



Nurture The Eagles

Young Talent program



At INSEE, we strive to deliver our commitments (EVP) to ensure employees feel cared, and grow their best to share our purpose together

BUILD FOR LIFE

CARES

#CARE.AT.WORK.HAPPY.AT.HOME

SAFE & SECURE
ENVIRONMENT

SECURE EMPLOYMENT

GOOD BENEFITS

FAIRNESS & RESPECT

GROWS

#LEARN.FAST.GROW.FURTHER

INTERESTING JOB,
DIVERSIFIED EXPERIENCES

PROFESSIONAL TRAINING,
COACHING

INTERNATIONAL EXPOSURE

TALENT DEVELOPMENT &
EMPOWERMENT

SHARES

#TOGETHER.MAKE.LIFE.WORTH.LIVING

SUCCESSFUL BRANDS,
QUALITY PRODUCTS

SUSTAINABLE DEVELOPMENT

STRONG MANAGEMENT TEAM

ETHICS & INTEGRITY

TEAMWORK



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Nurture The Eagles at INSEE Vietnam



CAMPUS ATTRACTION ACTIVITIES

University Partnership

13 years building strategic partnership with key universities



Career Fair Activities

• INSEE Campus at all targeted schools
• "Learn Fast - Grow Further" as main theme



INSEE Prize



NURTURE YOUNG EAGLES

EVE

• Enterprise Based Vocational Education
• 16 intakes - 217 participants
60% still work at plant



Young Talent Program

• GDP: 12 intakes/ 86 members
• JET: 19 intakes/ 174 members
• 50% DLQ participants from GDP development



Internship program

• Affiliation & attract best talents from best schools
• Solid pipeline & New staff with minimal learning curve
• Interacting with New Generation & creating Brand awareness



Best Place of Choice

BEST EMPLOYER OF CHOICE 2020
by VIETNAM STUDENT
anphabe^α

BEST EMPLOYER OF CHOICE 2022
by VIETNAM STUDENT
anphabe^α

BEST EMPLOYER OF CHOICE 2023
by VIETNAM STUDENT
anphabe^α



Targeted Candidates



- Top Universities in Technical & Economics fields with suitable majors
- Key partnerships of Campus program



- Fresh graduates
- Bachelor/Engineer degree in required majors
- Maximum 01 years of experience in same recruitment requirement



- Young and Dynamic
- Excellent written, verbal and interpersonal skills
- Possess positive energy



- Potential to be developed into all-around future leaders at Managerial positions (targeted FML/MML up) within development timeframe



- Leadership Competencies & Agility mindset assessment
- Numerical & Logical test
- Personality/ Working behavior assessment

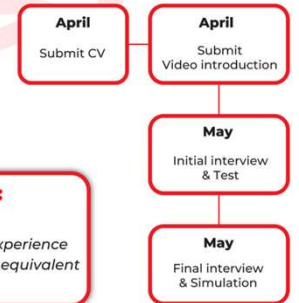


YOUNG TALENT DEVELOPMENT PROGRAM 2024



What INSEE brings you:

- Fast-track career roadmap
- Training & coaching from top industry experts
- Best place to work in Vietnam
- Competitive benefits



Apply now if you are:

- Final year student
- Fresh graduated <1 year experience
- GPA from 6.5/10 or 2.6/4 or equivalent
- TOEIC 450 or relevant"

SCAN TO APPLY



Life at INSEE

INSEE Vietnam

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12-months roadmap

FAST DEVELOPMENT ROADMAP IN 12 MONTHS					
First 2-month	Next 3-month		Next 1-month	Next 5-month	Last month
On-boarding Program			Mid-term Evaluation	Performing target role	Final Evaluation
START WITH INSEE General & HR Training <ul style="list-style-type: none"> • Company & Safety Induction • Program Induction • Engagement Activity • Basic Training Skills • Business acumens through physical workshop & on-site experience 	<ul style="list-style-type: none"> • Department Induction • Basic/Overall Knowledge 	Perform specific tasks at Host function (must be relevant to the target role).	<ul style="list-style-type: none"> • Performance Assessment • Presentation on development progress • KPIs Review/ Adjustment 	<ul style="list-style-type: none"> • Perform target position with hands-on assignment & KPI • Participate in technical training (if available). 	<ul style="list-style-type: none"> • Final Presentation • Performance Assessment

Requisition List

Department	Positions	Majors	Qty	Working Location
MNF	Mechanical engineer	Mechanical Engineering	1	HONC
MNF	Automation Engineer	Automation Have knowledge / Electrical And Electronics Engineering	1	HONC
HRS	Human resources	Open for all majors	1	HONC

General information

- Benefit package
 - ▶ Attractive and competitive salary with annual review
 - ▶ EBITDA bonus (minimum 1 month)
 - ▶ Company allowance
 - ▶ Accommodation support within 6 months
 - ▶ Health insurance
 - ▶ Annual leave from 14 days
 - ▶ Lunch at Plant
 - ▶ Daily shuttle bus
 - ▶ Technical and Softskill training as well as development chance by cross-function assignment
 - ▶ Career mentor by well-experienced coach from Leadership team.

