

2011 AustCham China Scholarship

“Fostering the next generation of Australia -
China business leaders”

Information booklet



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History & Background

Established in 2010, the AustCham China Scholarship is an initiative of the China-Australia Chamber of Commerce Beijing (AustCham Beijing). 2010 was the first year AustCham Beijing has had the privilege and capacity to facilitate such as Scholarship. AustCham Beijing has been providing young Australians with work placement opportunities in China since 2005.

Formed under partnership with AIESEC Australia and AIESEC China in 2005, the Australia-China Young Leaders Programme (ACYLP) was the first of its kind to provide a dedicated 'China focused' programme for Australian graduates. In its short history the programme provided over 35 Australians with work placement opportunities across mainland China. Many of these individuals have since continued their careers in China by taking up management positions in some of Australia's best known companies.

Since 2005, the economic and human capital landscape of China has evolved dramatically. With many Australian companies seeking to localise their workforce by seeking staff with bi-lingual abilities and firm knowledge of both western and Chinese cultures. In light of this, it was clear that the programme would need to evolve with the changing macroeconomic conditions.

In early 2010 a complete overhaul of the ACYLP was proposed and from it the AustCham China Scholarship was formed. In direct response to the changing Chinese labour market, the Scholarship would continue to provide work placements but would also include the critical elements of formal Mandarin language and cultural training. To support the program AustCham Beijing would partner with the Australia-China Council (part of the Department of Foreign Affairs and Trade) whom would provide the financial support enabling us to add additional services to the Scholarship package. Along with continued support from the National Australia Bank, the AustCham China Scholarship would now provide a comprehensive range of services and opportunities for scholarship recipients.

With the establishment of the new financial structure of the programme, the next step was to enlist the participation of Australia's largest companies in China. This signalled the one of the greatest shifts for the Chamber's graduate programmes. With the previous programme focussing on small-to-medium enterprises, the Scholarship now exclusively targeted top tier Australian and international companies in China with an emphasis on market leaders within each sector. This shift of focus dramatically increased the profile of the programme which is now attracting the brightest and most enthusiastic graduates.

By the end of the first quarter in 2010 the Scholarship was officially ready to be launched. With intensive marketing taking place across 20 Australian universities, combined with the assistance of several key student based organisations and industry groups, the Scholarship attracted 160 applications in its inaugural year; a strong start for a new programme with a niche focus.

With the inaugural Scholarship recipients arriving in China in January 2011, the Chamber is very excited to be taking the program to a new level for the year of the rabbit.



Goals

The goal of the AustCham China Scholarship is to foster the next generation of Sino-Australian business leaders. AustCham Beijing, along with its partners, believes that the development of China literate Australian business leaders is key to forming stronger long term bilateral links between the two countries. By integrating individuals into the Australia China business community from a young age, we hope to cultivate greater cultural understanding and respect that will carry through to the highest levels of management in both countries.

Key Stakeholders

Key stakeholders include the National Australia Bank and the Australia-China Council. AustCham Beijing is responsible for the delivery of the Scholarship. Each year the Scholarship will engage a number of strategic partners to assist with logistics, marketing and training. Along with the strategic partners the Scholarship engages corporate partners who provide the traineeship positions for each of the Scholarship recipients.

A detailed summary of the 2010 partners is available in the 2010 AustCham China Scholarship Annual Report. The report is available for download from the AustCham website www.austcham.org.

Past Scholarship recipients

2010 Scholarship Recipients

Name	University	Degree	Company
William Benson	Australian National University	BComm & B Asian Studies	WesTrac China
Samuel Bunt	Australian National University	BComm & B Asian Studies	GNS China
Cecilia Chan	University of Melbourne	BMultimedia (Hons) & MM	Telstra
Katie Lowe	University of Technology Sydney	BEng & B Int. Studies (Hons)	Hassell
Bethany Mann	Royal Melbourne Institute of Technology	BDesign (Interior)(Hons)	Hassell
Chris McDonald	University of New England	BA	Navitas China
Alexander Osti	University of Adelaide	BEng (Hons), LLB (Hons) & PhD	Bluescope Steel
David Shaw	University of Queensland	BA & BEcon	Westpac
Kevin Shi	University of New South Wales	BComm & LLB	Westpac
Andrew Tang-Smith	Curtin University	BSc & MArch	Woods Bagot
Samuel Wearne	Deakin University	BA, BSc & MICD	ERM
Si Qi Wen	University of Sydney	BA & LLB (Hons)	Cochlear
Selene Wong	Royal Melbourne Institute of Technology	BArch (Hons), BInt (Hons) & MArch	Woods Bagot
Ben Zhang	University of New South Wales	BEng (Chemical) & MEng (Biomedical)	Ausenco
Helen Zhang	Australian National University	B Asian Studies & LLB (Hons)	One China Chamber Initiative

About the programme

Purpose

The purpose of the programme is to provide a comprehensive career development platform for Australians with a passion for developing a career in China or with a China focus. For these individuals the programme has been tailored to provide maximum industry exposure, networking and learning opportunities on a professional, cultural and personal level.

What you receive

The AustCham China Scholarship is not like a regular scholarship. Unlike most academic scholarships we do not provide a fixed monetary amount to fund tuition or research costs.

As a recipient of the AustCham China Scholarship you will receive the following:

- A paid full time graduate traineeship for a minimum of 9 months in China
- Mandarin language training
- Return flights to China
- A mentor
- Full access to AustCham Beijing's professional business network including sponsorship to attend industry events and seminars
- Logistical support including airport pickup and accommodation assistance

2010 Participating companies

15 Scholarships were offered in 2010 with the following companies

















Academic background and past work experience will determine which company and role you should apply for. The role within the company is not however limited the main business activities of that company. Below is an overview of the 15 positions that were available in 2010:

Ausenco	Minerals processing Engineer
AustCham	One Chamber initiate – Project Coordinator
Bluescope Steel	Detailing engineer
Cochlear	Advocacy and marketing strategy
ERM	Environmental impact assessment team
GNS China	Financial advisory
Hassell	Interior Architecture and Design
Hassell	Urban planning/engineering and design
Navitas	Marketing
Telstra	CSR and Business Development
WesTrac	Economic policy advisor to Managing Director
Westpac	Two positions as Finance trainees
Woods Bagot	Two positions as assistant architects

For an up to date list of corporate partners which will offer graduate traineeships for the 2011 Scholarship please visit the AustCham website.

2011 Participating companies

For an up to date list and profiles of all companies participating in the 2011 Scholarship please visit www.austcham.org



Application Information

Candidate profile

AustCham Beijing is seeking individuals who have the potential to become future Australia - China business leaders. Applicants should have a deep desire to pursue a career in China and have demonstrated this through past academic, language, vocational or extra curricular activities.

Strong candidates will be excellent communicators capable of confidently engaging senior government officials and industry leaders. Although work experience is not essential, it is important to show that you have a balanced lifestyle beyond academic studies. We look favorably upon individuals who have excelled in a sporting, charity, volunteer, professional, community or international capacity.

There is no recipe for success however, to perform well in a Chinese environment you need to be open to other cultures, tolerant of foreign customs and have a willingness to adapt your way of thinking and behavior in order to get a task done. We look for individuals who display these qualities and have demonstrated instances where these qualities have been put to the test.

Candidates should be self starters who regularly take the initiative to get things done. Many of the opportunities available through the Scholarship require self motivation and a desire to achieve results. As a career platform the Scholars have 9 months to excel in front of the Australian business community. Engagement in the Chambers Working Groups and a strong desire to immerse yourself in the local community is an important part of building your career in China and a willingness to engage socially is an important trait we look for in all candidates.

Academically there is no right degree for the Scholarship. With 7 very different industry sectors represented we seek a diversity that represents the broad scope of Australian business in China. Although we place a minimum benchmark on grades (with a condition for those that do not meet the benchmark) we apply a greater weight to activities outside the classroom.

Eligibility

- Must be an Australian citizen by the 2nd May (2011 application closure date)
- Must be under the age of 30 by the 2nd May
- Must possess a weighted average academic mark of 70 or equivalent. Candidates who do not possess this must be able to demonstrate evidence of an extended commitment to Australia – China relations through such activities as
 - In China study, extensive travel in China or work experience/internships in China
 - Active participation in a Australia-China focused student group or organisation
 - Currently learning or proficient in Mandarin
- Must be in your final year of undergraduate or postgraduate studies. If you are a recent graduate you must have completed your degree within 18 months of the 2nd of May
- Must be able to commence traineeship in China between January and March 2012
- Must be fluent in written and spoken English

Application process

1. **Ensure you meet the minimum eligibility requirements before submitting any documents.**
Candidates who submit documents and are found to not meet the minimum eligibility will not be assessed.
2. **Select your 1st, 2nd and 3rd preference for working sectors from the list provided below:**
 - **Commerce**
Includes individuals with backgrounds in business, finance, accounting and economics
 - **Legal**
Includes individuals with a legal background in either LLB, BLaw, JD or other postgraduate equivalent
 - **Engineering**
Chemical, structural, civil, mining, electrical, Mechanical (non medical)
 - **Architecture and Design**
Degrees in architecture (any) and design (interior)
 - **Minerals and Energy**
Includes backgrounds in engineering specific mining degrees, geology, environmental science, mining technology, renewable energy
 - **Policy and advisory**
Focuses on individuals with backgrounds in Asian studies, economics, political science, international studies or diversified humanities degrees
 - **Humanities & Business**
Arts, marketing, HR, management,

Each year we cannot guarantee the number of positions available in each sector. Individuals with niche academic backgrounds are encouraged to apply if they have maintained a cross-disciplinary skill base.

3. Submit the following documents*:

- a. Cover Letter (1pg)
- b. Resume (2pg maximum)
- c. Academic transcripts from all courses completed to date
- d. Two letters of recommendation**
- e. Completed application questionnaire: You should aim to get as close to the word count without exceeding it.
 - i. What are your three most substantial achievements and why do you perceive them so? (300words)
 - ii. What do you believe to be the most critical element of Sino-Australian relations? (300 words)
 - iii. Outline a recent development within the Sino-Australian relationship and assess the impact it will have on your preferred working sector. (300 words)
 - iv. Describe a time where you excelled in a challenging environment. Tell us how you managed the situation, what you learnt and how the experience has influenced the way you live your life? (300 words)

*All documents should be submitted in a single PDF file. The document should clearly state your full name. Total file size should not exceed 2MB. Documents not submitted in PDF format will not be opened.

**A letter of recommendation should be from an individual who knows you through your academic, professional or extra curricular pursuits. A letter of recommendation is not a 'Character reference' from a family member or friend. The letter should clearly outline why they think you would be suitable for the Scholarship and their relationship with you.

4. Documents should be submitted to:

Graduate Manager

graduatecareers@austcham.org

Documents should be submitted by the 2nd May 2011 by 9am Beijing time.

Selection process

1. Written application – applications close the 2nd of May at 9am Beijing time

Your written application will be assessed as a whole against a set of criteria. In your written application we are looking for evidence of the following:

- A passion for China
- Consistently strong academic performance or continual improvement over the course of your degree
- An active extra curricular life
- Exceptional communication skills in written and spoken English
- Relevant work experience
- Individuals who are well rounded and display the necessary qualities to become Australia - China business leaders

2. Telephone Interviews: Conducted in May and June

Individuals with strong written applications will be invited to attend a telephone interview. The interview will be conducted by the Graduate Manager and will last between 20-30 minutes.

Below are some of the things we look for in our interviews:

- Exceptional communication skills
- A strong understanding of your preferred working sector and the companies representing that sector (available on the AustCham website)
- Motivations for applying for the program
- A personality we believe is conducive for thriving in China
- Quality of responses to capability based questions

During the interview be sure to answer the question as clearly and succinctly as possible. Do not be afraid to take time to prepare your answer to ensure it is well thought out.

Due to the high volume of applications not all applicants will be offered a telephone interview.

3. Interview and written application assessment: Conducted in June

Once you have completed your telephone interview, your written application and feedback from the telephone interview will be assessed by a member of the AustCham Executive committee. In collaboration with the AustCham Graduate Manager a shortlist of individuals will be selected to progress to the final stage of assessment, the Company Assessment.

4. Company Assessment stage: Conducted in June and July

The company assessment stage is the final stage on your way to being offered a place on the AustCham China Scholarship. At this stage your written application will be submitted to the companies we feel you are most suited to based on your written application, interview and personal sector preferences. In some instances you may be put forward for more than one company and position.

Once your application has been submitted to the company we cannot guarantee that you will be given a chance to interview with the company. In some instances only candidates who stand out to the company will be interviewed. For the most competitive positions up to 20 individuals may be competing for just one position. Candidates however should be prepared for any number of interviews or assessments including online testing or group interviews. For highly competitive positions the company may only choose to interview the top 50% of candidates put forward. For more specialist positions the company may interview all candidates put forward.

During this stage candidates should ensure they have a strong understand of the companies operations in China and how they can add value to the organisation.

5. Final offers

Final offers will come from AustCham Beijing after discussions with the company on who the final selection will be. Offers will be made via phone and email.

Please note that the above selection process is a guide only. Due to the high number of applications we will not be able to provide feedback on all applications.

Scholar responsibilities

As a candidate and potential Scholarship recipient you have the following responsibilities:

- Ensuring all documents submitted are up-to-date and correct contact details are provided
- Your Australian passport has at least 18 months validity on it from January 2012
- Purchasing comprehensive travel insurance for the duration of their traineeship in China
- Covering any costs associated with the initial visa application in Australia
- Ensuring you can commit to a full time 9 month traineeship starting in January 2012
- Ensuring you are financially responsible during the duration of your internship

Key dates

- Applications for the 2011 AustCham China Scholarship open on the 1st of February 2011
- Applications close on the 2nd of May 2011 at 9am Beijing time
- Telephone Interviews will be conducted in May and June 2011
- Company assessment stage will take place in June and July 2011
- Final offers will be made at the end of July or early August depending on volume applications
- Successful candidates will arrive in Beijing to commence their traineeship in January 2012

Contacts

Graduate Manager	Scholarship Coordinator (Dec-February only)
graduatecareers@austcham.org	scholarships@austcham.org
+86 10 6595 9252	+86 10 6595 9252

All information in this information booklet is available online at www.austcham.org follow the links to the AustCham China Scholarship.