

# SinoJobs

European-Chinese Job Portal  
面向欧洲-中国的招聘门户

For your company's success  
in the largest future market in the world:

**Professionals and Managers - From China, For China**

SinoJobs. The Leading European-Chinese Job Portal.

**Benefit from our recruiting expertise and the opportunities we offer in China.**



China is on the way to becoming a world and technology power and continues to offer European businesses attractive development potential. For years, one of the biggest challenges facing companies considering operations in China has been recruiting. To ensure success in the China market, companies must identify the right talent for the job; not just talented professionals and managers, but talented professionals and managers with pertinent China-Europe experience.

Established as a specialized job portal in 2009, SinoJobs has a long history of supporting international (primarily European) companies in the race to find qualified professionals and managers for positions in China or Europe.

Through our combination of China-Europe target-group optimized Job Listings, Employer-Profiles, CV Database, and expertise, SinoJobs offers a highly specialized and efficient platform for recruiting candidates with vocational expertise and China-Europe specific skills. By filling vacant positions quickly through the SinoJobs portal, you can gain a significant advantage over the competition. In addition, your presence on SinoJobs makes you an attractive employer to both Chinese and European professionals.

**Join SinoJobs to take advantage of your opportunities in China and in Europe.**  
We support you with our extensive expertise, access to a targeted talent pool, and detailed advice.

## TOP Employers and Job Listings on SinoJobs:



**Referent/-in Interne Revision**  
Frankfurt am Main



**Division Manager Operations**  
China



**Regional Sales Manager for China**  
Darmstadt



**Marketing & Editorial Praktikum**  
Shenzhen und Guangzhou



**Produktionsleitung**  
Zhangjiagang



**Project Engineer**  
Shanghai



**Account Manager**  
Shanghai



**Finance Manager**  
Shanghai



**The Siemens Graduate Program**  
Shanghai



**HR Manager**  
Changchun

## Benefit from our established network

SinoJobs is well connected with universities, associations and especially with Chinese student associations in Europe and Greater China – first class relationships that your company can benefit from. Our active networking is rounded out by the permanent presence of SinoJobs in traditional and social media.



[xing.com/net/sinojobs](http://xing.com/net/sinojobs)



[linkedin.sinojobs.com](http://linkedin.sinojobs.com)



[weibo.sinojobs.com](http://weibo.sinojobs.com)



[renren.sinojobs.com](http://renren.sinojobs.com)



[facebook.com/sinojobs](http://facebook.com/sinojobs)



[twitter.com/sinojobs](http://twitter.com/sinojobs)

# Why we are the right job portal for you:

## ✓ **Excellent Expertise in China**

SinoJobs was founded in 2009 by a management consulting firm specializing in China. We are equally familiar with the Chinese and European markets.

## ✓ **Target Group Optimized Approach**

Thanks to our specialization, you have access to candidates in China and Europe who cannot be reached through general or locally focused portals. SinoJobs is available in Chinese, English and German.

## ✓ **Wide Contact Potential in China and Europe**

Our offers are aimed at Chinese candidates with European experience who are living in China or Europe. We also address Europeans with China experience who are living in China or Europe. Our CV Database provides access to thousands of talented individuals with specialized China experience.



## ✓ **Usage of Various Platforms and Networks**

At no additional cost, we link your job posting (Standard-Layout or Corporate Design of your choosing) to various partner platforms. In addition, we link to relevant channels and forums on LinkedIn, XING, Renren, SINA, and other social networks. Through this exposure, we guarantee more applicant responses and higher quality candidates.

## ✓ **Multilingual Services**

Our German, English and Chinese speaking employees would be delighted to advise you on any questions concerning your advertisements. Job advertisements and employer profiles are usually published within 24 to 48 hours.

## ✓ **Reasonable Pricing**

SinoJobs services are offered at attractive pricing. We offer large volume discounts, and can provide invoicing in EUR or RMB (including Fapiao).

## ✓ **Advice specific to the job market**

Take advantage of our experience! To make sure your job posting is successful, we are ready and willing to advise you about specific aspects of the Chinese employment market.

# SinoJobs *Career Days* 中欧企业招聘会

## Europe's leading China-focused career and recruitment fair

SinoJobs Career Days offer a unique opportunity in the industry. Each year, over 2000 visitors (mainly Chinese talents) attend the fairs to meet European and Chinese employers. This is an effective recruiting, networking, and advertising opportunity for companies and candidates.



# Your Job Ad on SinoJobs

## Job Ad: Corporate Design



**Coroplast**

Tapes Cables Cable Assemblies

**For our sales team in China (Kunshan) we are looking for you.**

**Team Leader  
Quality Management Tapes (m/f)**

**Responsibilities**

- Testing the material contribution from our product family of adhesive tapes
- Controlling and improving the operational production process and being part of planning and realizing internal audits
- Supporting our production staff and being contact person in all quality issues
- Auditing of process times and products of adhesive tapes
- Managing the stock of inspection tools and ensuring their preparedness
- Analysing of non-conforming material
- Reporting directly to our headquarters in Germany

**Qualifications**

- Successful graduated master or bachelor study with main emphasis on engineering or quality inspection
- 1-2 years' experience as quality engineer or similar previous position in automotive manufacturing area
- Open minded person and able to communicate efficiently
- Possession of excellent interpersonal skills, teamwork spirit, diligence and a proactive work attitude
- Proficient in English (German would be an advantage)
- Excellent skills in Excel, Power Point and other Windows software tools

**Your benefit**

- You can expect a high level of job security
- A good work-life-balance and lots of career opportunities

**Our company**

Do you get enthusiastic about an environment, which is characterized by technology and innovation? Then you are ready for Coroplast. We are a fast growing and innovative family-owned company with more than 5000 employees worldwide.

**Your application**

If you want to demonstrate your abilities with a high willingness, a lot of fascinating tasks are waiting for you! The success of Coroplast are our employees. Become a part of our success story.

For further information please contact:  
Jan Dinius, Manager Recruiting  
Tel: +49 202 2691-428 / [jobs@coroplast.de](mailto:jobs@coroplast.de)  
Coroplast Fritz Müller GmbH & Co. KG  
Wimmer Straße 271  
D-42279 Wuppertal  
[www.coroplast.de](http://www.coroplast.de)

**Coroplast**  
Verbindungen, die halten.

### ✓ Corporate Design

Your Job Ad appears in the Corporate Design specified by you.

### ✓ Logo

Your Job Ad will appear in the search results with logo and title.

### ✓ TopJob Option Bookable

In addition, Job Ads are linked to the start page (rotation), appear in top ranking positions within search results, and are published in the weekly Jobletter for their entire duration.

### ✓ Refresh after 30 Days

After 30 days your Ad will be given a fresh date and published anew.

### ✓ Runtime 60 Days

Your Ad has a total runtime of 60 days.

### ✓ Multilingual

Per language edition, your Job Ad will be published in English, Chinese and German.

### ✓ Ad-Free

No external advertising on the page with your Job Ad.

### ✓ Social Media Postings

Your Job Ad will be posted in the weekly Jobletter on social media platforms like XING and LinkedIn, as well as on Chinese and European forums.

## Job Ad: Standard-Layout



**FIDUCIA 德信**  
Management Consultants

Our client is specialized in the development and construction of battery components, metal forming tools, machines and equipment, mainly used in the consumer battery market, pharmaceutical industry and commercial vehicle business. It is headquartered in Germany and has its worldwide footprints in Europe, U.S. and Asia. In line with their growth strategy our Client aims to strengthen the team by recruiting a

**VP Global Financial Coordinator - Located in Singapore, Hong Kong or Dongguan**

The candidate will be a Member of the Executive Management team of one of the major Business Units. He/she will drive global financial controlling and will initiate and align processes especially in Asia with offices in the U.S. and Europe. Being a member of the organization the candidate will also the bigger picture and will contribute with his entrepreneurial view to the business.

**General responsibilities of the position:**

- Coordination of Financial Controlling for one of the Business Units across different operations in U.S., Germany, China and Singapore with a focus on Asia operations
- Supervision of global management reporting to the German Holding
- Responsible for multiple projection, forecasting, budget and scenario planning as well as variance reporting in cooperation with the local Controllers
- Lead and partner with management team on local, regional and global financial projects
- Provide management director and work closely with Executive Management Team to drive the strategy development process for the Division
- Lead a global team of Financial Controllers of a Business Unit through dotted-line responsibility for U.S., Germany, China and Singapore Controlling/Accounting
- Manage local matters including legal, insurance and tax advice of Asia operations
- Coordination of the regional financing under the guidance of central Group Finance
- Initiate tax optimization projects with local and headquarters teams
- Improve Controlling tools based on IT environment

**Requirements:**

- Master degree in Business Administration or comparable qualification
- Minimum 10 years of working experience in a financial management or controlling role
- Multi-year experience in a similar position preferably in an international manufacturing environment
- Thorough knowledge in International Accounting Standard (IFRS) and US GAAP
- Strong analytical skills, systematic and strategic mindset as well as proactive working style
- Team player with demonstrated interpersonal and management skills as well as a cultural empathy
- Self-motivated, hands-on, high passion to drive projects and wear the bigger picture
- Willingness to travel (up to 20%)
- Comprehensive MS Office skills (especially Excel), ERP experience and general IT skills

**Reporting line and management involvement:**

- Reports to the Chairman of the Business Unit
- Asia management board member
- Member of the Executive Management Team of the BU and of the Group Executive Team

If you are interested in the position, please send your CV including a rough salary expectation to [careers@fiducia.com](mailto:careers@fiducia.com) (China time).

### ✓ Standard-Layout

Your Job Ad appears in our Standard-Layout with company logo, company description, position title, and position description displayed within a frame.

### ✓ Logo

Your Job Ad will appear in the search results with logo and title.

### ✓ TopJob Option Bookable

In addition, Job Ads are linked to the start page (rotation), appear in top ranking positions within search results, and are published in the weekly Jobletter for their entire duration.

### ✓ Refresh after 30 Days

After 30 days your Ad will be given a fresh date and published anew.

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Your Ad has a total runtime of 60 days.

### ✓ Multilingual

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No external advertising on the page with your Job Ad.

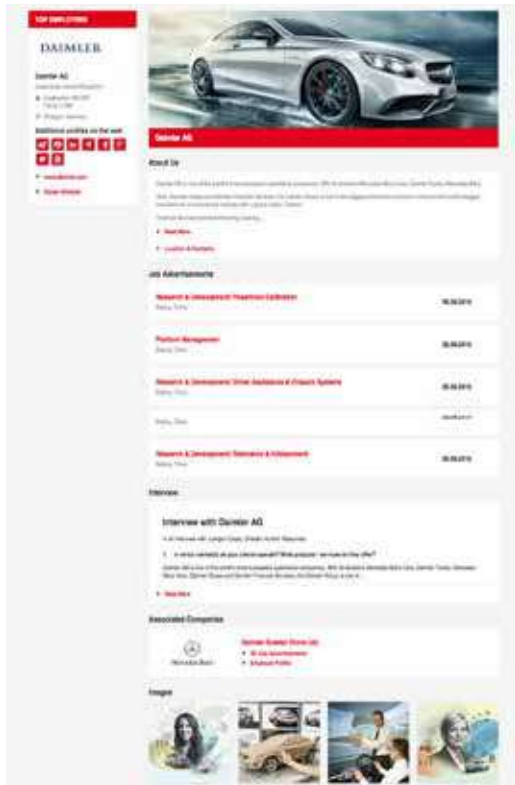
### ✓ Social Media Postings

Your Job Ad will be posted in the weekly Jobletter on social media platforms like XING and LinkedIn, as well as on Chinese and European forums.



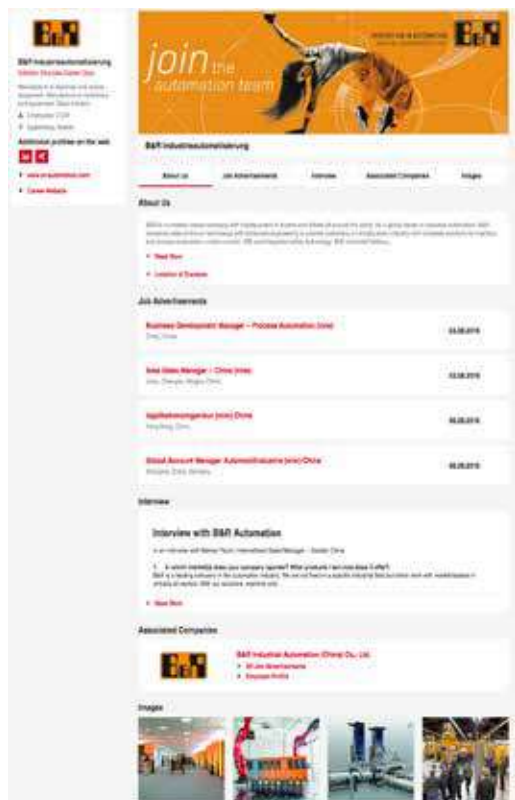
# Your Employer-Profile on SinoJobs

## Employer-Profile: Top Employer



- ✓ **Detailed Company Introduction**  
Extensive Employer-Profile with an introductory text, contact address and branch locations, links to Job Ads and connected companies, interview and image gallery.
- ✓ **Company Logo**  
Your corporate logo is included in your Employer-Profile and in the search results view.
- ✓ **Listing of Your Job Ads**  
Automatically generated listing of your Job Ads with a direct link.
- ✓ **Top Ranking Position in Search Results**  
Your Employer-Profile will be listed in search results above the standard and basic employers.
- ✓ **Logo on the Start Page**  
Your corporate logo will appear in rotation on the start page.
- ✓ **Multilingual**  
Per language edition, your Employer-Profile will be published in English, Chinese and German.
- ✓ **Color Highlighting in Search Results**  
Your Employer-Profile will be color accentuated in the search results to attract more attention.
- ✓ **Social Media Linking**  
Direct links to your social media profiles on LinkedIn, XING, Facebook, Google Plus, YouTube, Twitter, Renren, Wechat and Tudou.
- ✓ **Ad-Free**  
No external advertising on your Employer-Profile.

## Employer-Profile: Standard Employer



- ✓ **Detailed Company Introduction**  
Extensive Employer-Profile with an introductory text, contact address and branch locations, links to Job Ads and connected companies, interview and image gallery.
- ✓ **Company Logo**  
Your corporate logo is included in your Employer-Profile and in the search results view.
- ✓ **Listing of Your Job Ads**  
Automatically generated listing of your Job Ads with a direct link.
- ✓ **Ranking Ahead of Basic Employers**  
Your Employer-Profile will be listed in search results above the basic employers.
- ✓ **Multilingual**  
Per language edition, your Employer-Profile will be published in English, Chinese and German.
- ✓ **Social Media Linking**  
Direct links to your social media profiles on LinkedIn, XING, Facebook, Google Plus, YouTube, Twitter, Renren, WeChat and Tudou.
- ✓ **Ad-Free**  
No external advertising on your Employer-Profile.

# Direct Access to the SinoJobs CV Database

## Search specifically for your ideal candidates, then contact them directly

As the leading specialized job portal, SinoJobs offers a CV database with more than 16.000 Chinese and European candidates. The majority of candidates are Chinese graduates who studied in Europe; others are Europeans with China expertise.


- Unlimited access to more than 16,000 profiles.
- Unlimited inquiries\* throughout the duration of your access package guarantee a low cost per hire.
- Extensive search filters ensure quick, any-time access to relevant, highly qualified talent.
- An ideal tool for the continual development of your talent pool. Secure access to these candidates before your competition does.

## Specialized CV Database with EU-China Focus

### Extensive Search Criteria:

- Candidate ID
- Desired employment-type
- (for example: full time position, trainee, internship)
- Current working situation
- Availability
- Desired countries/regions for work
- Desired length of work experience
- Experience by sector
- Experience by job field
- Country of job experience
- Country of training/education
- Desired gross income in USD
- Highest degree completed
- Academic Category
- Language Ability
- Nationality
- Gender
- Last profile activity

### Categories of Study:



**Muster Mustermann**  
Gesuchte Anstellungsart: Festanstellung Vollzeit  
13+ years of study and experience in engineering mechanics including experience in FEM, constitutive modeling, structural thermal simulation, fatigue testing and fatigue life prediction. I have

Bewerber ID: 0000

Very good knowledge of Python, FORTRAN, CATIA, Abaqus and ANSYS;  
Working knowledge of Abaqus secondary development;  
Working knowledge of development of a high-temperature fatigue testing system;  
Well-developed analytical and problem solving skills;  
Highly motivated self-starter, capable of team and individual work.

**Das sucht Muster Mustermann**

Verfügbar ab:  
1-3 Monate

Gehaltswunsch p.a. in USD:  
50.000-70.000

Arbeitsurlaubnis (EU):  
Nein

**Gesuchte Branche**  
IT & Internet, Sonstige Branchen, Wissenschaft & Forschung, Maschinen- und Anlagenbau, Fahrzeugbau/-zulieferer, Luft- und Raumfahrt

**Weitere Angaben**

Bevorzugte Arbeitsländer/-regionen:  
China, Deutschland

Umzugsbereitschaft:  
Ja

Arbeitsurlaubnis (EU):  
Nein

Reisebereitschaft:  
Ja

**Persönliches**

Vor- und Nachname:  
Muster Mustermann

Geschlecht:  
Mann

Nationalität:  
China

Hukou:

**Berufserfahrung**

03.2012 - 10.2016  
Deutschland  
Nordrhein-Westfalen

University of Wuppertal  
Studentische Hilfskraft  
Wissenschaft & Forschung  
助理研究员  
Material tests Finite Element  
Analysis

**Sprachkenntnisse**

Chinesisch:  
Deutsch:

Muttersprache  
Fließend  
Konversations sicher

**Kenntnisse und Fähigkeiten**

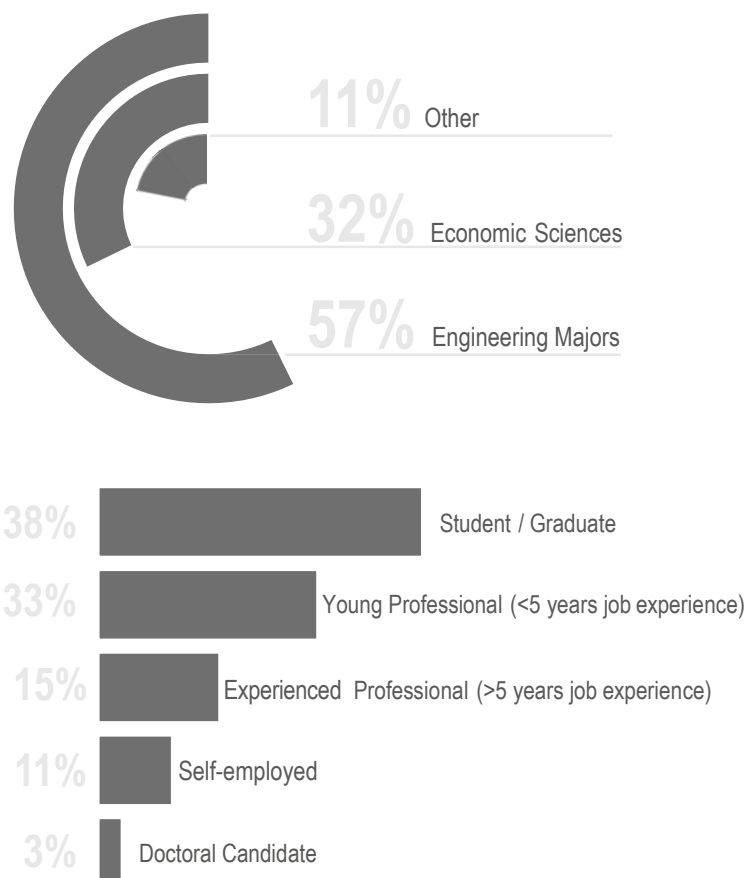
Excellent:

competent with  
python, Fortran, competent with  
CATIA, competent with  
ABAQUS/ANSYS, competent  
with MS Office, experience with  
MTS material test  
system, competent with  
LabVIEW

**Dokumente**

Lebenslauf (English)  
Diplom- / Masterurkunde  
Schulabschlusszeugnis

Aktualisiert



## Interested?

With your SinoJobs Employer-Account, you can start searching the anonymized CV Database now. Candidate contact opportunities are available after purchase of one of our affordable access packages.

\* Unlimited access to more than 16,000 candidates, send requests and download after approval up to 50 CVs including contact information.

# Headhunting and HR Outsourcing Service

SinoJobs provides enterprises with comprehensive and professional headhunting services and HR outsourcing services. We have accumulated over 11 years of experience in the recruitment industry have been certified by the German Labor Office as a licensed HR outsourcing company. Our team of professional recruiting consultants in Frankfurt, Shanghai, Beijing and Chengdu has an in-depth knowledge of the German job market, the academic skills, training standards of employees, and has established close and extensive contacts with highly educated and skilled people with extensive experience in sales, technology, purchasing, marketing, planning and administration. We can help you recruit and expand your human resources team in Germany, eliminate your worries about recruiting high quality Chinese and German talents abroad, and recruit excellent bilingual/multi-cultural talents for your company in Europe.

## Headhunting Service

### Talent pool of local employees in German companies

- Industry information resources of the three major automobile groups and hundreds of auto parts companies
- Member Information Resource of German Machinery Manufacturers Association
- German Chamber of Commerce member information
- German SME Association Member Information
- German Precision Instrument Industry Association Information
- German Medical Device Industry Association Information Resources
- German Chemical Industry Association Information Resources
- German Environmental Technology Industry Association Information

### German headhunting consultancy with direct access to senior managers and technical professionals

### Understand the German salary and benefit structure, and provide professional talent benefit plans and salary solutions for Chinese companies

### Senior Sino-German consulting team, that understands the needs of Chinese-funded enterprises and the differences between Chinese and German work cultures



Analyse and evaluate job requirements



Mapping the Talent Map



Search for candidates



Evaluate candidates



Recommend candidates and arrange interviews



Candidate employment and contract signing



### Hot Positions



Senior Management

Marketing, Sales, Purchasing,

Administration

R&D positions / senior engineers

### Popular Industries

Automotive & Parts  
Mechanics and Engineering  
Manufacturing



Chemical, Biological, Energy

Medical Devices

# HR Outsourcing Service

## ■ Candidate Sourcing

- Candidate sourcing in the Labor market.
- Multi-channel placement of recruitment advertisements for positions.
- Communication and preliminary interviews with target professionals.
- Conducting talent matching tests and application material review for corporate clients.
- Recruiting talents according to the framework of labor-agreement etc.

## ■ Employee Onboarding Procedures

- Support for signing labor contracts.
- Basic occupational safety training.
- Inspection of occupational safety .
- Employee time control and attendance system entry.
- Ensuring that employees implement the company's confidentiality obligations.
- Accompanying and coordinating the initial entry of employees etc.

## ■ Candidate Background and Information Check

- Confirmation and proof of criminal record.
- Verification of the employee's public health insurance status, tax status.
- Verification of work permit and proof of residence in Germany.
- Verification of proof of qualifications relevant to the position.
- Verification of position-related competencies etc.

## ■ Employee Care

- Providing professional and personal care to employees working in the client's company.
- Distribution of working hours and work content.
- Control of working hours.
- Recording of working hours and accounting with the employing company.
- Salary negotiation etc.

- ✓ Long-term and short-term flexible dispatch
- ✓ Clearly defined billing rates (calculated to minute of working time)
- ✓ High fluctuation of personnel and business
- ✓ Want to hire employees on a permanent basis after the assignment ends and reduce risks

# Payrolling Service



- Hire employees in accordance with labor contract guidelines
- Confirmation and submission of a criminal-free certificate
- Employee insurance application and review of tax status
- Confirmation of the legality of residence and work permits in Germany
- Occupational safety inspection and guidance
- Control of working hours (working time law).
- Recording of working hours and accounting with the employing company etc.

- ✓ Maximum outsourcing period is 18 months
- ✓ Fixed monthly billing
- ✓ For companies without offices or branches in Germany or abroad
- ✓ High fluctuation of personnel and business

If you want to know more about overseas headhunting and human resources outsourcing services, you are welcome to contact our consultants directly!

Hotline Europe: +49 69 2713769 170  
Hotline China: +86 21 80378515  
[contact@sinojobs.com](mailto:contact@sinojobs.com)  
[www.sinojobs.com](http://www.sinojobs.com)



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## Conditions 2022

Employer-Profile	TOP Employer	Standard Employer
1 Year	1,558 € / 13,938 ¥	748 € / 6,668 ¥
2 Years	2,468 € / 21,998 ¥	1,028 € / 9,188 ¥
Job ads	Corporate Design	Standard-Layout
1 Ad	448 € / 4,028 ¥	288 € / 2,588 ¥
5 Ads	1,608 € / 14,298 ¥	1,228 € / 10,888 ¥
10 Ads	3,398 € / 30,288 ¥	2,288 € / 20,388 ¥
20 Ads	6,168 € / 54,988 ¥	3,968 € / 35,428 ¥
Long Term Ads	Corporate Design	Standard-Layout
Long Term Ad for 12 Months	1,588 € / 14,088 ¥	1,038 € / 9,228 ¥
Long Term Ad for 12 Months with TopJob Option	2,268 € / 20,228 ¥	1,488 € / 13,288 ¥
Job Ad Options	Corporate Design	Standard-Layout
TopJob Option (30 Days)	188 € / 1,648 ¥	
Box Number Service per Ad	128 € / 1,088 ¥	
Box Number Service per Ad with Processing Service	238 € / 2,088 ¥	
Translation per Language <sup>2</sup>	138 € / 1,188 ¥	
Job Ad Optimization	138 € / 1,188 ¥	- / -
Banner-Advertisement (14 Days)	618 € / 5,488 ¥	
CV-Database <sup>3</sup>	Conditions for Employers	
Access for 1 Month	668 € / 5,988 ¥	
Access for 3 Months	1,568 € / 13,938 ¥	
Access for 6 Months	2,768 € / 24,628 ¥	
Access for 12 Months	3,998 € / 35,618 ¥	

<sup>1</sup> No more free job advertising..

<sup>2</sup> Up to 1000 words per Ad / Language, Languages: ZH / EN / DE.

<sup>3</sup> Unlimited access to more than 16,000 candidates, send requests and download after approval up to 50 CVs including contact information.

Duration of ads: 60 days, includes refresh date after 30 days.

Prices shown in Euro subject to 19% German VAT, Prices shown in RMB subject to local business tax.  
By issuing the current price list all previous price lists and offers lose their validity.

Hotline Europe: +49 69 2713769 170

Hotline China: +86 21 80378515

[www.sinojobs.com](http://www.sinojobs.com)

If you have demands on other recruiting service like headhunting, overseas RPO service, please contact us by phone or by email.

## Our references



CHINA BRAND®

„We have been using SinoJobs for a long time and have been continuously receiving highquality applications for our job openings. Therefore, we can thoroughly recommend SinoJobs.“

Dr. Hans Joachim Fuchs –China Brand



„SinoJobs Career Days far exceeded our expectations in both the quality and quantity of applicants. Aside from that, interesting prospects also came about through contact with the other exhibitors.“

TÜV NORD Bildung GmbH & Co. KG



DAIMLER



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## Memberships



Give us a call or write to us.  
We will give you personalized and detailed advice.

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SinoJobs GmbH  
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