



碧桂园集团



# 中国房地产十强——碧桂园集团开启全球人才招聘之旅

## 寻找“未来领袖”

一个高标准、定制式的成长计划！

一个行业内首创的高端人才品牌！

一家国际化地产企业！

培养未来行业领军人的摇篮！

只为吸引全球最顶尖的人才！

### 碧桂园集团介绍

中国地产行业 10 强 | 福布斯全球上市公司 500 强 | 2016 “中国典范雇主”

2015 “中国消除贫困奖” | 七次 “中华慈善奖” | 首届 “全国脱贫攻坚奖”

☆2016 年销售额 3088 亿 ☆全球逾 700 个地产项目

☆马来西亚最大房地产开发商 ☆战略拓展澳大利亚、印尼、印度等国家

碧桂园是中国新型城镇化进程的身体力行者，是全球绿色生态智慧城市的建造者，不仅为超过 300 个城镇带来现代化的城市面貌，提升当地人民的居住条件和生活品质，还在新加坡旁，以当今世界先进的城市设计理念，首建立体分层现代城市——森林城市。20 多年来，碧桂园都是所在城市的亮丽风景线 and 名片。园林景观、生活广场使当地人民流连忘返，会所、物业服务令人生活舒适、安全。

自 2012 年正式涉足海外市场起，海外市场是碧桂园集团坚定不移的战略目标，拓展足迹遍及亚洲、大洋洲、美洲、欧洲等多个区域，至今已在马来西亚、澳大利亚、印尼等多个国家成功落地项目。同时，碧桂园正积极开拓印度、越南、泰国、英国、美国等市场。

## “未来领袖”计划介绍

“未来领袖”计划，作为碧桂园集团倾全力打造的核心人才培养项目，自 2013 年启动全球招募以来，已吸纳来自哈佛、麻省理工、帝国理工、剑桥、牛津、新加坡南洋理工、新加坡国立、港大、清华、同济等全球顶尖高校优质人才逾 400 名。

三年来，经过集中培训、高管带教、总部轮岗、一线实操、项目挂职等倾注集团最优质资源的全方位密集型培养筑基，目前已有大批学员获得快速成长和发展，并任职关键岗位，逾 80 名学员在入职 2-3 年内成长为区域总裁、区域副总裁、区域总裁助理、项目总经理，并有近 120 名学员发展为项目副总经理、职能部门副总监等核心管理人员。

## 企业文化&社会责任

- ◆ 价值观：“我们要做有良心、有社会责任感的阳光企业”
- ◆ 企业使命：“希望社会因我们的存在而变得更加美好”
- ◆ 社会责任：我们致力于帮助人们摆脱贫困，为社会更加美好而不懈努力。自 1997 年至今，碧桂园人在扶贫公益事业已经投入了 26 亿元。

## 人才&岗位需求

- ◆ 人才理念：以德为本，德才兼备；不拘一格，能者居上
- ◆ 核心素质能力要求：勤勉进取、坚韧不拔、系统思考、团队管理、人际关系、简单务实

## ◇ 项目类岗位

**岗位名称：**储备项目总经理/项目副总经理/经理

**岗位职责：**1、全面管理项目设计、开发、工程、成本、营销等工作；2、带领团队实现项目经营目标

**岗位要求：**

1. 学历：博士
2. 专业：工程管理、建筑、土木、结构、城市规划、水电暖通、交通、岩土工程、经济、房地产金融等专业等
3. 工作经历：优先考虑具有房地产相关工作经验者
4. 语言要求：对于国内候选人，需英语流利；对于外籍候选人，优先考虑懂中文者

**职业发展路径：**经理>项目副总经理>项目总经理>区域总裁助理及以上

## ◇ 职能类岗位

**岗位名称：**总监/副总监、经理

**职能方向：**土地投资、营销、成本、财务等

**岗位要求：**

1. 学历：博士
2. 专业：工程管理、建筑、土木、结构、城市规划、经济、金融、企业管理、工商管理、市场营销、公共关系、中文、新闻、传媒、广告、统计、财务管理、会计学、税务等
3. 工作经历：优先考虑有相关工作经验者
4. 语言要求：对于国内候选人，需英语流利；对于外籍候选人，优先考虑懂中文者

**职业发展路径：**经理>副总监>总监>总部部门副总经理/区域总裁助理>总部部门总经理/区域副总裁

## 应聘流程

- 申请步骤：网申>电话/视频面试>在线测评>初面>复试
- 申请渠道：[luhui07@bgy.com.cn](mailto:luhui07@bgy.com.cn)

如需更多详情,请登陆碧桂园集团官方网站 <http://www.bgy.com.cn/fl/>,或者关注碧桂园集团微信公众号(请扫描下方二维码)。如有更多疑问,欢迎随时咨询 HR 路博士(邮箱 [luhui07@bgy.com.cn](mailto:luhui07@bgy.com.cn),手机/微信(+86 18813057416)。



发现，因为眼界；  
选择，因为格局；  
引领，因为实力！

**未来领袖，引领未来！**



碧桂园集团



# COUNTRY GARDEN GROUP

## 2017 FUTURE LEADER PROGRAM

碧桂园集团正式启动 2017 年“未来领袖”计划

### What is Country Garden 碧桂园集团介绍

*Forbes 500*

*500 Projects Globally*

*Top 10 Real Estate Company in China*

Over the past 20 years, Country Garden has been a practitioner in China's urbanization, bringing modernization to landscape and improving the quality of people's lives. Besides Mainland China, Country Garden has also been actively expanding overseas markets since 2012, including Malaysia, Australia, Indonesia, India, Thailand, Myanmar, Laos, Russia, Vietnam, Britain, US and other countries.

Pairing your unique skills with our global resources and expertise, Country Garden will give you the career you desire.

### Corporate Philosophy & Social Responsibility

#### 企业文化&社会责任

##### *Value*

To be a conscientious, responsible and sunshine enterprise

##### *Corporate Mission*

To create a better society with our existence

##### *Social Responsibility*

We are dedicated to helping people escape poverty and live better lives through our professional endeavors. Since it was established in 1997, the Country Garden Group and its founder have in aggregate donated approximately RMB 2.6Bn to charity.

## What We Look For 人才需求

### *Talent Concept*

We value talents based on virtue and ability.

- ✓ Hardworking
- ✓ Persistence
- ✓ Systematic Thinking
- ✓ Strong Team Management Competency
- ✓ Good Inter-personal Relationship Skills
  - ✓ Moderation and Pragmatism
- ✓ Compatible Professional Qualifications

## Vacancies: Project Management 项目类岗位

**Job Title:** Project General Manager/ Project Deputy General Manager/ Manager

### **Job Description:**

1. Fully in charge of the development process of real estate projects, covering planning, design, engineering, cost management, marketing, financing, etc.
2. Achieve business targets through effectively motivating and managing the team.

### **Qualifications:**

1. Degree: Ph.D. preferred
2. Majors: project management, engineering management, architecture, civil engineering, structural engineering, urban planning, water and electricity, transportation, geotechnical engineering, hydraulic engineering, etc.
3. Experience: Applicants who have related working experience are preferred
4. Language: For Chinese applicants, fluency in English is needed. For foreign applicants, the ability to converse in Mandarin is preferred.

**Ongoing Career Growth:** Manager->Project Deputy GM->Project GM->Regional Assistant/Vice President->Regional President



碧桂园集团



## Vacancies: Functional Management 职能类岗位

**Job Title:** Deputy Director/ Line Manager

**Functions:** Real Estate Investment\ Strategy\ Financial Management\ Human Resource Management\ Branding & Public Relations\ Design Management, etc

**Qualifications:**

1. Degree: Ph.D. preferred
2. Majors: economics, finance, corporate management, administrative management, public relations, Chinese literature, journalism, media studies, advertising, statistics, accounting, taxation, actuary, insurance, real estate management, mathematics, communication studies, law, information interconnection, construction materials, new materials, etc.
3. Experience: Applicants who have related working experience are preferred.
4. Language: For Chinese applicants, fluency in English is needed. For foreign applicants, the ability to converse in Mandarin is preferred.

**Ongoing Career Growth:** Line Manager->Deputy Director->Director->Department Deputy GM->Department GM

## Application 应聘流程

**Application Deadline:** ASAP

**Application Procedure:** Online Application--Telephone Interview --Online Test --1<sup>st</sup> Round Interview-- 2<sup>nd</sup> Round Interview

**Application:** please visit our official website <http://www.bgy.com.cn/fl/> to apply online or send your CV to [luhui07@bgy.com.cn](mailto:luhui07@bgy.com.cn)



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Please visit our official website (<http://www.bgy.com.cn/fl>) or WeChat account (scan the QR code below).

For more information, please do not hesitate to contact Dr. Lu (Email: [luhui07@bgy.com.cn](mailto:luhui07@bgy.com.cn)), Tel/wechat: [\(+86\) 18813057416](tel:+8618813057416)



*Fight along the legends*

*March with the giants*

**Future Leader, Lead the Future!**