

Shanghai Young Bakers
Graduate Recruitment Opportunities
海上青焙坊
毕业生招聘机会

Shanghai Young Bakers ("SYB") helps disadvantaged Chinese youth to gain valuable bakery, pastry and social skills and to live independently after completion of their year-long training. As a charity program, our training is offered for free to youth in need. We are glad to put our graduates in contact with potential employers, and invite companies looking to hire qualified bakers and pastry chefs to support our social mission by helping us cover the coordination costs.

海上青焙坊（以下简称“SYB”）旨在帮助弱势青少年获得制作烘焙、甜点以及社交技能并使他们在毕业后能自力更生。作为一个公益组织，我们免费为贫困青少年提供培训。我们也希望SYB的毕业生能够和可能的未来雇主保持联络，并邀请寻找有资质的烘焙师和西点师的公司通过支付协调费用来支持我们的工作。

Contact 联系方式：xueyin@chiheng.org



Option 1: Publish your job offer on our Online Job Board

选择1: 在招聘启事论坛上发布你的招聘信息

- ✓ The **SYB online job board** (<http://www.shanghaiyoungbakers.com/hire>) is visible to **all SYB graduates as well as to other professional bakers and to the general public.**
- ✓ SYB graduates will be able to **search potential work opportunities** and quickly identify the position offered, the location and the type of employer.
- ✓ All job offers posted on this webpage will additionally be sent to **all SYB graduates** through the internal SYB QQ group.
- ✓ We encourage employers to use our job offer template in order to boost their chances of reaching and appealing to the SYB graduates and to other professional bakers.

Price: 500 RMB

- ✓ 该网页(<http://www.shanghaiyoungbakers.com/hire>)会对所有SYB毕业生、其他专业烘焙师和公众开放。
- ✓ SYB毕业生将可以通过不同标准寻找合适就业机会, 并快速查看该职位头衔, 公司地址以及公司类型。
- ✓ 该网站上所有的招聘信息都会同时通过SYB内部QQ群发送给所有SYB毕业生。
- ✓ 我们鼓励雇主能够使用我们提供的模版来发布招聘信息, 以吸引更多的SYB毕业生和其他专业烘焙师。

价格: 500人民币



Option 2: Participate in the SYB Career Fair

选择2: 参加SYB现场招聘会

SYB Career Fair SYB

Every year in July, just before the Graduation Ceremony:

14:00-15:30 Presentation from companies in front of the SYB graduates

15:30-17:00 Individual face-to-face interviews with SYB graduates

Participation in the Career Fair includes:

- ✓ 5-10 minute presentation (with ppt) in front of all the attending graduates;
- ✓ Copy of all the CVs and contact details of the graduates;
- ✓ Publication of your job offer(s) in the career booklet handed out to the graduates and on the Online Job Board;
- ✓ Distribution of your job offer(s) to all the SYB graduates through the SYB graduates internal QQ group and by email;
- ✓ Personalized table with company logo and individual placeholders;
- ✓ Display of your promotional material (brochures, kakemono, branded products, give-away items, photos, bakery goods, namecards...);
- ✓ Distribution of your company material to each graduate in a “goodie bag” ;
- ✓ Face-to-face individual interviews with all interested graduates;
- ✓ Company name and logo on SYB website (Career Fair Event page);
- ✓ Professional guidelines and advice on how to successfully recruit and retain a qualified baker.

Price: 1,500 RMB

Optional language support: Dedicated English-Chinese translator during the whole of the Career Fair (presentation in front of students and during interviews) - Additional **500 RMB**

Besides, please note that we ask for a sponsorship/service fee of **3,000 RMB** if you successfully recruit an SYB graduate within 6 months' following the Career Fair. In this case you will be entitled to the same benefits as the “SYB Employment Partners” (See option 4).

现场招聘会

每年七月，毕业典礼前：

14:00-15:30 在现场给SYB毕业生作关于职位介绍的讲座

15:30-17:00 面对面与SYB毕业生进行面试交流

参与现场招聘会的具体内容包括：

- ✓ 5-10分钟在毕业生面前的演讲（包括ppt演示）
- ✓ 毕业生的简历以及联系方式
- ✓ 招聘信息将发布
 - 在分发给毕业生的职业宣传手册中
 - 在招聘启事论坛中
- ✓ 招聘信息会分发给所有SYB毕业生
 - 通过SYB内部毕业生QQ群
 - 通过电子邮件
- ✓ 带有公司logo和个人信息的桌子
- ✓ 贵公司宣传资料的展示（宣传手册、易拉宝、品牌明星产品、纪念品、照片、烘焙产品、名片等等）
- ✓ 贵公司的宣传材料会通过材料包分发给每个毕业生
- ✓ 与所有感兴趣的毕业生进行面对面的交流面试
- ✓ 公司的名字和logo会在SYB官网上呈现
- ✓ 有关如何成功招聘有资质的烘焙师的专业指南和建议

价格：1500人民币

语言方面的支持（可选）：现场招聘会过程中中英双语翻译（在进行做演讲和面试时） 额

外费用：**500人民币**

若贵公司在活动结束后之后的6个月内成功招聘到了SYB的毕业生，我们需要收费**3000人民币**。与此同时，你也会成为“SYB的就业合作伙伴”（详见选择4）。



Option 3: Get involved in the SYB training

选择3：加入SYB的培训过程

You can **make a lasting impression on the SYB students** and also **evaluate their skills** more closely by taking part in one or both of the following activities:

- ✓ Organize a **visit of your bakery/hotel/restaurant** for all current SYB students
- ✓ Be one of the **evaluators in the SYB final exam** (opportunity reserved for professional, experienced bakery and/or pastry chefs)

We will provide professional guidelines ahead of the activity to make sure that this visit or participation increases your chances of successfully recruiting an SYB graduate.

Potential employers subscribing to this option are entitled to participate in the Career Fair for free.

Price: Free

However we ask for a sponsorship/ service fee of **4,000 RMB** if you successfully recruit an SYB graduate within 6 months' following this activity. In this case you will be entitled to the same benefits as the "SYB Employment Partners" (See option 4).

你可以通过以下一个或两个方式来给SYB的学生一次深刻直观的印象并同时更好地评估他们的烘焙技能：

- ✓ 组织一次去你的面包房、酒店或是餐厅的集体参观活动
- ✓ 成为SYB期末考试的考官之一（该机会仅针对烘焙或西点领域的专家）

我们会在活动之前为你们提供专业指南来确保这样的参观活动能够增加你成功招聘到SYB学生的几率

如果你选择了这一选项，您可以免费参加我们的现场招聘会。

费用：免费。

但若贵公司在活动结束后之后的6个月内成功招聘到了SYB的毕业生，我们需要收费**4000人民币**。与此同时，你也会成为“SYB的就业合作伙伴”（详见选择4）。



Option 4: Become an SYB Employment Partner 选择4: 成为SYB的就业合作伙伴

Companies successfully recruiting an SYB graduate have the opportunity of becoming an “SYB Employment Partner”:

- ✓ Display of your company name, logo and detailed company description on our website as an SYB Employment Partner (page: <http://www.shanghaiyoungbakers.com/partners/employment>)
- ✓ Oral testimony by the hired graduate (if residing in Shanghai), during an experience-sharing session between next year’s new SYB students and SYB graduates (scheduled for early October). Exchange of contact details between hired graduate and all new students during this session, to facilitate later follow-up.
- ✓ Dedicated article on SYB website and other SYB communication channels (newsletter, weibo, weixin, facebook – approx. 4,000 people reached), showcasing information about the Employer and a personal testimony from the hired graduate
- ✓ Priority referral for all media requests to report on the career evolution of the Shanghai Young Bakers students.
- ✓ Opportunity to boost your Corporate Social Responsibility (CSR) involvement, by advancing your active support of meaningful vocational training programs.

Price: 4,000 RMB, payable within 4 weeks after graduate’s on-board date. Out of these 4,000 RMB, SYB will give 1,000 RMB as an encouragement and loyalty bonus to the hired graduate after one year of work at the Employment Partner.

成功招聘到SYB毕业生的公司将会有机会成为SYB就业合作伙伴

- ✓ 在SYB的官方网站上展示你的公司名称、logo和详细的公司描述信息（网页：<http://www.shanghaiyoungbakers.com/partners/employment>）
- ✓ 如果公司位于上海，在下一届SYB学生和SYB毕业生的经验交流会上（定于十月上旬），被雇佣学生的会向下一届学生口述工作经历并互相交换联系方式以便于他们之后的联络沟通
- ✓ 在SYB的官方网站和其他宣传渠道中（简报月刊、微博、微信、Facebook—总共约4000位接受者）发布有关雇主的信息和被雇佣学生的口述经历的文章
- ✓ 当有媒体希望可以采访SYB学生成长成长的故事时，贵公司将被优先考虑
- ✓ 如果你能够帮助我们优化培训项目的课程质量，我们可以宣传贵公司CSR方面的努力

费用：4000人民币，需要在学生上岗之后的4周之内支付。学生在贵公司工作一年之后，我们会取其中的1000元给学生作为忠诚度奖励。

Confirmation of Agreement 协议确认

We, _____, would like to select the following services:

- Option 1:** Publication of my job offer on the Open Bakery Positions webpage. **Price: 500 RMB/ position**
- Option 2A:** Participation in the SYB Career Fair. **Price: 1,500 RMB.** I understand that I will pay **3,000 RMB** of sponsorship/ service fee to SYB if I successfully recruit a SYB graduate within 6 months after the Career Fair.
- Option 2B:** Participation in the SYB Career Fair with the support of a English-Chinese translator: **Price: 2000 RMB.** I understand that I will pay **3,000 RMB** of sponsorship/service fee to SYB if I successfully recruit a SYB graduate within 6 months after the Career Fair.
- Option 3:** Get involved in SYB training. I understand that I will pay **4,000 RMB** of sponsorship/ service fee to SYB if I successfully recruit a SYB graduate within 6 months after the activity.
- Option 4:** Become an SYB Employment Partner if a graduate is currently working for you. **Price: 4,000 RMB**

我司, _____, 选择以下服务。

- 选择1:** 在Online Job Board for Bakers 上发布你的招聘信息 **费用: 500人民币**
- 选择2A:** 参加SYB现场招聘会。 **费用: 1500人民币** 。我明白如果我在活动结束之后的6个月内成功雇佣了一个SYB毕业生, 我需要支付SYB**3000**元人民币的合作伙伴服务费用。
- 选择2B:** 参加SYB现场招聘会, 并需要一个中英文翻译。 **费用: 2000人民币**。我明白如果我在活动结束之后的6个月内成功雇佣了一个SYB毕业生, 我需要支付SYB**3000**元人民币的合作伙伴服务费用。
- 选择3:** 加入SYB的培训过程。我明白如果我在活动结束之后的6个月内成功雇佣了一个SYB毕业生, 我需要支付SYB**4000**元人民币的合作伙伴服务费用。
- 选择4:** 成为SYB的就业合作伙伴。 。我明白如果我在活动结束之后的4个月内成功雇佣了一个SYB毕业生, 我需要支付SYB**4000**元人民币给SYB。

Payments are made by bank transfer to the following account. A fapiao will be issued within the following week.

请通过银行转账的方式支付费用。发票会在之后的一周之内送达。

名称: 海上青焙坊管理咨询(上海)有限公司

账号: 1001 2074 0920 6976 918

开户行: 工商银行上海市南京西路支行

Signature of company representative:

公司代表签字:

Company chop:

公司盖章:

Date:

日期: