



DSV Air & Sea Ltd - Hong Kong

Welcome to Graduate Trainee Program 2021 - 2023

DSV

Who we are at a glance – DSV

Top 3 freight forwarder by volume



Who we are – DSV Air & Sea Ltd

At a glance

Divisional operations



2.2 million
TEUs sea freight annually



1.3 million
Tonnes air freight annually



18,000
Employees

Products and services

- Air and sea freight solutions
- Air Charter Network
- Supply Chain Innovation
- Sea-Air solutions
- Buyer's consolidation
- Rail solutions
- Purchase Order Management
- Control tower (DSV Flow Control)
- Insurance
- Project-related transport and logistics

Gross profit, regional exposure

29%
APAC

EMEA

27%
Americas

APAC

EMEA

Graduate Trainee Program

Introduction



8 trainees per year

The DSV Graduate Trainee Program
will be a **2-year well-structured**
career development program, aiming
to attract, and develop high potential
young professionals for
DSV Air & Sea Ltd

Duration:
Aug 2021 – Jul 2023

Graduate Trainee Program

What's inside the Program?



Future career or further overseas learning opportunities with DSV

- Upon satisfactory completion of program

Sustainability / Work-life Balance

- Friendly colleagues & approachable senior management
- Flexible work hours
 - Staff events
 - CSR activities

HR Induction & Follow up

- HR buddy
- Regular catch up
- Teambuilding activities

Job Rotations across departments



Mentoring & Performance Review / Feedbacks

- Objective setting
- Grading system

Training & Development

- On-the-job training
- E-learning tracks
- China Branch Site visits
 - (DG training, knowledge / soft skills training)

Exposure to Senior Management

- Roundtable
- Presentation to Management



Graduate Trainee Program

Learning Outcomes

Airfreight/Seafreight

- Gain hands-on experience of the end-to-end freight forwarding (airfreight & seafreight) operations and processes.



Commercial

- Develop commercial sense and business acumen through business development / sales support activities.
- Understand the sales process including sales planning and sales controlling.

Marketing

- Develop ability in research & marketing.
- Understand marketing function through internal and external communications and marketing activities.



Operational Excellence

- Get the concept of operational excellence and understand its importance to the business.
- Understand SOPs and SLAs with subcontractors.



What's next?

- Upon satisfactory completion of GT program, the trainees will be offered **permanent job positions** in DSV, or further **overseas training** in DSV USA
- Depending on individual performance, **further development and advancement opportunities** are available.

Graduate Trainee Program

Entry Requirements

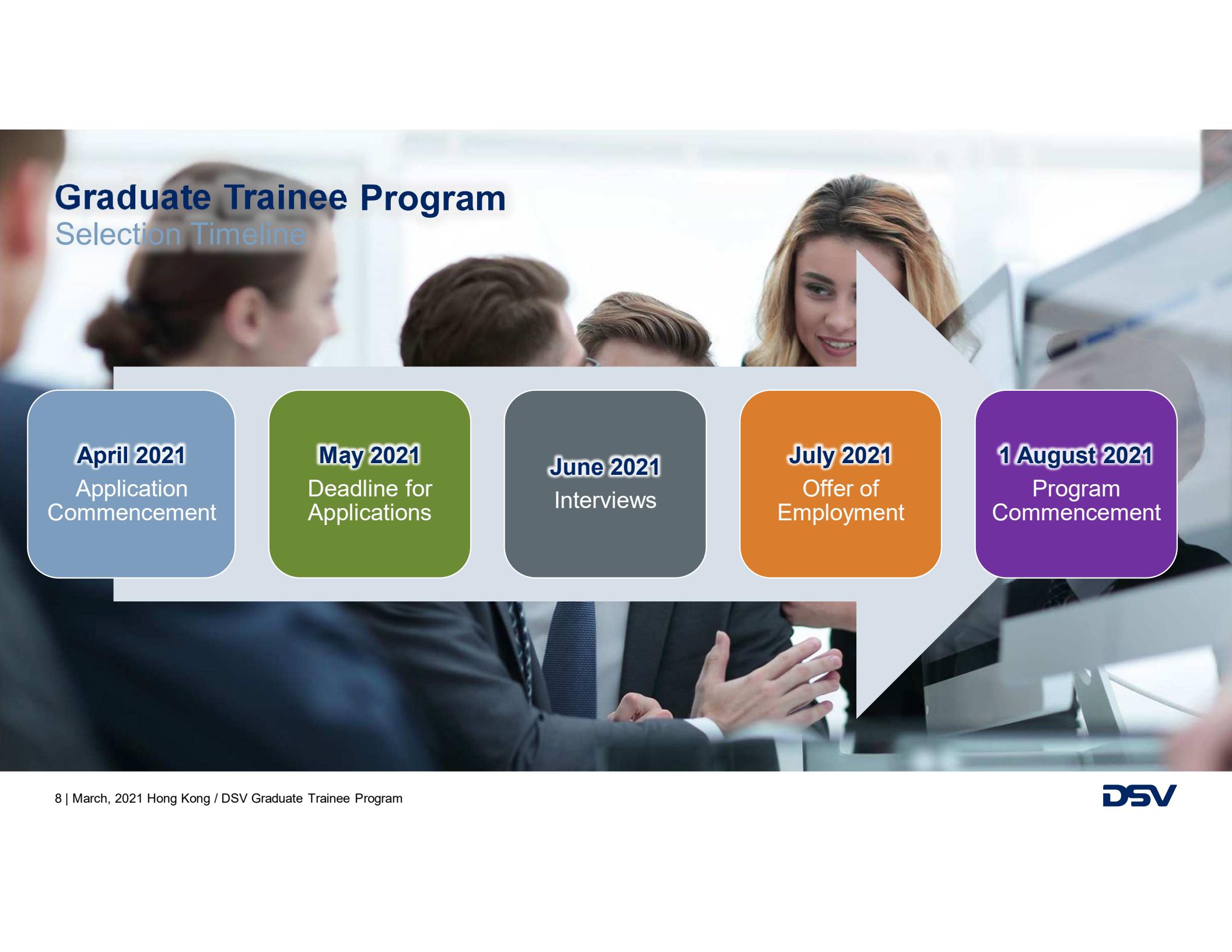
Qualification

- ✓ Fresh or recent university graduates in logistics / supply chain or related disciplines.
- ✓ Not more than 2 years full-time capacity working experience.
- ✓ Proficient in English and Chinese.



Caliber

- ✓ Strong enthusiasm and commitment toward establishing a long-term career in the logistics industry.
- ✓ A drive to achieve; Strive for continuous improvements and excellence.
- ✓ Inquisitive mindset.
- ✓ Diligent, self-motivated with high sense of responsibility.
- ✓ Eagerness to take up new challenges.
- ✓ Resilient with positive attitude.
- ✓ Open-minded and able to communicate to all levels of the organization.
- ✓ Good team player.



Graduate Trainee Program

Selection Timeline

April 2021

Application
Commencement

May 2021

Deadline for
Applications

June 2021

Interviews

July 2021

Offer of
Employment

1 August 2021

Program
Commencement



Join us! Forward your career at DSV!

Please contact Miss Linda Chu -
HR Department (linda.chu@hk.dsv.com)