



Olam

OLAM KEY TRAINEE PROGRAM 2016



Introduction

Olam **Graduate food engineering Trainee Program** is a program dedicated to Food engineering students. The program aims to identify, build and develop young Food engineering who are chosen in a selective team of well – educated and dynamic fresh graduates to become Olam future supervisors.

Opportunities

- Our Graduate Food Engineering Trainee will provide you with opportunities to:
- Become part of Olam’s future as a front line manager, supervisor or executive in Food Engineering.
- Explore your career in a fast-moving & manufacturing industry
- Work in a dynamic and professional environment and be member of a strong and committed Food Engineering team
- Experience intensive, systematic and challenging training and development programs at Olam

Development Project

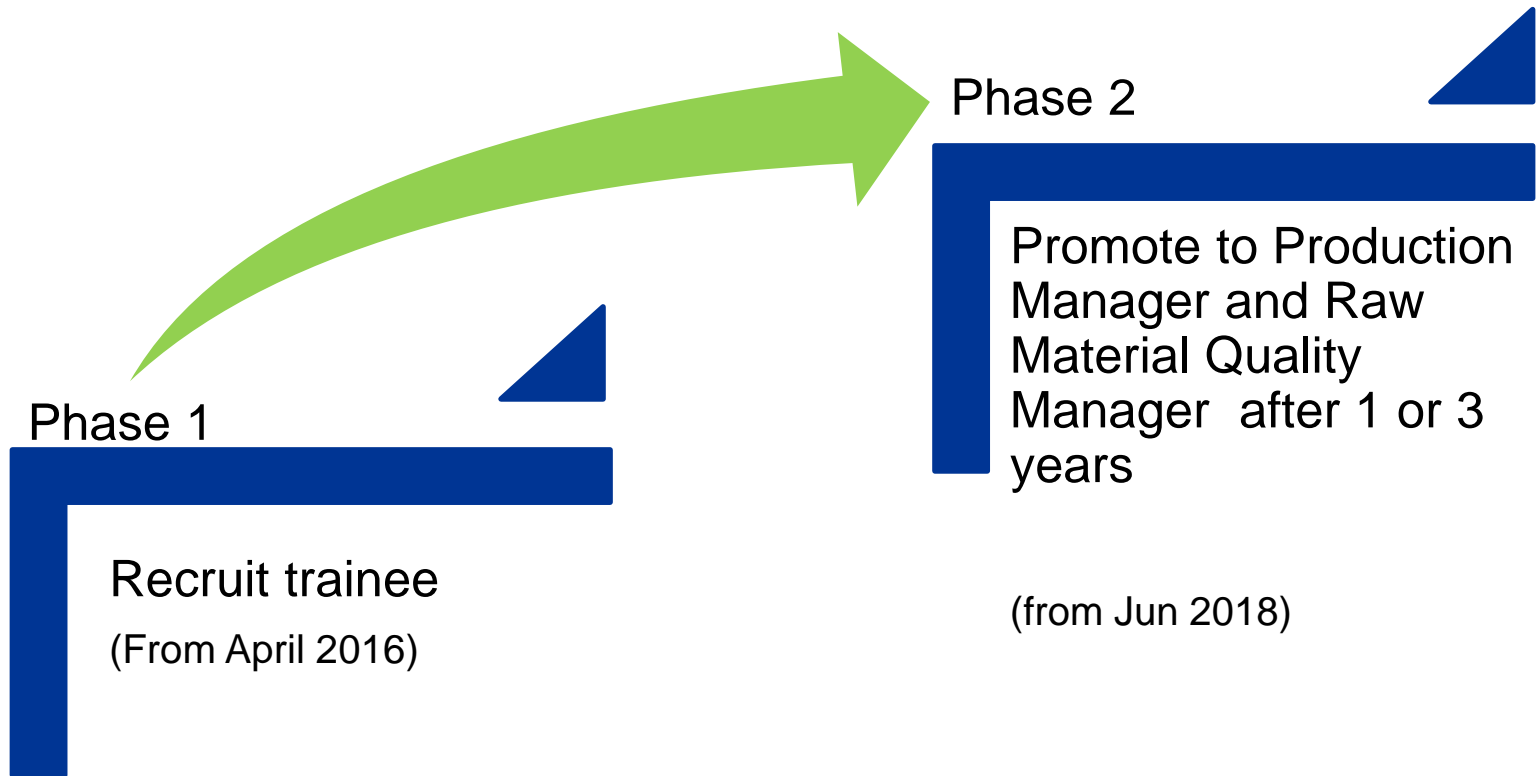


Develop New Plantation Project:
move Production Manager to Project
Manager

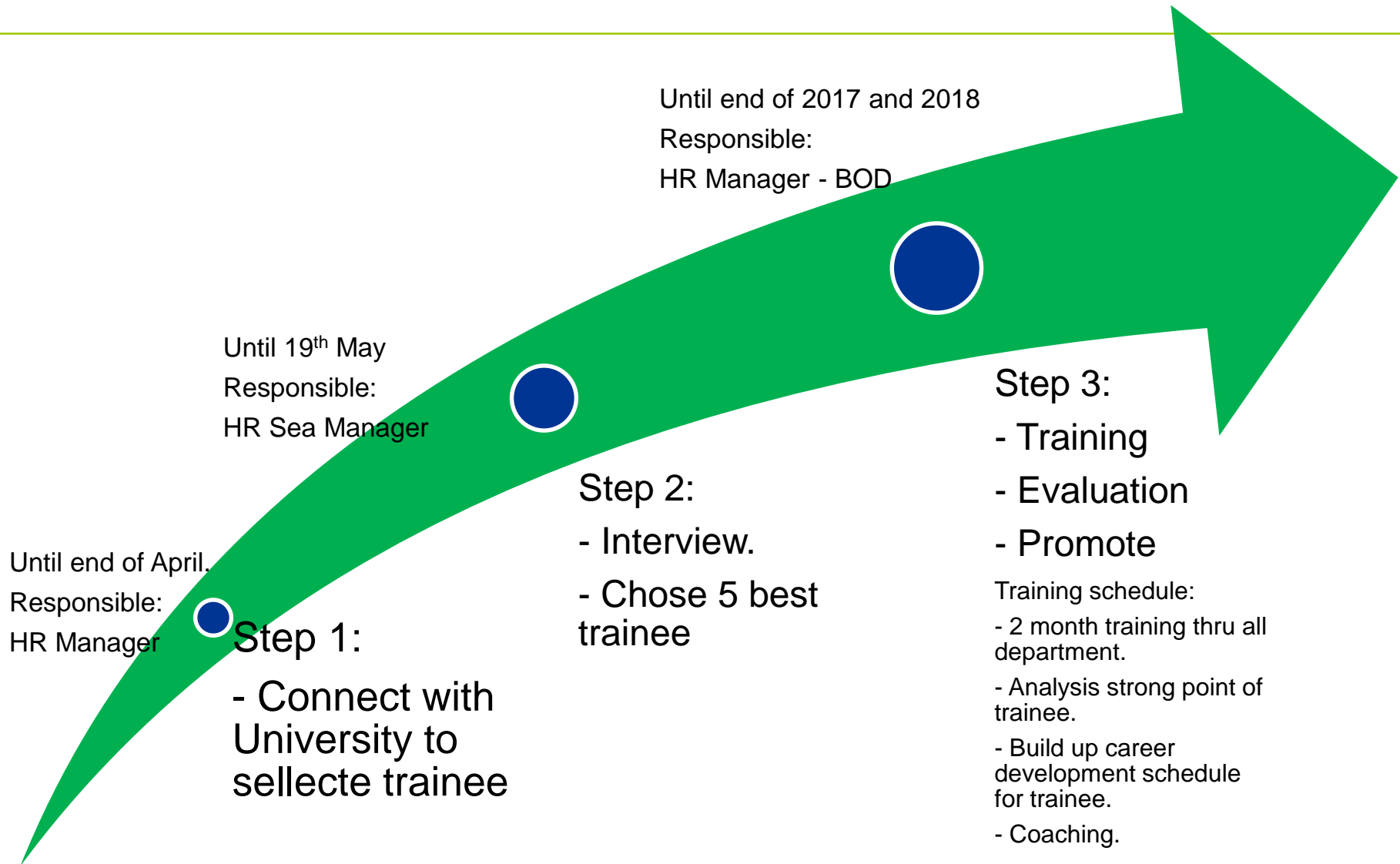
Develop Quality Management
system:
QA Department and QA
Department

Current size with
10,000 employees in 8
factories

Trainee Development steps



Action Plan



Selection Process



Application Tips

– Application Screening

- ✓ Each candidate should have a resume prepared by yourself which present your personal information (D.O.B, P.O.B, Permanent Add, Temp. Add., Phone, Email,...); Your Education; Your experience with some your activities you have been join during student time
- ✓ Keep your information detailed but focused and simple and us real evidence of your experience where possible
- ✓ Read over and follow our application guideline

– Testing

- ✓ You will join our Campus Interview Program which organized at your university. The campus interview will have Company's Introduction; Test, Interview.
- ✓ There are four tests - Logical Reasoning Test, Numerical Reasoning Test, Basic Test and Technical Test. All tests can be in Vietnamese or English
- ✓ You can search for some sample tests to get familiar with the style of testing

– Interview

- ✓ The interview will be in Vietnamese & English with HR & some head of departments
- ✓ The aim of this interview is for us to understand more about you, your motivations and your career orientation, so be yourself in every question
- ✓ **Be honest** and share with us your own experiences/achievements in your academic life, extra curriculum activities and professions (if any). We want to know what the situation was, what you did and what you learned from it
- ✓ Ensure you arrive on time for the campus interview and that you feel relaxed and presentable

Selection Criteria



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- Fresh graduates (Bachelor from Food Engineering backgrounds) Vietnamese nationality
 - GPA (Grade Point Average): above 6.5/10 for Bachelor and 7.5/10 for Diploma or equivalent
 - Honest, proactive, innovative, self-motivated with an ability to drive results
 - Self-aware, good interpersonal & teamwork skills
 - Leadership potential
 - English fluency is required
 - A strong desire to work in Food Engineering

In order to be successful as a Graduate Food Engineering Trainee, you have to:



- Pass all training and development assessments
- Demonstrate aptitude in relevant skills
- Be a fast-learner, good team player and technically excellence
- Be able to adapt to organizational culture and a new business environment
- Be committed to your own as well as the organization's developments

Career Orientation



12 months Training Program for Food Engineering Trainee

THANK YOU!