

Academy trainee

Location: ZHANJIANG

Company: SGD Pharma Asia Pacific

Starting date: ASAP

ABOUT THE COMPANY

SGD Pharma is a world-leading pharmaceutical glass packaging manufacturer headquartered in Paris, France, with plants in France, Germany, China (Shenghua), India and Italy. SGD Pharma Asia Pacific - Zhanjiang Plant (88,000m²) is ISO 15378 (GMP) certified, producing 3ml-1000ml glass bottles with secondary processing services, serving 200+ customers globally in pharmaceutical, cosmetic and personal care markets.

RESPONSIBILITIES

- **Cross-departmental rotation:** Undertake regular rotations across various company departments to gain a comprehensive understanding of corporate operations.
跨部门轮岗：在公司各部门进行定期的轮岗，通过轮岗全面了解公司运营；
- **Project management:** Complete assigned departmental projects by following the full cycle of planning, implementation, monitoring and evaluation, demonstrating teamwork and project management capabilities.
项目管理：通过部门下达的项目任务，进行项目规划-实施-监控-评估，从而评估其团队协作和项目管理能力
- **Regular training:** Participate in the company's management training program to learn about corporate operations, management processes, corporate culture and related knowledge.
定期培训：参与公司设定的管理培训计划，学习公司运营、管理流程、企业文化等方面的知识；
- **On-the-job practice:** After rotation, be assigned to a trial position in a targeted department based on personal career preference and company needs, to further develop professional competence.
岗位实践：在轮岗后，管理培训生会根据自身意愿和公司需求进行部门试岗，深入发展和提升业务能力
- Undertake other duties as assigned by management.
完成上级安排的其他工作任务

REQUIREMENTS

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- **Education:** Bachelor's degree or above; fresh graduates or those who graduated within 2 years.
 学历: 本科及以上学历, 应届毕业生或毕业 2 年内
- **Major:** Science or engineering background; majors including automation, mechanical engineering, materials science, inorganic non-metallic materials, industrial engineering, chemistry and chemical engineering are preferred.
 专业: 理工科背景, 自动化、机械类、材料学、无机非金属、工业类、化学化工类等相关理工科专业优先
- **Language & technical skills:** Good command of English in listening, speaking, reading and writing; proficiency in office software.
 语言和技术要求: 具备良好的英文听说读写能力, 熟练操作办公软件;

Career Development Path

6-month Shenghua Academy (rotation + targeted orientation) → Professional development in assigned department (1–3 years) → Promotion to key positions within the department
 圣华学院 (6个月, 轮岗+定向) → 定向部门培养专业知识 (1-3年) → 部门关键岗位发展

Benefits & Welfare

- Social insurance and housing fund, supplemented by commercial insurance 社保公积金, 商业保险
- Paid annual leave and statutory paid holidays 带薪年假及法定带薪假期
- 13th-month salary and regular annual salary adjustments 年底双薪, 工资普调
- Seniority allowance 工龄津贴
- Shuttle bus service and meal allowance 班车接送, 工作餐补
- Team-building activities, festival benefits and monthly birthday parties 团建活动, 节日福利, 月度生日会
- Annual physical examination 员工年度体检
- Comprehensive training system and career development opportunities 完善的培训体系与发展机会
- Overseas training / working opportunities (at the French headquarters or other overseas subsidiaries) 提供海外培训/工作机会 (法国总部或其他海外子公司)
- Recreational and on-site facilities 文娱及硬件设施

APPLICATION

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