



Leadership Associate Program

rrd
RR Donnelley



Ann

2016 LAP

In contrast to the cozy and comfortable life in the States, exciting business vibe is what attracted me coming back to Asia, with lots of untapped market and new business model to develop, I can apply what I learnt at school and from established system to further my exploration.



Stacy

2016 LAP

Looking back the past year, it is stunning to see how much I've taken away in terms of industry know-how, corporate strategies, and personal career growth since the touch-down day. And I couldn't have made it if not for the daily project on the floor, as well as the high-level exposures benefiting from the LAP program.



Hannah

2016 LAP

As a LAP, I am so lucky to have the chance to work with Sr. Management team. They are not only strategists but also navigators. They focus on developing a long term goal to align with the business demand, they also quickly leverage the opportunities and resolve issue with actionable plans.



Jingxiang

2017 LAP

I was appointed as Project Manager to handle the largest project in RRD history, 2 weeks after I joined the company. It was not a easy task, but the good thing about LAP is that the program not sets only a challenge target for you, but also makes sure you can receive enough support from the company. In my case, my direct supervisor, Commercial Head of RRD Asia, worked closely with me to coach me how to handle such a complex project. For anyone who wants to achieve accelerated career path, LAP is definitely the right program for you.

Look forward to having you join us!



Scan QR Code and follow us to get more information

About RRD

RRD is a leading global provider of integrated multichannel marketing and business communications solutions. With more than 52,000 customers and 42,000 employees across the globe, RRD offers a comprehensive portfolio of capabilities, experience and scale that enables organizations around the world to effectively create, manage, deliver and optimize their multi-channel communications. From digital to print, creative development to fulfillment and logistics, we augment tactics with consultative expertise. We produce streamlined solutions that maximize your communications spend while focusing on new targeted channels and opportunities to rebuild your communications strategy.

For more information, visit our website at <http://www.rrd.com>

About Leadership Associate Program (LAP)

In a constantly evolving and changing marketplace of Asia, RR Donnelley explored an initiative on leadership development program to help us stay ahead of the industry with the solid leadership talent pipeline.

LAP is a 24-month program which offer you the chance to fully develop your potential across different functions or business units. Meanwhile, you will have exposure to work with senior leaders, who will advise, support and guide you on career journey and help you explore your strengths and turn your innovative ideas into real business. Upon successful completion of the program, you will be placed into a management role in a specific function that suits your strengths and interests, also aligns with the company's business demands.

If you are passionate, self-driven and looking for somewhere to make a change, to lead the business into future and to boost your career as well, RRD is the right place for you.

Looking forward to having you join us!



We Are Looking For...



You Will Have...



In 2018, we have 5 openings of project manager position in Operation, Commercial, HR and Finance functions.

General Qualifications

- MBA degree in global premium schools.
- 5 years or plus working experience.
- Proficient in spoken and written Chinese and English.
- Strong communication & influencing skill and leadership potential.
- Open-minded, Ownership and a good team player.
- Mobile (nationally and internationally).
- Oversea working experience is a plus.



Position: Project Manager, Operation

Working Location: East Region (Kunshan/Shanghai plant)

Reporting Line: Head of Operation, Packout

Job Responsibility:

- Take the role as key contact windows with clients and internal sales from operation section, he or she will also drive continues improvement on quality, cost, delivery and service.
- Involve & implement new project launch process that shall work closely with Engineering & NPD Dept. to satisfy customer needs.
- In mass production period, pay closely attention to dynamic change, lead to address and work out technical solutions for sustainable improvement.
- In delivery period, as project leader and key contact window, coordinate & corporate all internal related Dept. (Supply chain, Quality, Manufacturing Center, etc.) to meet client needs and product demands.

Position: Project Manager, Commercial

Working Location: Lansheng office, Shanghai

Reporting Line: Head of Commercial, Packout and Printed Electronics

Job Responsibility:

- Prioritize the potential industries for Packout/PE business.
- Study leading competitors' intelligence and winning tactics.
- Develop Go-To-Market models.
- Execute marketing penetration plan through sales team.
- Build-up effective market communication system to expand brand influence.

Position: Project Manager, Commercial

Working Location: Lansheng office, Shanghai

Reporting Line: Head of Commercial, Publication & Strategic Services

Job Responsibility:

- This position will focus on Publication Segment and Product management.
- Lead the market study of the international and domestic publishing market.
- Further develop segment strategy with right product portfolio offering with the support from sales team and BTC.
- Explore future opportunities in domestic publishing market, lead the key initiatives like content management/copyright trading/O2O practice.
- Develop and execute marketing communication plan to further enhance RRD brand awareness.

Position: Project Manager, HR

Working Location: Lansheng office, Shanghai

Reporting Line: VP of Human Resources

Job Responsibility:

- This person will take the role of Business HR Manager.
- Understand business needs and provide effective HR initiatives to meet business growth.
- Collaborate with HR COE team to implement and deploy HR annual plan in business teams.
- Identify and develop organizational capabilities required to execute the business strategy.
- Work with business leaders on organization transformation and provide appropriate solutions.
- Act as an independent advisor and contact person for business teams.

Position: Project Manager, Finance

Working Location: Lansheng Office, Shanghai/Liaobu, Dongguan

Reporting Line: VP of Finance

Job Responsibility:

- This position will take the role of Finance Manager. To work as a trusted business partner to Packout Commercial Teams.
- Support Commercial teams with detailed financial data, fulfill related financial reports and analysis required by business line.
- Responsible for all facets of pricing including price modeling, reviewing, analyzing, negotiation planning, training of pricing related matters, business case development, competitive and risk analysis.