



Schindler

Schindler Management Acceleration Trainee (SMART管理培训生)

Do you picture yourself as a future leader? Are you a diligent recent graduate with an international mindset who would like the opportunity to work for one of the world's major global providers of mobility services?

Schindler Group has a long history of leading technical innovation. Since 1874 the company has manufactured, maintained, and modernized elevator and escalator systems. With 44 000 employees distributed over 1000 different locations in the world, Schindler operates at a truly international scale.

In China, Schindler is now looking to recruit and develop promising frontline leaders who will support the organization's ambitious growth over the coming years through the Schindler SMART Program. The SMART Program is designed to accelerate the frontline leadership of top entry-level talent through rotations, targeted learning & management mentoring and support. The Program is around 30-month development journey that will accelerate your career path towards a management role in record time.

About the Program:

The SMART program is divided into three distinct stages, each focused on preparing you to be an effective manager of people and projects.

- **Stage 1: Understand the Schindler Foundation**
Rotations across the various business areas to allow you to explore and comprehend the organization, business, and values of Schindler
- **Stage 2: Building Business Knowledge & Leadership**
Rotations within Sales, New Installations, and Existing Installations coupled with structured learning opportunities through coaching assignments, group workshops and self-management course learning.
- **Stage 3: Fostering People & Project Leadership**
Assignment aimed at developing your command of people and project management. Continued coaching, mentorship and group learning.

Successful trainees will be offered management roles within Schindler China, such as Branch EI Manager and Sales Office Manager.

Requirements:

- Master's degree within Engineering
- Fluent in Mandarin Chinese and excellent command of spoken and written English
- Excellent communicator with great people skills
- Strong problem solving and coordination skills
- Self-motivated and flexible with strong analytical and conceptual thinking
- Open minded, creative and not afraid to take initiatives
- Strong team player with patience and attention to details
- Ability to multitask and perform under a heavy workload
- Working Location Nationwide in China (2-3 tier cities)

The company values candidates with confident, hardworking attitudes who demonstrate a strong will to acquire new skills. Any previous experience from working or interning with a multinational corporation is highly qualifying.

Send your resume to: campus_hiring@cn.schindler.com