

Anheuser-Busch InBev 2018 Global Management Trainee (GMT) Recruitment Kicks Off 百威英博 2018 全球管理培训生招聘启动

Anheuser-Busch InBev Company Overview

Anheuser-Busch InBev is a publicly traded company (Euronext: ABI) based in Leuven, Belgium, with secondary listings on the Mexico (MEXBOL: ANB) and South Africa (JSE: ANH) stock exchanges and with American Depositary Receipts on the New York Stock Exchange (NYSE: BUD). Our Dream is to bring people together for a better world.

Beer, the original social network, has been bringing people together for thousands of years. We are committed to building great brands that stand the test of time and to brewing the best beers using the finest natural ingredients. Our diverse portfolio of well over 500 beer brands includes global brands Budweiser®, Corona® and Stella Artois®; multi-country brands Beck's®, Castle®, Castle Lite®, Hoegaarden®, and Leffe®; and local champions such as Aguila®, Antarctica®, Bud Light®, Brahma®, Cass®, Chernigivske®, Cristal®, Harbin®, Jupiler®, Klinskoye®, Michelob Ultra®, Modelo Especial®, Quilmes®, Victoria®, Sedrin®, Sibirskaia Korona®, and Skol®. Our brewing heritage dates back more than 600 years, spanning continents and generations. From our European roots at the Den Hoorn brewery in Leuven, Belgium. To the pioneering spirit of the Anheuser & Co brewery in St. Louis, US. To the creation of the Castle Brewery in South Africa during the Johannesburg gold rush. To Bohemia, the first brewery in Brazil. Geographically diversified with a balanced exposure to developed and developing markets, we leverage the collective strengths of approximately 200,000 employees based in more than 50 countries worldwide. In 2016, AB InBev realized 45.5 billion US dollar in revenues (excluding JVs and associates).

百威英博公司纵览

百威英博是一家上市公司（欧洲交易所代码：ABI），总部位于比利时鲁汶，在墨西哥和南非次级上市（墨西哥指数：ANB；约翰内斯堡证券交易所代码：ANH），并以美国存托凭证形式在纽约证券交易所第二上市（纽约证券交易所代码：BUD）。我们的梦想是携手你我，酿造更美好世界。

啤酒，作为最初的社交网络，千百年来一直让人们紧密相连。我们致力于打造历久弥新的经典品牌并始终坚持使用最优质的天然原料酿造最好的啤酒。百威英博旗下经营的 500 多个啤酒品牌，使我们继续加强与消费者的联系。这包括全球旗舰品牌百威啤酒 Budweiser®，科罗娜啤酒 Corona®和时代啤酒 Stella Artois®，国际品牌贝克啤酒 Beck's®，Castle®，Castle Lite®，福佳啤酒 Hoegaarden®，和乐飞啤酒 Leffe®，以及本土明星品牌 Aguila®，Antarctica®，Bud Light®，Brahma®，Cass®，Chernigivske®，Cristal®，哈尔滨啤酒 Harbin®，Jupiler®，Klinskoye®，Michelob Ultra®，Modelo Especial®，Quilmes®，Victoria®，雪津啤酒 Sedrin®，Sibirskaia Korona®，and Skol®。百威英博的酿造传统可追溯至 600 多年前，横跨各大洲，并在数代人中传承。从比利时鲁汶 Den Hoorn 酒厂的欧洲起源，到美国圣路易斯市 Anheuser & Co 啤酒公司的开拓精神；从约翰内斯堡淘金热期间创建的南非城堡酿酒厂，到巴西首家酿酒厂 Bohemia。公司业务遍及全球 50 个国家和地区，拥有员工约 200,000 名，多元化的业务版图和在成熟及新兴市场的均衡发展，使得百威英博得以发挥综合优势，不断取得骄人的成绩。根据 2016 年统计，百威英博总收入达 455 亿美元（不包括合资企业和关联企业）。

Global Management Trainee (GMT) Program Overview

At AB InBev, we believe in investing in our future leaders today. The Global Management Trainee program is an intensive 10 month rotational training program which attracts the brightest, most driven graduates and nurtures their talent by giving relevant experiences right from the start. Our goal is to find people who can take on challenging positions early on in their career and who have the potential to become our future leaders. We achieve this by putting the trainees through an intensive cross functional training program before their first role, where they will gain insight into every aspect of the business.

全球管理培训生 (GMT) 项目简介

在百威英博，我们坚信明日的领导者来自于今日对人才的投资。全球管理培训计划是一个为期 10 个月的包含轮岗计划的强化培训项目，它吸引了最聪明、最有动力的毕业生，并从一开始就给予相关经验以培养他们的才能。我们的目标是找到那些在职业生涯早期就能承担具有挑战性职位，并有潜力成为我们未来领导者的人。为了实现这个目标，在培训生们接受第一个正式岗位之前会经历密集的跨职能培训，他们将从中深入了解业务的方方面面。

GMT Program Highlights:

- **Phase I: Global and Zone Induction.** 2 weeks of induction training on the company's culture, strategy and structure, In this phase, you will get exposure to our CEO, Global Chiefs and the Zone Management Team, and you will meet with all GMTs from around the world.
- **Phase II: Rotations.** 4 months rotation in our sales, supply and logistics operations, as well as our Business Shared Services across various locations in your Zone. You will develop an understanding of the "real life" of the business by shadowing people who perform the job, from all levels.
- **Phase III: Zone HQ and Leadership Training.** 1 month of training on the Headquarter Strategy for the Zone (Finance, Sales, Marketing, Legal, Corporate Affairs, People, Logistics & Supply) at the Zone Headquarters, as well as leadership training.
- **Phase IV: Individual Project.** 4 months Individual Assignment leading a process improvement project in the operations (sales, supply, trade marketing or logistics). You will receive clear deliverables and will be given feedback on your performance.
- **Phase V: Capstone & Graduation.** 1 week Capstone and Graduation. You will also present your Innovation project during this week.
- Exposure to senior leaders throughout the training period.

全球管理培训生 (GMT) 项目亮点

- **第一阶段，全球及大区介绍。** 2 周入职培训，涉及公司文化，战略和架构。在这一阶段，你将接触到我们的 CEO 和大区总裁以及管理层，并可以与全球其他地区的 GMT 互动。
- **第二阶段，轮岗。** 4 个月轮岗培训，涉及销售、供应链和物流等职能业务，并包含大区内不同地点的业务共享服务。你将跟随各个层级执行工作的人员实地学习，从中了解业务本质。
- **第三阶段，大区总部及领导力培训。** 1 个月关于大区总部策略和领导力的培训，涉及职能包括财务、销售、市场、法律、企业事务、人事以及供应链和物流。
- **第四阶段，个人项目。** 4 个月旨在引领业务流程优化（涉及销售、供应链、渠道营销和物流等职能）的个人项目。你将接收清晰的成果交付明细并获得关于表现的反馈。
- **第五阶段，展示与结业。** 1 周毕业典礼成果展示。你将在这一时间段内呈现与表述自己的创新项目。
- 整个培训期间与高级领导层的充分接触。

Upon successful completion of the 10 month rotational program, you will take on an entry-level management position in any function depending on your profile, interest and results. You will also receive a mentor from the executive team when you start in your first position.

After 12-18 months, if you perform well, we expect you to be ready to take on your next challenge in a more senior management role in any functional area.

在成功完成 10 个月的轮岗项目后，你将担当初级管理职位，具体岗位取决于你的个人资历、兴趣和成果。从你接受第一个职位伊始，便会获得一位来自公司管理执行团队的导师的教导。

在 12-18 个月后，如果你表现良好，我们希望你好准备好迎接你的下一个挑战，即在任何职能领域中更高级的管理角色。

Who are we looking for?

We're looking for ambitious, curious, entrepreneurial and driven recent university graduates, who want to leave their mark. We're a company of owners, and our size doesn't stop our people from making an individual impact. You need to be ready to take on tough challenges, adapt to different work situations and connect with others both inside and outside our company. You need to have an open and global mindset, think analytically while being focused on driving actions and be ready to grow fast, at the pace of your own talent.

我们寻找的是什么样的候选人？

拥有远大的梦想，充满好奇心，兼具企业家精神，富有内心驱动力并期望在公司创造自己个人价值的大学毕业生。作为一家贯彻主人翁精神的公司，我们的规模不会妨碍我们的人才施展个人影响力。你需要时刻准备应对艰巨的挑战，适应不同的工作环境并与公司内外的各方进行联络。你需要具备开放的全球化思维，根据自己的才能稳步行进，思辨的同时专注于驾驭行动力，并准备好快速成长。

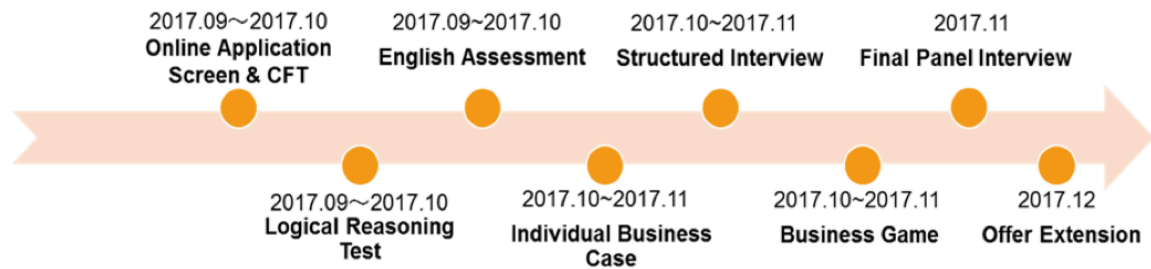
Application Requirements

1. Year 2018 graduate students with bachelor or master degree or applicants who have less than 2 years full-time working experience
2. Ambitious, talented and result-oriented
3. Fast learner with strong leadership
4. Self-driven and be able to work under pressure
5. Strong interpersonal and communication skill
6. Problem solving and high creativity
7. Full mobility and be able to relocate domestically and internationally
8. Fluent in both Mandarin and English

选拔要求

1. 2018 年应届本科、硕士毕业生；两年以下工作经验者
2. 拥有远大的梦想，才华横溢并且结果导向
3. 能够快速学习并具备领导潜力
4. 有进取心，能够在压力下完成工作
5. 有较强的人际沟通能力
6. 能够解决问题，并富有创造力
7. 灵活的地域调动性，能够接受跨地区的工作安排
8. 中英文表达流利

申请流程



申请链接: <http://www.abi-gmt.net/apply>

More Information

1. ABI Global Website: www.ab-inbev.com
2. ABI GMT Website: www.abi-gmt.net



3. ABI GMT Wechat Public Account:
4. ABI GMT BBS: bbs.yingjiesheng.com/forum-3230-1.html
5. ABI GMT Email (Only for Emergency): APAC.GMT@cn.ab-inbev.com

更多信息

1. 百威英博全球官网: www.ab-inbev.com
2. 百威英博 GMT 官网: www.abi-gmt.net



3. 百威英博 GMT 微信公众号:
4. 百威英博 GMT 论坛: bbs.yingjiesheng.com/forum-3230-1.html
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