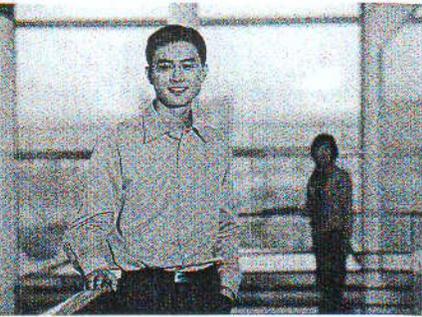


# 博世经理人培养计划

## Bosch China Trainee Program (CNTP)

- Developing future leaders



As the latest talent development program, Bosch China Trainee Program, or CNTP in short, is specially designed to attract excellent leadership talents for accelerated international careers. Challenging projects, high level of responsibility, a global network as well as a systematic on- and off- the job training will prepare these young achievers for management responsibilities at a very early stage in their careers.

作为博世最新的人才培养项目，“经理人培养计划”旨在吸引具备领导潜力的优秀人才，并为其提供国际化的职业生涯和快速的职业发展。通过充满挑战的项目、高标准的工作职责、全球化的团队网络、系统化的在职/脱产培训，博世帮助这些青年才俊更早地踏上经理人生涯。

### Program Procedure

#### 项目阶段



Functional Areas:	职能领域:
Commercial: Controlling, Logistics, Human Resources	商务类: 财务、物流、人力资源
Technical: Manufacturing, R&D	技术类: 生产制造、研发
Commercial and Technical: Sales/Marketing, Purchasing, Project Management	商务兼技术类: 销售/营销、采购、项目管理

Continuous leadership/ professional skills training courses  
持续的领导力/专业技能培训课程

#### Stage 1: On-the-job training (6 months)

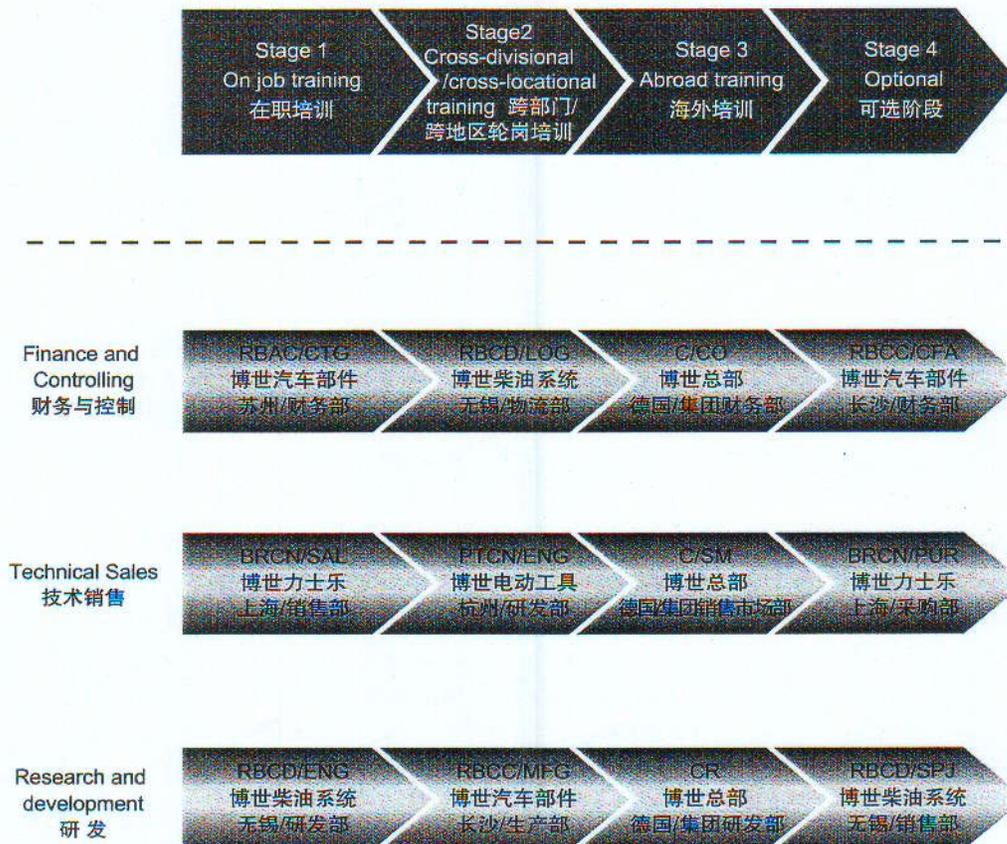
- Familiarization with key functional area
- Insights into associated areas
- Acquisition of specialized knowledge about day to day business
- Acquisition of basic knowledge about project management
- Familiarization with corporate structures and processes

#### 阶段一：在职培训(六个月)

- 熟悉核心业务领域
- 了解相关业务领域
- 掌握专业知识
- 掌握项目管理的基本知识
- 熟悉公司构架与业务流程
- 获取基本的管理经验

<p><b>Stage 2: Cross-divisional / cross-locational training (6 months)</b></p> <ul style="list-style-type: none"> <li>- Active cooperation on department objectives</li> <li>- Developing and fostering cross-divisional/locational thought and action</li> <li>- Deepening understanding of functional and regional relationships in the company</li> <li>- Independent assumption of a project task</li> <li>- Capacity to take over workload in accordance with requirements placed on a junior anager</li> </ul>	<p><b>阶段二：跨部门/跨地区轮岗培训（六个月）</b></p> <ul style="list-style-type: none"> <li>- 为实现部门目标积极合作</li> <li>- 培养跨部门或跨地区的思维模式及行为方式</li> <li>- 深入理解博世各部门、各地区之间的关系</li> <li>- 独立承担项目职责</li> <li>- 承担初级经理的相应工作量</li> </ul>
<p><b>Stage 3: Abroad training (6 months)</b></p> <ul style="list-style-type: none"> <li>- Getting to know the work structures of Bosch internationally</li> <li>- Promoting intercultural competency</li> <li>- Independent handling of possible tasks/projects</li> <li>- Network with work-partners</li> </ul>	<p><b>阶段三：海外培训（六个月）</b></p> <ul style="list-style-type: none"> <li>- 了解博世的全球架构</li> <li>- 提高跨文化沟通能力</li> <li>- 独立承担项目或任务</li> <li>- 建立同事间的人际网络</li> </ul>
<p><b>Stage 4: Optional stage (6 months)</b></p> <ul style="list-style-type: none"> <li>- Extension of either of the three foregoing phases</li> </ul>	<p><b>阶段四：可选阶段（六个月）</b></p> <ul style="list-style-type: none"> <li>- 前期任一阶段的延续</li> </ul>

## Program Procedure Examples 项目阶段举例



## Career Path 职业发展



Start ----- After 2 years ----- Future  
 Due to difference in personal qualification / potential, individual career path could be slightly different from person to person.

## Training Courses 培训课程

Training Courses	培训课程	Training Courses	培训课程
Production line experience	体验生产线	Accelerate team productivity	团队加速器
Functional qualification program	专业技能培训课程	Basic finance knowledge	初级财务课程
Manager @ Bosch	博世经理人	Performance review	绩效评估
Get started as a new leader	新领导成功之路	ToST Trainee-organized seminar for trainees	培训生自行组织的研讨会

## Basic Requirements 基本要求

- Master degree in commercial or technical field;
  - Speak and write fluent English (additional language skills are plus, preferable German);
  - Have working experience around 3 years;
  - Gathered experience in international environment during study, internship or working;
  - Have strong communication skills and leadership potential;
  - Open-minded, responsible and a good team player.
  - Mobile (nationally and internationally).
- 商务类或技术类硕士及以上学历;
  - 英语口语流利, 书面表达能力强, 掌握其他语言者(德语为佳)会优先考虑;
  - 拥有3年左右工作经验;
  - 拥有海外留学或在国际化环境中实习或工作的经历;
  - 出色的沟通技能及具备领导潜质;
  - 思想开通, 责任心强, 并具有团队合作精神;
  - 工作地点上具有灵活性(国内及海外)。

## Recruitment Process 招聘流程

The CNTP recruitment process follows 5 steps below. If you can successfully pass the "Potential Assessment Center", you will join Bosch as a management trainee in a certain function. If not, you will still have the opportunity to join Bosch via the recommendation to a Direct Entry position.

“博世经理人培养计划”的招聘流程包括如下五个环节。如果您能顺利通过“潜力评估中心”，您将以一名管理培训生的身份加入博世；如果未能通过，我们会给您推荐一般就业岗位，您同样有机会加入博世集团。

