

Management Trainee Program

Purpose:

Management Trainee Program at PCICL is a talent nourishing program that offers young graduates, a chance to realize their career aspirations, gain exposure & experience to meet the future needs of skills and expertise required for the Company. The candidates will be suitably posted at Company's Head office at Islamabad and Karachi in Business Development, Risk Management, Credit Administration and Finance functions.

Qualification & Age:

Eligibility shall be based on but not limited to following minimum and preferred areas/points:

Minimum:

- Bachelor's or Master's degree holders in the fields of Business Administration, Accounting, Finance, Economics, International Business or similar disciplines with minimum 16 years' education from a HEC recognized university or a reputed foreign educational institute with minimum CGPA of 3.25/4 or 4.15/5 or 80%.
- Maximum 26 years on the date of advertisement.

Preferences:

- Relevant experience is not essentially required however may be preferred.
- The qualified or enrolled candidates of CFA and FRM.
- Adequate speaking, writing and reading skills of Chinese language.
- Persons with Disabilities (PWDs) meeting the above criteria are also encouraged to apply.

Shortlisting & Selection:

1. Only shortlisted applicants meeting the above requirements and after the subjective assessment of the resumes will be evaluated through a qualitative competence based written test.
2. Candidates qualifying the written test will be invited for a panel Interview.
3. The induction for the two months training program will be offered to the selected candidates after the interview, subject to clearance of medical examination and due diligence as per Company's Policy.

Terms & Conditions of Offer Letter:

Offer letter to join the training program will be issued to selected candidates explaining the terms & conditions. Before joining the training, individual will have to sign a surety bond on legal paper assuring that he/she will serve the Company for at least three years after completion of training and will be liable to pay Rs.800,000/- in case of early separation on pro-rata basis for whatsoever reasons.

Induction Procedure:

Selected individuals will undergo an extensive training program comprising of:

- One month professional and soft skills development training at National Institute of Banking & Finance (NIBAF), Islamabad; a wholly owned subsidiary of State Bank of Pakistan (SBP). This residential training program will be customized based on the Company's need and to prepare the candidates for the future challenges at workplace.

- One month training within the Company through deployment in various functions.

Based on the overall profile of candidates, results of the written tests, quality of prepared reports during training and business needs of the organization; individuals will be placed in business and back office functions of the organization and they will be given the status of permanent employees. Company reserves the right not to offer permanent employment to the trainees in case of unsatisfactory performance during the training or any misconduct against the policies of the Company and/or NIBAF.

Compensation Structure:

- During two months of training, individuals will be paid fixed monthly stipend of Rs.40,000/-.
- On successful completion of the training program, permanent employment will be offered to the individuals in the Executive Officer Grade of the Company, with following compensation package:
 - Monthly Gross Salary of Rs. 65,000/-
 - Fuel limit of 75 liters through corporate card.
 - Three Gross salaries during a calendar year as festive bonuses and LFA.
 - Annual Performance bonus based on individual, respective Group's and organizational performance.
 - Medical facility for employee, his/her spouse, dependent children and parents through OPD coverage as one gross salary and IPD coverage through insurance as per Company's Policy.
 - Membership of contributory provident fund, gratuity, EOBI membership and various other benefits as per Company's HR Policy as amended from time to time.

Applications:

Interested candidates may email their detailed resumes by specifying their qualification (Subjects, CGPA, University/College, etc), particularly mentioning the above detailed preferential factors for eligibility, if any; and a professional photograph at careers@pakchinainvest.com till March 13, 2023. Please mention "Management Trainee Program" as subject of the email.