

华钦软件大学生成长计划与实施

背景和任务：

伴随着近几年中国软件外包业的快速增长，在可以预期的未来 5-10 年内，欧美外包项目在中国的高速增长是确定的，软件人才的需求是旺盛的，在过去的 3 年，华钦软件每年制定大学招聘计划，同时实施大学生在公司内的成长规划。我们具有可持续执行的教育体系，清晰的职业规划和个人成长轨迹，完善的福利系统。我们尊重人才，在大学生们的合同薪资设定上，我们根据实习期间的贡献度设定的薪水范围在 3.5k-5k 之间，在薪资调整上，我们在合同期 3 年内，每半年进行一次薪资调整，调整的幅度在 10%-30% 之间。

大学生成长计划和实施细节如下：

适用 2009 年后加入华钦软件并且完成培训计划的大学生。

	教育体系	职业规划和个人成长	福利实施
实习期间	MF Fundamental 培训	Trainee Level	实习薪资
	Credit Card 业务培训	技术积累，业务积累	年假和商业保险
	Technical English 培训	产生贡献	文体活动
	职业性和价值观的培训	个人成长	员工关怀
			Team Building
合同期第一年	Mentor 培训	Trainee Level - JSE Level	两次薪资调整，每次幅度 10%-30%
	Project Tools 培训	技术积累，业务积累	年假和商业保险
	项目组 KT & KS	沟通能力提升	文体活动
	Technical English 培训	产生贡献	员工关怀
	出国培训	个人成长	Team Building
			员工体检
合同期第二年	项目组 KT & KS	JSE Level - SE Level	两次薪资调整，每次幅度 10%-30%
	Technical English 培训	技术积累，业务积累	年假和商业保险
	出国培训	小规模团队领导力	文体活动
	Softskill 培训	产生贡献	员工关怀
		个人成长	Team Building
			员工体检
合同期第三年	项目组 KT & KS	SE Level - SSE Level	两次薪资调整，每次幅度 10%-30%
	Technical English 培训	技术积累，业务积累	年假和商业保险
	管理领域培训	大规模团队领导力	文体活动
	出国培训	产生贡献	员工关怀
		个人成长	Team Building
			员工体检

ChinaLink Fresh Graduate Development Program

Program Background:

In recent years, along with the rapid growth of Chinese software outsourcing industry, we can foresee that in the next 5-10 years, the rapid growth in China of software outsourcing projects from Europe and United States is certain; the demand for software talent is exuberant. In the past 3 years, ChinaLink keep developing the recruitment program and implementing the individual development program of fresh graduates each year in order to have a sustainable education system, set a clear career path and a comprehensive welfare system. To show the fully respect to the talent, ChinaLink set the contract salary range between 3.5k-5k according to the fresh graduates' performance and contribution during their internship; after that, ChinaLink consider to review the salary on every 6 months and the merit increase rate will be between 10%-30% for the 3-year contract.

Following please refer to the details of the fresh graduates development program:

This program applies to those fresh graduates whom joined ChinaLink after Y2009 and also completed all the required training courses:

	Education System	Career Development	Welfare System
Internship	MF Fundamental Training	Trainee Level	Internship Salary
	Business Knowledge Training of Credit Card	Skill and experience accumulation	Annual Leave and Supplementary commercial insurance
	Technical English Training	Generate Contributions	Employee Activity
	Training of Occupation and Values	Individual Development	Staff Care
			Team Building
1 st Contract Year	Mentor Training	Trainee Level - JSE Level	Salary review (twice), increase rate between 10%-30%
	Project Tools Training	Skill and experience accumulation	Annual Leave and Supplementary commercial insurance
	Project Team KT & KS	Communication skill improvement	Employee Activity
	Technical English Training	Generate Contributions	Staff Care
	Overseas Training	Individual Development	Team Building
			Annual Physical Examination
2 nd Contract Year	Project Team KT & KS	JSE Level - SE Level	Salary review (twice), increase rate between 10%-30%
	Technical English Training	Skill and experience accumulation	Annual Leave and Supplementary commercial insurance
	Overseas Training	Leadership	Employee Activity
	Softskill Training	Generate Contributions	Staff Care
		Individual Development	Team Building
			Annual Physical Examination
3 rd Contract Year	Project Team KT & KS	SE Level - SSE Level	Salary review (twice), increase rate between 10%-30%
	Technical English Training	Skill and experience accumulation	Annual Leave and Supplementary commercial insurance
	Management Skill Training	Leadership	Employee Activity
	Overseas Training	Generate Contributions	Staff Care
		Individual Development	Team Building
			Annual Physical Examination