APAC Management Associate
Graduate Program
5 reasons why you should join our Graduate Program:

1. You will launch your career in a leading multinational company with global presence

2. You can lead exciting projects, exposed to different business areas, and contribute to driving innovative technologies and products

3. You will be empowered to drive positive change, always growing in a sustainable, ethical company

4. You benefit from coaching from the senior management

5. You have an unique opportunity to experience diverse cultures and markets within the Asia Pacific region
Here's what our 2019 Management Associates say...

**Why would you recommend this program?**

"What this program offers is unlike any other. Ambitious young leaders should definitely take on this role and experience the wealth of opportunities awaiting you. There is undoubtedly a relatively steep learning curve for fresh graduates, but what comes after will be invaluable."

**What projects did you do and which one stood out most?**

"I was given full responsibility for all projects, from B2C market strategy, R&D product development, operations spending optimization to talent acquisition. They were all very meaningful and were designed for me to make an impact. The R&D project stood out the most, as it requires both depth and breadth — not just industry trends and competitive landscape — but also shifts in consumers’ consumption habits. What made it more challenging is that it was right during the COVID-19 outbreak in Guangzhou. Getting it done gave me a tremendous sense of achievement."

**How well did this program prepare you for the next step in your career?**

"My time in Japan and China gave me a great opportunity to develop my problem-solving skills. With the alignment from my mentors (sponsors) being in frequent contact with colleagues from all over the APAC regions, suppliers and customers helps to build a professional network. These are essential toward building a successful career."

**What were your projects?**

"I’ve rotated in Japan, Guangzhou and Shanghai and accomplished strategic projects including identifying Japanese market opportunities, framing customer experience for Yale O2O business, and compiling background learnings on EAC strategy by interviewing related APAC internal employees and current customers, finding a problem through communication with the relative contacts and come up with a strategic analysis with a solution."

**What do you think about working at ASSA ABLOY?**

"ASSA ABLOY delivers on having a global presence with local expertise, through its significant growth through acquisitions. Getting to work at each of the different offices has allowed me to learn and experience that. The approachable culture that is sustained all throughout the different offices allows for a collaborative work environment and valuable learning throughout the duration of my role."

**How interesting were your projects and where?**

"The scope of my assignment in Korea was to identify opportunities and positioning for smart propostions in Korea that appeal to younger consumers. I worked closely with the Marketing team and various other departments. My assignment in China pertains to compliance awareness within the firm. This includes developing compliance awareness campaigns and communication through various channels so that employees have an increased awareness. When COVID19 happened, the company prioritizes our safety and well-being hence I was working remotely from home."

**Being a fresh graduate, did this program meet your expectations?**

"ASSA ABLOY is a highly esteemed organization and the program seemed like a great fit for me. Hence, when I started this program I had really high expectations. I can now safely say that this program has lived up to all my expectations. I got to work on highly impactful and interesting projects here. There is no other program where a fresh graduate would get such an opportunity to make an impact so early. The best part about working at ASSA ABLOY is its people. Everyone here is highly supportive and helpful."

**How would you advice other graduate applicants?**

"To everyone applying to this program, I would just say to focus on your strengths and showcase your analytical abilities. I distinctly remember what our CEO said when I got selected. He told me that we want strong analytical skills but more than that we are looking for the kind of people who would fit well into the organization. So just be honest and your true self during the selection process."
Your path to success: The Management Associate (Graduate Program)

Candidates are given opportunities not just to learn on the job, but also able to deliver highly impactful results.

Every quarter, candidates will rotate within Asia Pacific – in countries such as China, Malaysia, Korea, Australia, taking on strategic projects to include topics such as identifying market opportunities for new products/businesses, scoping new channels or business opportunities, market sizing, building business cases, supporting due diligence for potential acquisitions, compiling background learnings on strategic problems, and framing strategic approaches to business issues.

Candidates will be assigned real projects by senior executives to deliver, along with clear objectives and expected outcomes. The project sponsor will be responsible for providing close support to help candidates achieve the required objectives. Regular project meetings are organized to ensure that candidates have the information they need and can make independent decisions.

ASSA ABLOY has a vast range of disciplines and functions across our business, from product development and project management to sales, marketing, finance, logistics and production. Project assignments can be under any function but will be designed to be challenging yet achievable for candidates to learn and develop. Quarterly projects are typically confirmed periodically to ensure they stay current and relevant.

Mentoring
You will be mentored by 4-6 business leaders (sponsors) during the program. It will be dependent on project location and country. Projects are planned by the top management but will seek your feedback to gauge areas of interests while simultaneously ensuring a well-rounded exposure to many functional areas.

Travel
The cost of travelling to and from different project locations shall be borne by the HOME business, which also includes allowance for shipping your personal belongings up to a certain budget.
Accommodation
The cost and organization of all accommodation will be borne by the HOST unit of your project location. This will be a furnished apartment up to a certain budget.

Working Hours
Working hours during the project assignments will be determined by the HOST unit, following departmental arrangements. Candidates will get prior notification of the hours and any other local arrangements in advance. All public holidays that fall in the HOST country will be entitled to.

Performance Review
At the end of each project assignment, the mentor (sponsor) will review the objectives of the project and review candidates’ performance.

Program Completion
After the successful completion of the program with satisfactory performance, candidates will be offered a permanent role based on their performance, skills and expertise.
The ASSA ABLOY Group is the global leader in access solutions. Every day, we help billions of people experience a more open world.

**ASSA ABLOY Group Employer Value Proposition**

- Always growing
- Never boring
- Leading right

Empowerment  Innovation  Integrity

© Images. All rights reserved by iStock and ASSA ABLOY. We reserve the right to make technical modifications.