

# VACANCY BULLETIN

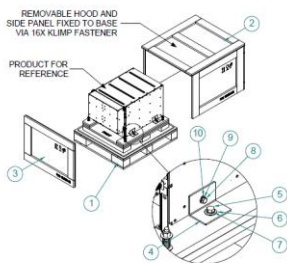
Reflex Packaging (Thailand) Co., Ltd., located in Chonburi, is a part of NEFAB Group.

NEFAB, a Swedish based global industrial packaging manufacturer, is specializing in complete packaging solutions that reduce the customers' total costs while minimizing environmental impact.

NEFAB was founded in 1949, with presence in over 32 countries and over 70 sites worldwide with annual revenue US\$760M or THB220B (FY2021).

Reflex Thailand is a leader in thermo-forming plastic cushion, which is made from 100% recycled material. Reflex Thailand is planning to expand its capability to the logistics service, heavy duty wooden cases, in addition to the design and manufacture of cushioning materials that have traditionally been the core.

Visit us at: [www.nefab.com](http://www.nefab.com) / [www.reflex.co.th](http://www.reflex.co.th)



We're proudly producing the first ever cushions made from 100% Ocean Bound Plastic for Juniper Networks.



Flat Panel Display

## Global Trainee (Business Development)

Nefab Group offer a recent graduate with the ambition to work within business development with the opportunity to join our Global Trainee Program.

- 1) The Global Trainee program is designed to give your career within the Nefab Group a kick-start and enable you to quickly contribute to our strategy and success.
- 2) The 6 to 10-month program starts with a broad introduction, where our top management and other experts will involve and challenge you in various projects. Further, you will get a thorough introduction related to business development and learn everything from identifying new business opportunities to closing a deal with excellent customer satisfaction.
- 3) During the program period, you will also gain deeper cross-cultural experience through a 3-month international assignment at one of Nefab's locations.
- 4) After the program, you will initially be part of the sales/business development organization in Chonburi, Thailand, and responsible for executing the complete business development cycle. This includes execution of global and local business plans through close collaboration with other departments and colleagues across the world, together you will provide value to our global customers and ensure that targets are reached.

Are you passionate about business development and want to be part of our growth journey? Apply to our Global Trainee Program today!

### Your profile:

- University degree (minimum Bachelor), preferably in Business Administration, Supply Chain, Logistics, Engineering, Management or similar area
- Technical interest and understanding
- A team player with strong collaborative and networking skills
- Great listener and identifying customers' needs
- Enthusiastic, highly motivated and setting the bar high
- Strong presentation skills
- Strategic and growth mindset, creative problem-solving and analytical ability
- Self-directed being able to formulate activities and direction, and work independently to deliver results
- Great adaptability and flexibility
- International experience is a strong asset
- Excellent communication skills in English (written/verbally)
- Excellent MS office skills, especially in Excel and PowerPoint

## Company values and Ways of Working

Our core values are:

- ✓ *Simplicity*
- ✓ *Empowerment*
- ✓ *Respect.*

Our ways of working are characterized by:

- *Customer First*
- *Cooperation*
- *Communication.*

At Nefab you are expected to respect the environment, while putting customers first. In our global organization we cooperate and communicate, and you are empowered to innovate and simplify.

## Application

Impress us with your CV and motivational letter, written in English, latest 30th April 2022. The recruitment process at Reflex Packaging (Thailand) Business Development Trainee will end in mid-May 2022.

Following steps are common for all positions related to the Global Trainee Program. Please note that steps may be added depending on the location and position.

- Online application
- First on-line interview
- Nefab Online Assessment
- Personal interviews
- Reference checks

For further information about the program or the position, please contact [duangnapa.sutthisaranun@nefab.com](mailto:duangnapa.sutthisaranun@nefab.com)

*Nefab embraces diversity and equal opportunities, and therefore welcome all applications. We are committed to building teams with a variety of background*

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**ReFlex**<sup>®</sup>  
PART OF NEFAB GROUP



**IMPROVING  
BUSINESS.  
IN YOUR WORLD**

**NEFAB**

**GLOBAL TRAINEE PROGRAM, 2022-2023**

# AGENDA



- Overview global program
- Local program start and responsibility
- Challenges
- Project/Coordination team



# GLOBAL TRAINEE PROGRAM - PROCESS



DRAFT OUTLINE  
2022 - 2023  
TRAINEE PROGRAM

Start-up of  
Global Trainee  
Program  
recruitment

Common  
recruitment steps:  
- Nefab Online  
Assesment (Aon)  
- Grandparent interview  
- HQ interaction

Align on needs and  
allocation of trainees

Regional recruitment process  
- Career fairs,  
- University collaborations,  
- Thesis collaborations,  
- LinkedIn,  
- Internships etc.

Employment  
agreement  
signed

First information/  
Kick off with the  
trainees

Mentor matching

Individual pre-talks  
with Mentor

Global Trainee  
Program starts  
May 21st

Feb - April

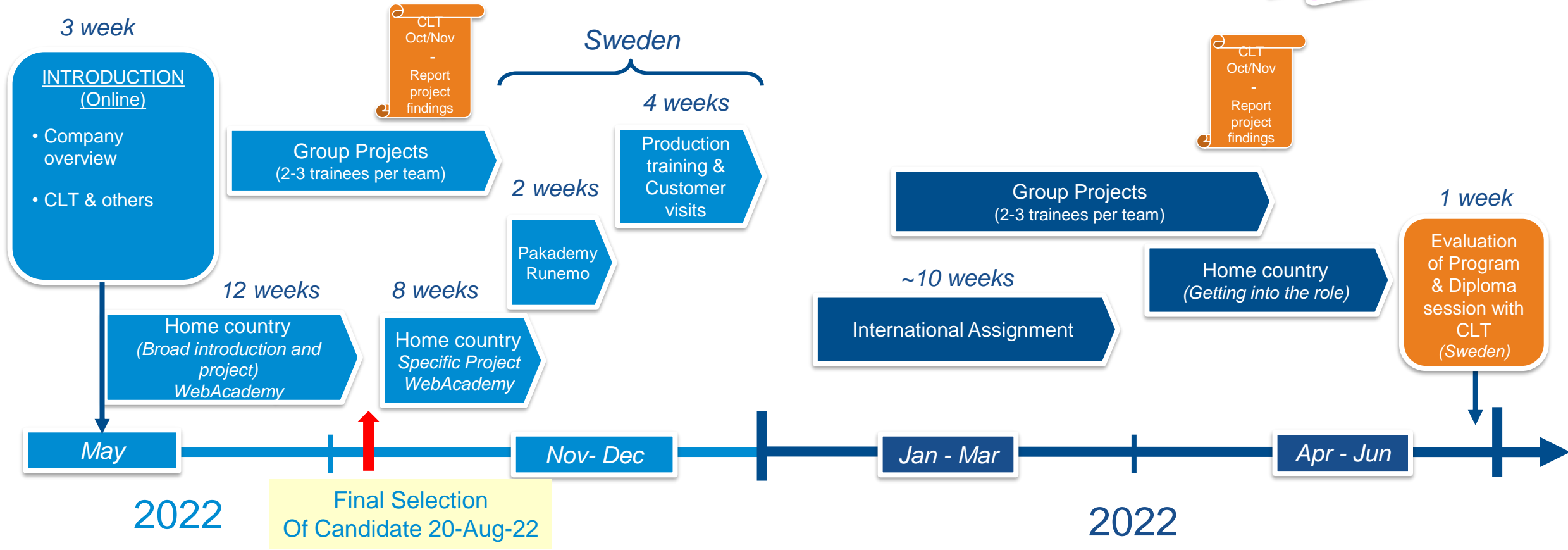
End of April

May

21-May-22

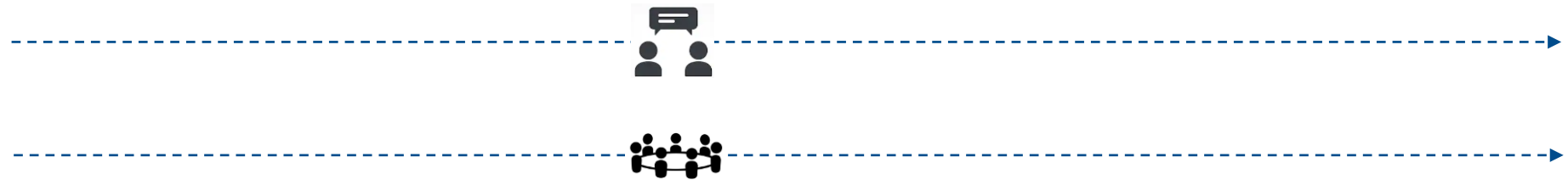
# GLOBAL TRAINEE PROGRAM

DRAFT OUTLINE  
2022 - 2023  
TRAINEE PROGRAM



Continuous mentorship

Team meetings (Trainee Team)



# SUCCESS FACTORS

## GLOBAL TRAINEE PROGRAM



*Building the base of next-gen Nefab leaders*

### 2022-2023 Program – Success Factors

- Broad company introduction and in-depth preparation for future position
- Individual mentorship throughout program
- Significant exposure and interaction with CLT and other management teams
- Clear ownership and participation from all regions
- Well defined projects linked to the business and strategy



# TRAINEE PROGRAM

## CHALLENGES WITH A DIGITAL START

1. During initial 3 introduction weeks:
  1. Time zones → possible time for on-line lectures between 1pm to 3pm. 6 / 9 hours time difference.
  2. Alternatively divide in two groups.
2. Networking activities and projects:
  1. Sessions will be adapted to time zone challenges or managed locally
3. Default web tool would be TEAMS, but and option would be a other digital learning platform for communication and training.
4. Unclear if the session in Sweden will be possible beginning of November. The pandemic might still not be under control.
5. Communication to the trainees, risk for disappointment, loss of motivation.

# LOCAL PROGRAM START

## LOCAL COORDINATION AND PLANNING

- ( ) Talent Program
- Customer visits
- Individual Projects
- I will reach out to you for what the projects are and ideas of mentors

# TRAINEE PROGRAM

## PROJEKT/COORDINATION TEAM

- Team
  - Gitte F – project leader
  - Regiane F(US) – support and local responsibility
  - Shirley W (Taiwan, Malaysia, Vietnam) - support and local responsibility
  - Marisha d P (Netherlands) - support and local responsibility
  - Anna-Lena E (Runemo) - support
  - Susanne H – support
  
- Regular check-ins with recruiting managers to validate progress and quality
- Exchange best practice