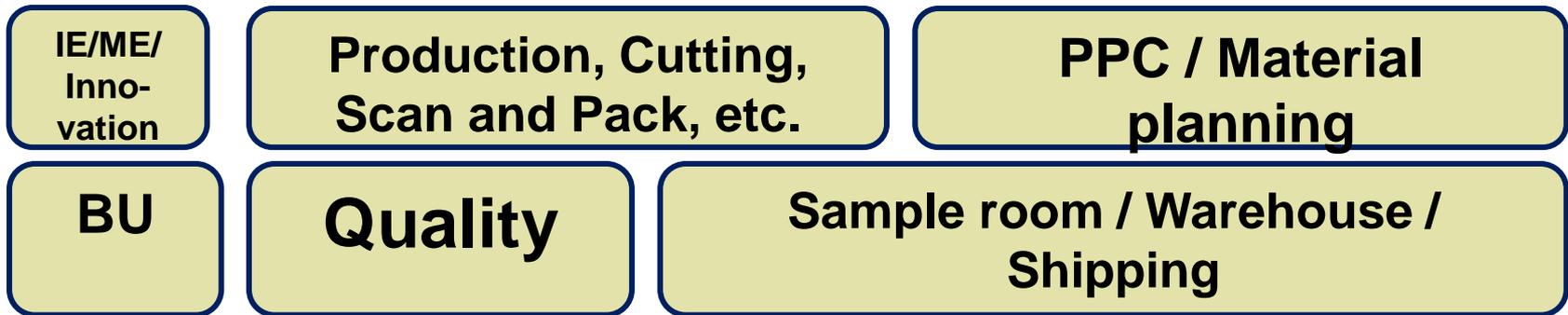
Year	Phase	Area 1: Job Knowledge and Technical Abilities	Area 2: Personal Effectiveness and Core Competencies	Assessment tools
3	Phase 3: Strategic Level	Job Rotation + Special Projects <i>Obtain relevant professional qualifications (for functional MTs)</i> <i>(May provide cross-countries assignment opportunity based on performance/potential of MT and the business needs)</i>	<ul style="list-style-type: none"> - Planning & Organizing - Coaching Skills - Crisis Management - Team Management 	Final Assessment & Presentation
2	Phase 2: Project Level		<ul style="list-style-type: none"> - Problem Solving - Results Orientation - Operation Management 	Regular Assignment & Cross functional project Presentation, Regular review meeting with HR Mentor / Dept Mentor, Assignment to Group HR
1	Phase 1: Operational Level		<ul style="list-style-type: none"> - Communication and Interpersonal Skills - Continuous Improvement - Teamwork - Technical Skills Development 	



Job Rotation (*Non-functional*)



MT will work in 4 out of the following departments and **rotate every 6-8 months**, to obtain board understanding of the operations.



Examples:

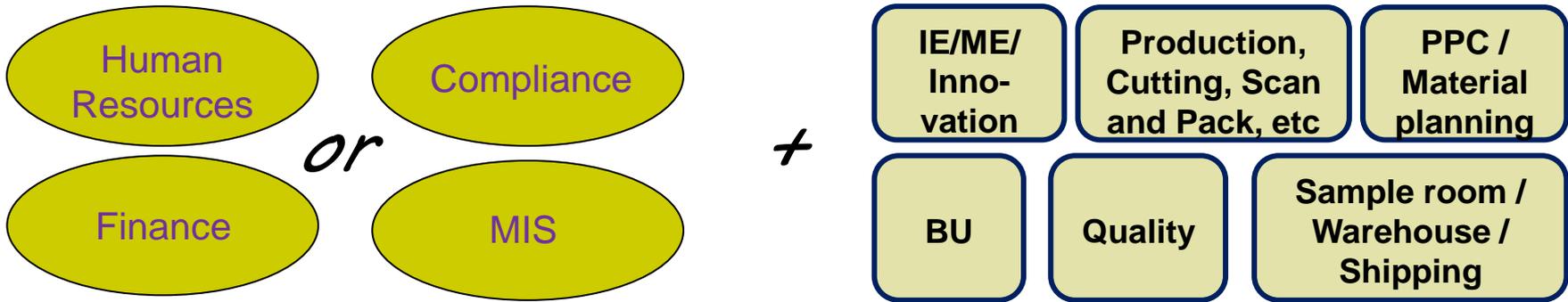


Job rotation	Operation Level				Project Level				Strategic Level			
	1st year				2nd year				3rd year			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1. IE/ME/Innovation	■	■	■									
2. Production, Cutting, Scan and Pack, etc.				■	■	■						
3. PPC / Material planning	Not arranged and selected											
4. BU							■	■	■			
5. Quality										■	■	■
6. Sample room / warehouse / shipping	Not arranged and selected											

Job Rotation (*functional*)



MT will **be exposed to different functions in their department**, with **2-4 weeks attachment** *in other departments* to understand more about the operations.



Examples: MIS Trainee

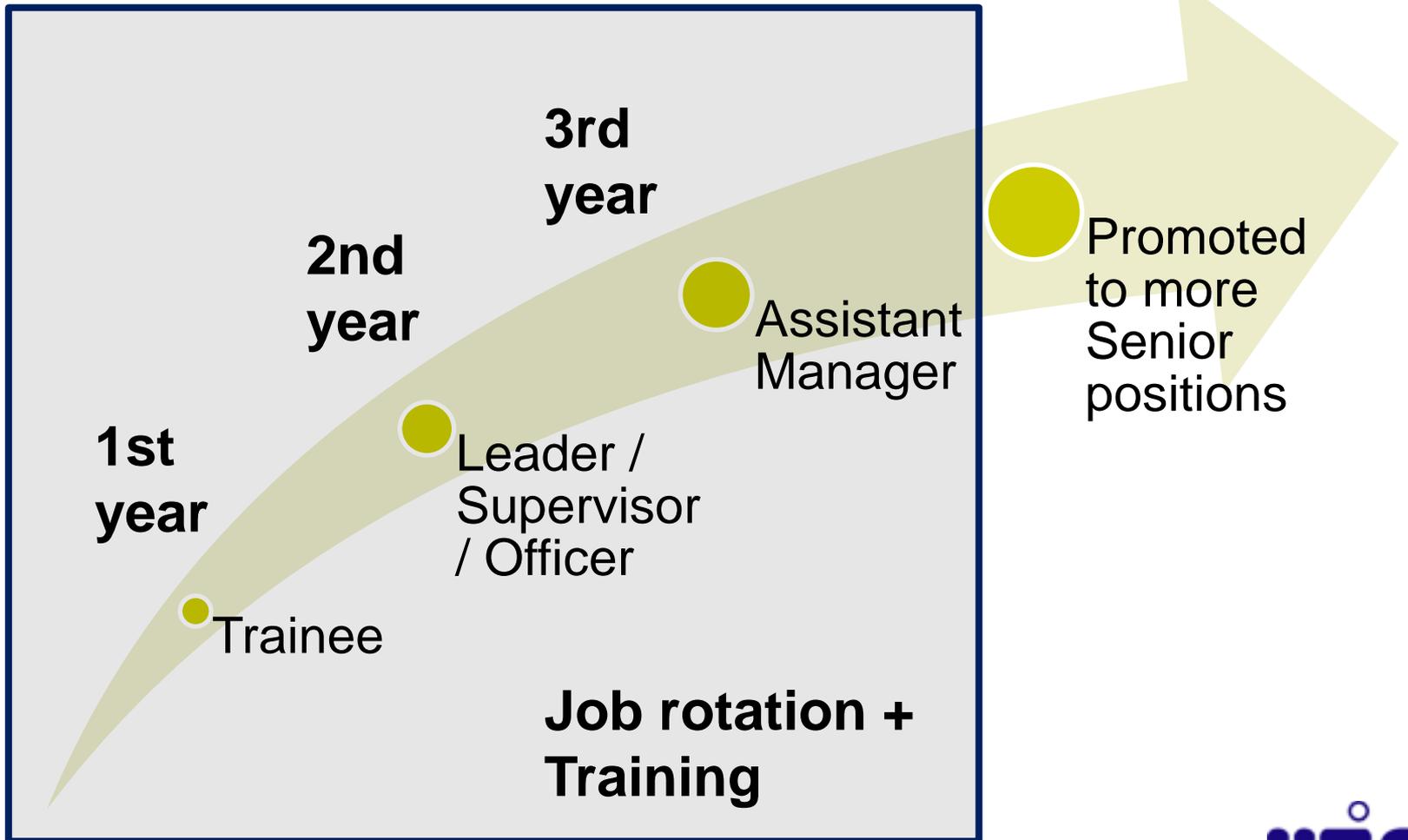
Job rotation	Operation Level				Project Level				Strategic Level			
	1st year				2nd year				3rd year			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1. MIS Department	■	■	■		■	■	■		■	■	■	
2. IE/ME/Innovation				■								
3. Production, Cutting, Scan and Pack, etc.				■								
4. PPC / Material planning				■								
5. BU - development / costing								■				
6. Quality								■				
7. Sample room / warehouse / shipping								■				



Career Path



Management Trainee Program



Recruitment Timeline



Recruitment
Talk

Selection
Interview(s)

Job Offer

On-
boarding

Explore your
Bowker
Career!

April

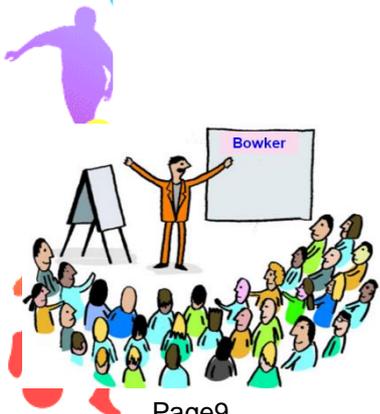
May - Jun

Jun - Jul

2017 Q3



Regional
exposure



Job Rotation



Classroom
Training



Job requirement



- University Graduate/ Post-graduate in the disciplines of Industrial Engineering / Manufacturing / Textile / HR / Environment / Finance / IT are preferred;
- Candidate with 1 – 2 years working experience will be also considered;
- Keen interest in pursuing a career in Offshore Properties (e.g. PRC / Vietnam / Cambodia);
- Potential leader with good interpersonal skills and strong sense of responsibility;
- Capable to work both independently and in a team
- Fluent in written and spoken English and Chinese





Please send your resume with
expected salary and availability to:

hrd@win-hanverky.com.hk

