

- A NEW CAREER YOU CREATE YOURSELF AS A PROFESSIONAL **SOFT SKILLS TRAINER -**

Schouten China offers you a big career opportunity as a professional soft skills trainer in the leading soft skills training organization in China.

For entrepreneurial people with the wish to become a professional soft skill trainer Schouten China opens opportunities.

Are you entrepreneurial?

Do you want to be a professional soft skills trainer?

Do you want to be a team player in a bigger organization that backs you fully?

Do you have a sense for the communication between people?

You think this is an opportunity for you?

You think you can meet the requirements: entrepreneur and feeling for communication?

If you say yes to the above questions we are willing to invest in you.

JOB DESCRIPTION SENIOR PROFESSIONAL

Title Senior Professional
Department(s) Sales & Training
Reports to CPO Schouten China

Company profile Schouten China

Schouten China, a Chinese company offering training in personal and organisational development, is inviting applications for the post of **Senior Professional** based in Beijing.

Schouten China's ardent mission is to help organisations survive and succeed and enable individuals to achieve happy, productive working lives. Beijing will be the focus of our attention to begin with, but our goal is to service the whole of China in due course.

Schouten China is an initiative of Schouten & Nelissen (leading training and consulting company in personal and organisational development in Europe) following an invitation from our Chinese partners to set up such a company. Intensive research has been carried out concerning the personal and organisational development requirements of Chinese workers, people in positions of management and human resource management, as well as university graduates wishing to increase their chances of getting jobs.

We are offering our services to the entire work force, from newly hired to top management. Furthermore, we provide courses for people who would like to prepare themselves for their first job.

Our services:

1. For the company: Organisational development and facilitation programs to change "organisational habits" and to work towards:
 - a) the development of the hidden innovative powers in the organisations;
 - b) effective leadership;
 - c) management development;
 - d) more functional organisational value systems;
 - e) in-company training and educational programs;
2. Training and education for leaders and managers;
3. Training courses for trainers in communication skills, facilitators and specialists on enduring changes of habit in leaders and employees;
4. Specialist courses on project management, process and quality management, service management, HR management etc. ranging from job starters to top management;
5. Training in functional personal skills such as stress management, accretive training and self-management;
6. Training in communication skills;
7. Programs for undergraduates to prepare themselves for the job market;
8. Personal coaching in all areas;
9. Team building.

Our method is more than instruction alone. We consider teaching as a necessary but insufficient ingredient for desired habit changes. Therefore, we also use experiential learning methods.

Job summary

Schouten China is looking for men or women who are able to converse with HR Officers and Managing Directors (CxO level) of Chinese as well as international companies on the challenges (problems) of management within their companies. This initial, explorative discussion would identify the number of human factors involved in the solution of these challenges (problems): factors such as: shared direction of the organisation, mutual cooperation, effective leadership styles and effective, personal communication. This discussion would result in an in-depth meeting with the Senior Professional (or a proposal from the Senior Professional), who is responsible for the operational design and implementation of the proposed training. The Senior Professional will give guidance to the customer's future business projects. During the project the Senior Professional will support and guide the customer.

As we wish to ensure that our internal organisational culture is in line with the aims of the services we intend to provide to clients and organisations, we are looking for people with the following profiles:

- Self-starters, trusted team members, highly motivated, visionary spirits.
- Excellent multicultural communication skills, writing skills, strong presentation skills, relationship-building and negotiation skills
- Personal commitment to the need for our facilitation services to improve the well being of Chinese and International companies
- Willing to commit to the vision of Schouten China as it strives to become a flourishing Chinese company.
- No job hoppers

Essential skills of the Senior Professional

- Proven acquisition skills
- Intercultural training experience
- Experience in managing projects
- Tailor-made training
- Independent acquisition of customer purchase orders
- Knowledge transfer (training junior professionals)
- Responsible for relation management and customer meetings
- Ability to see the connection between an organisation problem and personal behavior
- Development of theoretical behavior interventions
- Contribution to the synergy between the different institutes, divisions, work areas and competence areas
- Development of new products which will lead to expansion of the activities of Schouten China
- Capable of dealing with customer questions and fulfillment of tasks within several competence areas/work areas
- Understanding of and experience in individual and organisational problems
- Capable of turning strategic challenges into pragmatic and concrete interventions

Interested applicants are invited to submit their résumé together with a covering letter, which should include the amount of remuneration expected, in both English and Chinese, to

Ms. Gonnies Swanenberg
gonnie.swanenberg@schoutentraining.com

Please go to www.schoutenchina.com for more information.

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.