

你的下一次跨越——约翰迪尔 2011 校园招聘

约翰迪尔校园招聘正式启动，诚邀大家申请此次 2011 校园招聘岗位，并莅临现场宣讲会，与我们的公司领导以及 HR 进行面对面交流，全面地了解一个拥有上百年历史的国际化公司——约翰迪尔（John Deere）。

约翰迪尔网申页面：<http://campus.chinahr.com/2011/pages/johndeere/index.asp>

一、 宣讲行程

约翰迪尔2011年校园招聘宣讲会行程

城市	宣讲院校	宣讲日期	星期	宣讲时间	场地名称
哈尔滨	东北农业大学	2010-11-8	星期一	15:00 – 17:00	生命科学与生物技术研究中心 四层会议室
徐州	中国矿业大学	2010-11-15	星期一	19:00 – 21:00	南湖校区镜湖大讲堂教四C301
杭州	浙江大学	2010-11-19	星期五	19:00 – 21:00	玉泉校区永谦活动中心第二报告厅
天津	天津大学	2010-11-25	星期四	19:00 – 21:00	大学生活动中心一层报告厅
北京	中国农业大学	2010-11-30	星期二	19:00 – 21:00	东校区（清华东路 17 号）食品报告厅

更多信息请关注相关学校BBS和就业网。

每人最多可以申请两个职位。

只接受网上投递简历。请同学们于宣讲会前完成网申过程。

宣讲会后两天进行首轮面试，请同学们安排好自己的时间。

诚邀大家申请约翰迪尔校园招聘岗位，并莅临现场宣讲会，与我们的 HR 面对面交流，或登录我们的网站，了解更多的职位信息。

http://www.deere.com/zh_CN/JDCI/job/jdci/recruitment.html

二、 招聘流程



三、 招聘职位

John Deere (China) Investment Co., Ltd

Service Representative

Location: Ningbo / Tianjin/ Harbin

Responsibility

- Assists in the implementation of Aftermarket Marketing Plans for dealers/distributors
- Assists the Territory Aftermarket Manager in various aftermarket
- Monitors and reports service and parts competitive activities (i.e. pricing and promotions)
- Assists dealer/distributor personnel in training customers on service and parts features/benefits

Qualification

- Bachelor or above in mechanical engineering, agricultural machinery, marketing or relevant
- Good English skills, fluent in both spoken and written English
- Microsoft Office computing skills
- Customer service oriented and solid team work spirit
- Ability to communicate effectively with dealers, customers
- Self motivated, with a positive attitude

Marketing Representative

Location: Nanning / Ningbo / Urumqi / Tianjin/ Harbin or Jiamusi

Responsibility

- Observe company marketing policy
- Achieve sales target (via dealers or distributors)
- Enhance dealer loyalty

- Increase dealer's sales ability
- Support dealer to get sales
- Monitor competitors' performance
- Study and research market trends
- Implement John Deere brand and products promotion

Qualification

- Bachelor or above in mechanical engineering, agricultural machinery, marketing or relevant
- Good English skills, fluent in both spoken and written English
- Microsoft Office computing skills
- Customer service oriented and solid team work spirit
- Ability to communicate effectively with dealers, customers
- Self motivated, with a positive attitude

HR Generalist

Location: Beijing

Responsibility

- Assist to implement and improve the campus recruiting program and university relationship activities
- Assist to manage assigned recruitment activities from posting till offering
- Clearly understand company policies and procedures, maintaining smooth communication with candidates and service vendors
- Ensure smooth cooperation with all HR functional teams and provide feedback to continuously improve HR operations efficiency
- Collect, analyze, maintain and update data
- Assist in improving Staffing process

Qualification

- Bachelor or above in Human Resources management or relevant
- Good English skills, fluent in spoken and written English. CET-6 certificate is a must
- Good command of Microsoft Office computer software
- HR Internship experience in multinational company is highly preferred
- Able to communicate effectively with a diverse range of people
- Good organizing and analyzing skills

John Deere (Tianjin) Product Research & Development Co., Ltd

Associate Product Engineer

Location: Tianjin

Responsibility

- Learn and apply Company engineering policies, practice and products
- Assist senior engineers to analyze technical data and solve designing problems
- Edit technical data and provide effective solutions to enhance product quality and performance

Qualification

- Proficient in using computer aided design and/or engineering tools, Pro-E
- Have relative knowledge of the product development process, theory, and practice
- Bachelor in Machinery

Associate Engineer, Supplier Development

Location: Tianjin

Responsibility

- Works with suppliers to identify potential problem areas, develops and implements proactive action plans to prevent problems from occurring
- Collaborates with other experienced supplier development engineers on Production Support projects.
- Study and use Supplier Development Tools
- Works with strategic sourcing to accomplish cost reduction goals by working with specific suppliers to improve production methods to reduce costs

Qualification

- Proficient in using English as the working language
- Familiar with Order Fulfillment Process
- Skill in interpersonal communications, negotiation, and conflict resolution
- Bachelor in Machinery/Business/Management/ Supply Management

Supply Management Specialist

Location: Tianjin

Responsibility

- Executes Order Fulfillment Process (OFP) with cost reduction activities, analyzing quotations, and making supplier selection based on criteria such as quality, cost, process capability, lead time and supplier stability.
- Develops and executes inventory plans to achieve inventory/asset management and material flow goals; resolves shipping, receiving, invoicing and payment problems to ensure prompt and accurate payments to suppliers.
- Defines, resolves, and provides permanent solutions to supplier performance issues with the assistance of other functional representatives such as quality, product engineering, etc

Qualification

- Proficient in using English as the working language
- Familiar with Order Fulfillment Process
- Skill in interpersonal communications, negotiation, and conflict resolution
- Bachelor in Machinery/Business/Management/ Supply Management

John Deere (Jiamusi) Agricultural Machinery Co., Ltd

Engineer-PE/Engineer-IE/ Engineer-ME/ Engineer-QE

Location: Jiamusi

Responsibility

- Under the instructions and requirements of senior product designers, execute the work program (PDP, PIS plan) of product engineering, conduct the design of components and parts, provide correct and complete product drawings and design documents
- Complete process equipment design drawing samples and technical documents under the guidance of process equipment design task document
- Complete compiling and improvement of process documents; calculate material quota
- Compile man-hour quota of products

Qualification

- Bachelor of Agricultural Machinery Design /Mechanical Design and Automation / Industrial Engineering
- Good English skills: CET-4 and above
- Able to use the software Pro-E

Tactical buyer

Location: Jiamusi

Responsibility

- According to the production plan of the company, convert ERP planned purchase orders to purchase orders, and manually work out ERP purchase orders for minor purchasing after managers' approval
- Monitor the processing of purchase order, and guarantee timely supply of production materials
- Communicate with suppliers and adjust procurement plan after changes of demand plan, so as to reduce inventory and avoid overstocking
- Purchase qualified materials, coordinate accept on deviation, and return unqualified materials
- Assist strategic sourcing engineers to solve quality problems in production and coordinate repair

Qualification

- Bachelor of Agricultural Machinery Design /Mechanical Design and Automation
- Good English skills: CET-4 and above

Strategic Sourcing Junior engineer

Location: Jiamusi

Responsibility

- Assist strategic sourcing engineers to carry out selection and/or appraisal of all suppliers involved in direct and indirect sourcing
- Collect purchase information to provide basic information for sourcing engineers
- Monitor the quality of materials and time of supply
- Participate in PDP work, and assist strategic sourcing engineer to select suppliers, and involve in new products development and products improvement

Qualification

- Bachelor in Agricultural Mechanical Design /Mechanical Design and Automation
- Knowledge of material , manufacture technology, equipment and machine work
- Good English skills: CET-4 and above

John Deere (Ningbo) Agriculture Machinery Co., Ltd

Product Engineer

Location: Ningbo

Responsibility

- Learn and apply Company engineering policies, practices and products
- Assist senior engineers to analyze technical data and solve designing problems
- Edit technical data and provide effective solutions to enhance product quality and performance

Qualification

- Proficient in using computer aided design and/or engineering tools Pro-E
- Have knowledge of the products development process, theory, and practice
- Bachelor in Machinery
- Good English skills: CET-4 and above

Manufacturing Engineer

Location: Ningbo

Responsibility

- Learn Company manufacturing policies, practice and products
- Assist senior engineers to analyze technical data and solve problems in the process of manufacturing

Qualification

- Skillful in using computer aided design and/or engineering tools, Pro-E
- Knowledge in engineering principles
- Bachelor in Machinery,
- Good English skills: CET-4 and above

Quality Engineer

Location: Ningbo

Responsibility

- Learn and apply the Company's quality policies, practice and products.
- Assist senior engineers to analyze quality data and solve quality problems
- Edit technical data and provide effective solutions to enhance product quality and performance

Qualification

- Knowledge in engineering principles
- Bachelor in Machinery
- Good English skills: CET-4 and above

Xuzhou XCG John Deere Machinery Manufacturing Co., Ltd

Welding Engineer

Location: Xuzhou

Responsibilities

- Check new products' processes and make sure their compliance; maintain and update old products' process routes
- Edit process files for relevant products; editing and checking technical quota
- According to products' material master documents, create BOM, input and maintain data
- Provide onsite service for current and new products; update and improve process files
- Attend process development planning and technology improvement strategies of related parts

Qualifications

- Bachelor in Machinery/Material
- Familiar with the theory of machinery manufacturing as well as manufacturing process
- Familiar with basic knowledge about metal welding and cutting machining process
- Capable of analyzing and solving problems, and have good communication skills
- Good English skills: CET-4 and above

Fixture Engineer

Location: Xuzhou

Responsibilities

- Design fixture and clamp according to features of products
- Involve in discussing the process equipment plans, tracking the process and quality of equipment manufacturing
- Test the old and new fixture and validate the reliability and safety
- Maintain station equipment, make maintenance plan, and provide instructions to maintenance men
- Make continued improvement for the old fixture; optimize the manufacture action to enhance efficiency

Qualifications

- Bachelor degree, Machinery-related majors
- Familiar with machinery manufacturing principles and process
- Capable of analyzing and solving problems, and have good communication skills
- Good English skills: CET-4 and above

Hydraulic system design engineer

Location: Xuzhou

Responsibilities

- Ameliorating hydraulic systems of production, improving the quality of hydraulic system and designing hydraulic systems of new production according to company development goal,
- Solving the technological problems during the trial-manufacture、producing and testing
- Compiling or participating in compiling project descriptions; designing or involving in designing products

Qualifications

- Bachelor degree in mechanical engineering or hydraulic engineering
- Have professional knowledge of product's hydraulic system theory and structure
- Know how to use PRO/E
- Capable of analyzing and solving problems, and have good communication skills
- Good English skills: CET-4 and above

Sales Trainee

Location: Xuzhou

Responsibilities

- Assist the assigned Territory Manager to meet sales goal and achieve expected market share
- Assist the assigned Territory Manager to provide suggestions and advises of products, marketing, financing and other problems to channel partners
- Assist the assigned Territory Manager to monitor channel partner performance and take actions when results do not meet expectations

- Assist the assigned Territory Manager to cooperate with channel partners, and provide information on market opportunities and competitors to management departments

Qualifications

- Bachelor Degree in Business/Management /Engineering/Technology/Marketing discipline or equivalent experience
- Good English skills: CET-4 and above