



HEINEKEN Taiwan 2024 Graduate Program

海尼根台灣 2024 儲備幹部(HGP)計畫

【申請資格 Qualification】

- 2024 年九月一日前畢業，或工作經驗資歷不超過 36 個月者。 Graduation before 1 September 2024. A maximum of 36 months' work experience after your most recent degree.
- 具備流利的英文書寫及口說能力，所有書面及團體面試均以英文進行。 Should have fluent English writing and speaking skills. All written and group interviews will be conducted in English.

【最特別的你 The unique you! 】

- 能夠獨立完成任務，有責任感、當責，同時也能成為團隊合作的一員。 Capable of completing tasks independently, with a sense of responsibility and accountability, while also being a team player.
- 勇敢冒險、勇敢進步、勇敢突破。 Be brave to take risks, strive for progress, and break through barriers.
- 做出創舉，發揮自己的影響力。 Innovate and exert your influence.

- 具成長思維、不間斷的學習。主動回想、復盤、分享以及重複應用。 Possess a growth mindset and engage in continuous learning. Actively reflect, share, and apply knowledge.
- 願意並且不畏懼進行真誠的對話。 Willingness and fearlessness to have real conversations.
- 具有良好且邏輯性的溝通能力。 Demonstrate effective and logical communication skills.
- 爭取勝利並且期待與海尼根台灣一起慶祝成就。 Play to win and looking forward to celebrate success with HEINEKEN Taiwan.

【職務內容 What You'll Experience】

在海尼根台灣這家全球百年啤酒公司中，跨足不同部門的輪調，展開一場前所未有的職涯冒險。與跨國工作團隊合作，完成多元任務，培養專業知識和領導技能。品味由高階主管所提供的智慧，他們兼任你的專屬導師。一起釀造屬於你的，獨一無二的職涯旅程！

At this worldwide party of a century-old beer company, groove through cross-unit rotations for a career adventure like no other. Collaborate with multinational work teams to accomplish diverse tasks, cultivating professional knowledge and leadership



skills. Sip on the wisdom served up by top-tier execs who moonlight as your exclusive mentors. Cheers to a career that's more joyful than a barrel of fun!

18 個月完整且豐富的 HGP 計畫

Extensive and comprehensive 18-month HGP program.



【報名辦法 How To Apply】

線上報名:

<https://job.pulsifi.me/companies/heineken-taiwan/cc832fd7-3218-4fdf-8d9b-b77afb79e122/2024-heineken-taiwan-graduate-program-hgp>

請提供一段不超過 5 分鐘的影片，用英文分享且必須含以下內容為主：

- 自我介紹，就像你是自己節目的主角一樣炫耀一下！



- 揭曉你怎麼看待 HEINEKEN 台灣，別遮掩任何想法！
- 跟我們分享你想像自己加入台灣 HGP 後的生活的內幕！

Drop us a video that's no longer than 5 minutes, shared in English, with the following content:

- Introduce yourself like you're the star of your own show!
- Spill the beans on how you see HEINEKEN Taiwan – no holding back!
- Share with us the inside scoop of what you imagine your life would be like after joining HGP Taiwan!

Lights, camera, action!

【流程與時間 Selection and Timeline】

- 1/1 - 3/15 報名並上傳甄選影片 Apply and Submit Video Application
- 4/8 公布審核結果、提供適性測驗 Announce initial results and provide personality test
- 4/19 團體面試 Group Interview
- 5/8 最終面試 Final Interview
- 5/15 最終結果公布 Offering day



報到日期可討論，最晚報到日希望不遲於 2024/9/2(Mon)

The commencement date is flexible, and we aim for the latest arrival no later than September 2, 2024 (Monday).

【在海尼根工作 Working at HEINEKEN】

我們每天以產出優質產品為傲，這些產品不管在派對上、工作會議中，甚至是在家中沙發上也許都曾經出現過。HEINEKEN 海尼根台灣所提供的不僅僅是啤酒，我們積極努力創建一個宜人的工作環境，讓每個人都感到受到尊重並擁有平等的機會。每一個獨特的個性、知識和技能都是我們成功的關鍵。

Every day we work with pride on our great products that you have certainly had in your hand at a party, during a work meeting or at home on the couch. HEINEKEN is much more than just beer. We actively work to create a pleasant work environment where everyone feels respected and has equal opportunities. Your personality, knowledge and skills are the success of our organization.

在 HEINEKEN 台灣，我們致力於打造一個充滿活力且包容的工作環境，促進創新和卓越。作為啤酒的全球領航品牌，我們致力於吸引頂尖人才，並為員工提供專業成長和發展的機會。



At HEINEKEN Taiwan, we strive to create a dynamic and inclusive work environment that fosters innovation and excellence. As a global leader in the beverage industry, we are committed to attracting top talent and providing employees with opportunities for professional growth and development.

公司文化：HEINEKEN 以其團隊協作和充滿活力的企業文化而聞名。我們相信多樣性、公平和包容，重視每位團隊成員的獨特貢獻。我們的文化鼓勵創造力、團隊合作，並且對提供最優質的產品和消費者體驗充滿熱情。

Company Culture: HEINEKEN is renowned for its collaborative and vibrant company culture. We believe in diversity, equity, and inclusion, valuing the unique contributions of each team member. Our culture encourages creativity, teamwork, and a passion for delivering quality products and experiences.

專業發展：加入 HEINEKEN 台灣意味著踏上不斷學習和發展的旅程。我們的員工可以參與各種培訓計劃、導師計劃和職業晉升機會，確保他們具備在工作中取得卓越表現所需的能力。

Professional Development: Joining HEINEKEN Taiwan means embarking on a journey of continuous learning and development. Our employees have access to various training programs, mentorship initiatives, and career advancement opportunities, ensuring that they are well-equipped to excel in their roles.



創新和可持續性：作為一家具有前瞻性的企業，HEINEKEN 致力於創新和可持續性。我們鼓勵員工富有創造力，並參與我們在減少環境負面影響並促進負責任商業實踐的各項倡議。

Innovation and Sustainability: As a forward-thinking company, HEINEKEN is committed to innovation and sustainability. We encourage employees to think creatively and contribute to our initiatives aimed at reducing our environmental impact and promoting responsible business practices.

員工福利：在 HEINEKEN 台灣，我們重視員工的健康和福祉。我們的全面福利計劃包括有競爭力的薪酬、健康和健身計劃，以及其他致力於提升工作與生活平衡的福利。

Employee Benefits: At HEINEKEN Taiwan, we value our employees' well-being. Our comprehensive benefits package includes competitive salaries, health and wellness programs, and other perks designed to enhance work-life balance.

探索在 HEINEKEN 台灣的無限可能性——

在這裡，希望你的熱情與我們的目標相遇，一起釀造屬於你的職涯旅程。

Discover the possibilities at HEINEKEN Taiwan – where passion meets purpose, and brew your progressive career with us!