

海航航空集团国际管培生项目招聘启事

一、公司简介

海航航空集团自 2021 年 12 月 8 日以来由辽宁方大集团控股，参控股航空公司 23 家，资产规模逾 2500 亿元，已发展成为国内第四大航空集团，实现航空客运、航空货运、通用航空、航空辅业等全业务体系运营。

海航航空全面弘扬辽宁方大集团“党建为魂”的企业文化，积极践行“经营企业一定要对国家有利、对企业有利、对员工有利、对旅客有利”的企业价值观，致力于打造安全第一、服务第一、利润第一的世界级航空公司，助力新时代民航强国和海南自由贸易港建设，共同追求幸福美好生活。

截至 2023 年 6 月，海航航空运营飞机 800 多架，客运航线数量近 2000 条，从业人员 6 万多人，累计飞行近 2000 万小时。2022 年，海航航空责任征候万时率为零，排名行业第一，旗下各航司顺利通过民航局年度综合安全审计、SMS 体系审核及国际航协 IOSA 审计，各项安全核心指标名列民航前茅。

旗下海南航空作为中国内地第一家也是唯一一家 SKYTRAX 五星航空公司，以高品质的服务及优质的产品获得“SKYTRAX 五星航空公司”称号，这是海南航空自 2011 年起第 12 次蝉联该荣誉。该荣誉是对海南航空杰出服务的最高水平认可，也代表了广大旅客对海南航空优质服务品质的褒奖。旗下金鹿公务是中国公务航空的开创者及领航者，管理和运营公务机 50 多架，机队规模稳居亚太之首。旗下海航技术是一家集航空器及其附件维修、机队技术管理、改装设计、航空维修培训、航空器喷涂、航材销

售等为一体的综合性航空维修服务企业，为全球超过 200 个站点提供航空维修服务。旗下海航航空集团货运公司由 4+1+1 模式，即 4 家全货机公司、1 家腹舱运营公司、1 家货站运营公司组成，立志成为“翼流四海，货通天下”的国际知名航空综合物流服务提供商。

作为扎根海南的本土企业，海航航空勇当海南自贸港建设的排头兵和主力军，加大海南进出港航线运力投放，助力海南自贸港国际航空枢纽建设，在海南投放运力 90 多架，执飞海南进出港航线 200 多条，在海南市场份额超过四成。

二、招聘人数

公司将在全国各大院校和社会上公开招聘 15 人并纳入国际管培生项目进行专项培养。

三、招聘条件

（一）学历及专业

国内院校本科及以上学历，需取得相应的学历与学位证书；专业不限，财务、经济、金融、市场、法律、管理、人力资源、语言类专业优先。应届毕业生及往届毕业生均可报名参加。

（二）年龄

本科学历为 25 岁（含）以下、硕士学历为 28 岁（含）以下、博士学历为 30 岁（含）以下。

（三）学习能力

具备较强的学习能力，品学兼优，在校期间学习成绩优秀，无不良行为记录，获得过国家级奖学金、学校或学院奖学金等奖励的人员优先。

（四）语言能力

具备较好的汉语沟通能力，能熟练使用中文进行听说读写及日常的办公。

（五）生源地

中国香港、土耳其、瑞士、阿联酋、澳大利亚、非洲加纳、比利时及其他欧盟国家。

（六）其他要求

1. 持有有效护照或能代替护照的其他国际旅行证件。
2. 需提供国籍所在地的无犯罪记录证明。
3. 爱国诚信、遵纪守法；身体素质良好，吃苦耐劳。

四、薪资福利待遇

从生活关爱、工作服务、职业发展等方面为员工提供人性化的员工关怀，全面做好员工的福利保障。

（一）薪酬面议，公司将提供具有竞争力的薪资水平、专项激励奖励等，奖励上不封顶。

（二）在享受国家各项法定福利基础上，公司提供人性化且符合航空企业特色的福利待遇。

1. 带薪休假：法定年休假、公司奖励假、婚假、产假、育儿假、护理假等。

2. 职业发展：提供公平公正的职业晋升通道、培训提升、各类人才选拔项目。

3. 生活关爱：重大节日慰问、生日福利、婚丧病育探望、员工折扣机票等。

4. 工作服务：免费工作餐、年度体检等。

五、培养计划

公司将制定专项的国际管培生培养计划，后续的工作安排及

培养路径如下：

（一）工作地点

北京、海口等海航航空集团各下属企业所在城市。

（二）工作安排

1. 培养管理型及专业型人才，培养周期为 2—5 年，培养周期内将结合工作需要及个人意愿，安排在海航航空集团及各境内企业进行轮岗学习。

2. 根据培养期间的工作表现及绩效考核情况，将推荐优秀的国际管培生至海航航空集团旗下的中国香港及境外企业工作，包括 ACT Airlines Inc. (MYCARGO)、MRO TEKNIK SERVIS SANAYI VE TICARET ANONIM SIRKETI (MYT)、SR Technics Holdco 1 GmbH (SRT)、United Aviation Services FZCO (UAS)、Africa World Airlines Limited (AWA)、香港航空有限公司、香港货运航空有限公司、金鹿（香港）公务航空有限公司、澳大利亚国际航空学校（澳洲航校）及苏德酒店（SODEHOTEL SA）等企业工作。

六、招聘流程

招聘流程包含简历初筛、初试、复试及笔试等程序，简历投递时间截止至 2023 年 12 月 31 日。此次简历投递将通过海航航空集团招聘官方网站进行投递，简历投递地址如下：
<http://recruitment.hnair.com/HRCandidateManageAir/PostDetail.aspx?ID=32>。

欢迎您持续关注海航航空集团招聘官方网站发布的信息。海航航空集团期待您的加入。

HNA Aviation Group

International Management Trainee Project Recruitment Notice

1. Company Introduction

Since December 8, 2021, the Liaoning Fangda Group has become the controlling shareholder of the HNA Aviation Group, and has controlled 23 airlines with assets worth more than 250 billion Yuan. It has developed into the fourth largest aviation group in China and fully operates air passenger transportation, air cargo transportation, general aviation and subsidiaries related to airlines business.

The HNA Aviation Group fully promotes the cooperate culture of the Liaoning Fangda Group with "Party building as the company's soul culture", actively practices cooperate values which include "Operating enterprise must be beneficial to the nation,enterprise,employees and passengers". It commits to building a world-class airline with first-class safety, service and profit performance,boosting to build China into a civil aviation power in the new era and pursuing a happy and prosperous life together.

As of June 2023, the HNA Aviation Group owns more than 800 aircraft, operates nearly 2,000 passenger routes, has more than 60,000 employees, and has flown nearly 20 million flight hours in total. In 2022, the accident rate of the HNA Aviation Group was zero, which made HNA rank first in the industry, and all airlines under the umbrella successfully passed the annual comprehensive safety audit of the Civil Aviation Administration, the SMS system audit and the IOSA audit of the IATA International Air Transport Association. All the core safety indicators kept top in civil aviation. And

ranked among the top in various safety core indicators in civil aviation.

As the first and only SKYTRAX five-star airline in mainland China, Hainan Airlines has won the title of "SKYTRAX Five-Star Airlines" with high-quality service and high-quality products, which was the 12th time that Hainan Airlines has won the honor since 2011. This honor is the highest level of recognition of the outstanding service of Hainan Airlines, and also represents the praise of the majority of passengers to the quality of service from Hainan Airlines. DeerJet, a subsidiary of the HNA Aviation Group is the pioneer and leader of China's business aviation. It operates more than 50 business jets and ranks first in the Asia-Pacific region. The HNA Technology, a subsidiary of HNA Technology, is a comprehensive aviation maintenance service enterprise that integrates aircraft and its accessories maintenance, fleet technology management, modification design, aviation maintenance training, aircraft spraying, and aviation material sales. It provides aviation maintenance services to over 200 sites worldwide. The HNA Cargo under its umbrella is composed of 4+1+1 models, including 4 full cargo aircraft companies, 1 belly cabin operation company, and 1 cargo station operation company, and is determined to become an internationally renowned integrated aviation logistics service provider.

As a local enterprise rooted in Hainan, HNA strives to be the main force behind the construction of the Hainan free trade port, increasing the route capacity, assisting in the construction of Hainan Free Trade Port's international aviation hub, and has put more than 90 aircraft in Hainan flying over 200 inbound and outbound routes, and shares more than 40% market of Hainan.

2. Recruiting Numbers

We plans to publicly recruit 15 trainees to join in our project from society and major universities across the country.

3. Requirements

(1) Degree & Major

Bachelor's degree or above from domestic universities, with corresponding degree and certificates.

No limitation on major. Finance, economics, marketing, law, management, human resources, and language majors are preferred.

Current and previous graduates are accepted.

(2) Age requirements

25 years old and under for bachelor's degrees; 28 years old and under for master's degrees; 30 years old and under for doctor's degrees.

(3) Academic requirements

Those with a strong desire to learn, excellent both in conduct and learning, excellent academic performance in school, no record of bad behavior, and who have won national scholarships, college scholarships and or other awards are preferred.

(4) Language ability

Proficient in Mandarin (listening, speaking, reading and writing) and can be used for daily office work.

(5) Eligible nationalities

Hong Kong of China, Turkey, Switzerland, United Arab Emirates, Australia, Ghana of Africa, Belgium and other EU countries.

(6) Other requirements

① Holding a valid passport or other international travel documents that can

replace the passport.

- ② Proof of no criminal record from the place of nationality.
- ③ Patriotic, integrity, law abiding, physically fit, and hard-working.

4. Salary and Benefits

HNA comprehensively ensures employee welfare by providing thoughtful care for employees, work service support and career development support.

(1) Salary is negotiable. HNA will provides competitive salary, special incentives and rewards.

(2) Besides the legal benefits. HNA provides welfare benefits in line with aviation enterprises.

① Paid leave: statutory annual leave, company incentive leave, marriage leave, maternity leave, parental leave, caregiving leave, etc.

② Career development: fair and just career promotion channels, professional training, and talent cultivation projects.

③ Life care: major holidays, birthday, marriage, funeral, illness and childbirth, discount air tickets, etc.

④ Work services support: free working meals, physical examination, etc.

5. Training Plan

HNA will formulate a special international management trainee training plan, and the training arrangements are as follows:

(1) Working place

Cities where HNA Aviation Group subsidiaries are located such as Beijing, Haikou etc.

(2) Work arrangement

① Cultivate managerial and professional talents for 2-5 years. During the

training period, the trainee will be arranged in HNA Aviation Group and domestic enterprises according to work needs and personal requirements.

② According to your work performance and performance appraisal during the training period, the HR Department will recommend excellent international management trainees to HNA Aviation Group enterprises in Hong Kong of China and overseas , including ACT Airlines Inc., MRO TEKNIK SERVIS SANAYI VE TICARET ANONIM SIRKETI, SR Technics Holdco 1 GmbH , United Aviation Services FZCO, Africa World Airlines Limited , Hong Kong Airlines Limited , Hong Kong Airlines Cargo Company Limited, Deerjet (Hong Kong) Business Jet Management Limited, Australian International Aviation College PTY LTD and SODEHOTEL SA etc.

6. Recruitment Process

The recruitment process includes initial resume screening, preliminary examination, retest and written examination, the deadline for submitting the resume is December 31, 2023. The resume will be submitted through the official website of the HNA Aviation Group:

<http://recruitment.hnair.com/HRCandidateManageAir/PostDetail.aspx?ID=32>

Please continue to follow the information published on the official recruitment website of the HNA Aviation Group, we're looking forward to your participation!